

Title of Abstract: The Influence of Behavioural Pattern, Self- Esteem and Work Environment on Job Performance.

Authors: Oyeniyi, O. D & Adekeye, O. A.

Outlet: Germany: VDM Verlag Publishers. 70 pages (ISBN: 978-3-639-31502-8).

Date: 2010

Abstract:

In this study, work environment was seen as a psychological contract between the employee and the employer while job performance was seen as the level of input a paid worker puts in towards his job. One hundred and thirteen (113) respondents were randomly selected from Lagos state Secretariat Alausa, Ikeja. Four hypotheses were formulated at the 0.05 level of significance. The Pearson's Correlation, t test of independent samples, analysis of variance, and multiple regression analysis were used to test the hypotheses. The study employed a modified questionnaire titled questionnaire on employee job performance (QEJP) to measure the influence of behavioural patterns, self-esteem and work environment on employees' job performance in selected organizations in Lagos State. The result of the first hypothesis indicated that there was a significant relationship between job performance and self esteem ($r = .361, p < .05$), behavioural pattern ($r = .231, p < .05$), work environment ($r = .314, p < .05$). The results in the second hypothesis indicated that there was a significant difference in participants' job performance based on gender ($t = 1.761; df = 111; p < 0.005$, one tailed) and the third hypothesis indicated that only behavioural pattern of all the three variables was not a strong predictor of employee job performance ($\beta = 0.024; t = 0.495; p > 0.05$). Self esteem was the strongest predictor of employee job performance ($\beta = 0.231; t = 3.389; p = 0.001$), followed by work environment ($\beta = 0.168; t = 2.860; p = 0.005$), the fourth hypothesis indicated that there is a significant effect of age ($F(3, 100) = 2.692, p = 0.05$) on job performance. There was however no significant effect of educational level ($F(1, 100) = .863, p > 0.05$) and marital status ($F(1, 100) = 3.221, p > 0.05$) on employee job performance. It was recommended that organizations, government, professionals and the society at large should help improve the job performance of their employees