

Impact of job design attributes on performance attainment in business organizations: a survey of deposit money banks in Nigeria

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Abstract

The objective of the study is to investigate "the Impact of Job Design attributes on Performance in Business Organizations: A Survey of Deposit Money Banks in Nigeria." The Job design attributes considered here are Skill Variety, Task Identity, Task Significance, Autonomy, and Feedback. The population of the study is the 21 Deposit Money Banks operational in Nigeria with a staff totaled at 84,345. The sample size of the study was 398 but 20% margin increase was added to allow for unreturned and incorrectly completed questionnaires. Therefore, the actual copies of questionnaires distributed were 477. Quasi experimental research design method was adopted. Disproportionate stratified sampling technique in which banks were classed into three strata was adopted. Both primary and secondary sources of data collection were utilized. For primary data source, 5 point-Likert rating scale of Strongly Agree (SA), Agree (A), Undecided (U), Disagree (D) and Strongly Disagree (SD) were employed. KMO (Kaiser-Meyer Olkin) measure for sampling adequacy with a threshold of 0.50 and a KMO value of 0.814 was obtained. Bartlett's Test of Sphericity is employed with an acceptance threshold of $p = 0.000$ indicating that factor analysis can be used for validity test while Cronbach Alpha for reliability test was performed to assess internal consistency of measurement adopting a weak threshold of 0.60. A Cronbach Alpha value of 0.886 was obtained.

The findings for the study revealed that Job Design attributes i.e Skill Variety, Task Identity, Task Significance, Autonomy, and Feedback impact significantly on the Performance output of the Deposit Money Banks in Nigeria. The study recommendations are that, Job should be designed to enhance employee motivation, productivity, quality of work life, promotion in order to accomplish performance goals. The study also recommended that, there should be periodic evaluation of Jobs to enhance Job enlargement and Job enrichment element as appropriate.
