UNIJERPS

Unizik Journal of Educational Research and Policy Studies VOL.18 (2);
July-December, 2024 https://unijerps.org
2023 Impact Factor: **6.834;** 2022 ***Impact Factor***: 5.156; ***2021 Impact Factor: 5.641;***
2020 Impact Factor: 5.355. *Indexing and Impact Factor URL: http://sjifactor.com/passport.php?id=21363*

EMPLOYEE ENGAGEMENT AND BUSINESS EDUCATORS JOB PRODUCTIVITY IN TERTIARY INSTITUTIONS IN ANAMBRA STATE

C. N. Ementa & Orabueze Uju Gloria
Department of Technology and Vocational Education, Nnamdi Azikiwe University, Awka

ABSTRACT

The study explored the relationship between employee engagement and business educator's job productivity tertiary institutions in Anambra state. One research question guided the study, and one null hypothesis which were tested at 0.05 level of significance. Correlational research design guided the study. The study was carried out in four tertiary institutions in Anambra State. Population of the study was 122 which comprised of 118 business educators and 4 administrators from tertiary institutions in Anambra State. Census sampling technique was adopted because the sampling is manageable. A 12 item questionnaire was adapted to elicit the opinion on employee engagement while a structured 5-point questionnaire containing 10 items covered the business educators' job productivity. The questionnaire was validated by experts in the field. Cronbach Alpha was used to test the reliability of the instrument resulting to coefficient alpha greater than 0.70. The data generated from the study were analyzed using inferential statistics of Pearson product moment correlation co-efficient and simple linear regression. The Pearson product moment correlation was used to answer the research question while simple linear regression was used to test the null hypothesis 0.05 level of significance. The findings from the study revealed that employee engagement does not significantly correlate with business educators' job productivity in tertiary institutions in Anambra State. Consequently, the study recommended that Heads of Departments should continuously monitor employee engagement levels through assessment and appraisal to identify trends, needs, areas of improvement and measure impact on job productivity.

Keywords: Employee Engagement, Business Educators, Job Productivity

Introduction

Employee engagement is an emotional state that leads a person to being involved and loyal (Robinson, et al., 2004) (Schaufeli, 2013). It is an order of commitment and engagement that an employee acquires to the organization and its values. When an employee is involved, he realizes his responsibility in business goals and motivates his colleagues together, for the success of organizational goals (J.,2014). Employee engagement is a strategy to prevent turnover within the company or institution and one of the efforts to increase employee productivity (Susanto, 2022).Engaged employees are passionate about their work, motivated to contribute to the organization's success, and have a strong sense of loyalty and dedication. Acknowledging the importance of an engaged workforce, Employers that establish an accommodating environment in

which employees are treated with dignity and respect feel at ease while carrying out their responsibilities and it will instill a favorable psychological attitude toward the organization, and at the same time, strengthen Employee Engagement (EE) and job productivity (Arimie, 2019, Okoli and Anyanwu, 2021). Arimie (2019) added that low EE lead to low job productivity in an organization. Business educator's job productivity entails the level of output or efficiency in carrying out their assigned tasks within a given period. It is a critical aspect of employment that impacts the success of an organization, and it is usually measured in terms of the quantity and quality of the work completed by an individual or team. This is in line with Purba (2021) who described business educators' job productivity as a measure of the teacher's effectiveness in meeting the learning needs of students and promoting their academic growth and development." Also Köse, (2020) stated that business educators' job productivity refers to the ability of a teacher to produce desired outcomes in the classroom, such as student learning and academic achievement." Employee engagement has been shown to have a positive impact on an organizations growth, according to studies (Nazir and Islam, 2020). These studies show that positive work atmosphere, teamwork, and the opportunity to learn new skills all contributes to employee engagement, which in turn leads to increased productivity. Employee engagement results in expressively high incomes, increases employees' performance and commitment, and has a positive relationship with organizational performance, productivity, profitability, loyalty and safety (Lawler, 2008).

In tertiary institutions business educators are essential assets for achieving viable business education program through instructional process (productivity). According to Adeyemi (2022) the quality of business education programme depends on the productivity of business educators. Similarly, Bhatti, Chaudhry, and Naseer (2019) studied the impact of organizational culture on job productivity in Pakistani universities. They found that a positive organizational culture characterized by strong leadership, employee involvement, and open communication was positively associated with business educators' job productivity.

Despite the numerous positive impact of employee engagement to job productivity in many organizations, it has not been empirically established in tertiary institutions in Anambra State, leaving this area with a gap seeking to be filled with research. It is against this background that the researcher is prompted to investigate the relationship between employee engagement and business educator's job productivity in tertiary institutions in Anambra State.

Statement of the Problem

Business educators in tertiary institutions perform complex and multiple roles in the quality of education being offered to students in these institutions and given the critical role that business educators play in preparing students for the workforce,

there has been a noticeable decrease in job productivity of business educators in tertiary institutions in Anambra State (Ile and Edokpolor, 2022; Adejare, 2020). This decrease has led to concern about the quality of education being offered to student in these institutions.

Notwithstanding the benefits of employee engagement to organizations and institutions, it is crucial to investigate the extent to which employee engagement can foster productivity of business educators in tertiary institutions in Anambra State.

Research Question

What is the relationship between employee engagement and business educators' job productivity in tertiary institutions in Anambra State?

Hypothesis

Employee engagement has no significant relationship with business educators' job productivity in tertiary institutions in Anambra State.

Research Method

Correlational survey design was adopted for this study. The study was carried out in public tertiary institutions in Anambra State (viz. Nnamdi Azikiwe University, Awka (UNIZIK), Chukwuemeka Odumegwu Ojukwu University Igbariam-Awkuzu,Federal College of Education Nsugbe and Federal College of Education (Technical), Umunze. The population of this study comprised 118 business educators and 4 administrators (Heads of Department). Census sampling was adopted because the population is manageable.

The instrument used for data collection was a structured questionnaire titled, "Business Educators Job Productivity Questionnaire and Questionnaire on Employee Engagement. The instrument was validated by three experts. Cronbach alpha method was used to test the internal consistency of the instrument, resulting in the reliability coefficient greater than 0.70. The data collected was analyzed using Pearson Product Moment Correlation Coefficient for the research question and Simple Linear regression for the hypothesis. The data was analyzed using SPSS version 23. The decision rule was to accept a null hypothesis where p-value is greater than or equal to the alpha level of 0.05. The null hypothesis was accepted where the p-value is greater than the alpha level.

Presentation of Results

Research Question 1: What is the relationship between employee engagement and business educators' job productivity in tertiary institutions in Anambra State?

Table 1: Pearson's Correlation between employee engagement and business educators' job productivity

Sn	Variables	1	2
1	Employee Engagement	1	
2	Job productivity	-.109	1

Note p<0.05, N=109

Table 1 shows the data on the Pearson correlation between employee engagement and business educators' job productivity in tertiary institutions. The overall correlation between engagement and job productivity is positively moderate.(*r*=-.109) , Therefore there is generally a negatively low correlation between employee engagement and business educators' job productivity in tertiary institutions in Anambra state.

Research Hypothesis 1: Employee engagement has no significant relationship with business educators' job productivity in tertiary institutions in Anambra State.

Table 2: Model Summary of Simple Regressions of Employee Engagement and Job Productivity

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.102	1	.102	1.286	.259
	Residual	8.460	107	.079		
	Total	8.562	108			

R= .109, R^2 = 0.012 Adjusted$R^{2=}$ .003

The results showed the correlation of engagement and job productivity(r= 0.109). The R-square = 0.012, Adjusted r-square = .003) indicates that employee engagement account for 0.3 percent variation in job productivity in the model. Hence the table showed that employee engagement significantly does not correlate with job productivity (*F*=1, 107)= 1.286, *p*= 0.259>0.05). The null hypothesis is accepted, this means that employee engagement have no significant relationship with business educators job productivity in tertiary institutions in Anambra State.

Table 3: Regression Coefficients of employee engagement and Job productivity

	Unstandardized Coefficients		Standardized Coefficients			
	B	SEB	Beta(*β*)	*t*	*p*	Decision
(Constant)	4.390	.195		22.564	.000	Significant
Employee engagement	-.055	.049	-.109	-1.134	.259	Not Significant

Dependent Variable: Job productivity

Data in table 3 shows the discrete contributions of employee engagement in the relationship with job productivity. The result showed employee engagement did not significantly contribute in the model in the relationship with engagement (*β*)=.-.109, *t*= -1.134, *p*= .259> 0.05).

Discussion of Findings

The findings of this study indicated a negligible correlation between employee engagement and business educators' job productivity in tertiary institutions in Anambra State. This implies that even when business educators experience high levels of engagement, it does not necessarily translate into higher job productivity. The study's findings align with the research of Agboola

and Fakorede (2020), which also found no significant relationship between employee engagement and job productivity among teachers. This supports the notion that while employee engagement can be beneficial in various ways, it may not always have a direct and strong correlation with job productivity. The findings from the test of the null hypothesis indicated that there was no significant relationship with employee engagement and business educator's job productivity in tertiary institutions in Anambra State. Consequently, the null hypothesis was accepted.

Conclusion

Based on the findings of the study, it was concluded that employee engagement do not foster business educators' job productivity in tertiary institutions in Anambra State. This implies that even when employees are highly engaged and committed to their work, it may not necessarily translate into increased job productivity.

This study recommends that Heads of Departments should continuously monitor employee engagement levels through assessment and appraisal to identify trends, areas for improvement and measure impact on job productivity.

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