

Job Motivation and Satisfaction Among Piggery Farm Employees in Niger Delta Area Nigeria

EMAZIYE Peter Otunaruke¹, EMAZIYE Oghenekome²,
OKPARA Oghenesuvwe³

¹Department of Agricultural Economics, Faculty of Agriculture, Delta State University, Abraka, Delta State

²Department of Business Education, Faculty of Education, Delta State University, Abraka, Delta State

³Department of Animal Science, Faculty of Agriculture, Delta State University, Abraka, Delta State, Nigeria.

Corresponding Author: EMAZIYE Peter Otunaruke

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ABSTRACT

The research assessed empirically the economic appraisal of job motivation and satisfaction among piggery employees. Multi-stage technique of sampling was employed. Structured questionnaires were employed in data collection, and data were analyzed employing descriptive statistics and probit regression model. Productive age of 48 years that were mostly married male with secondary level of education engaged in piggery farming. Moderate family size of 9 persons and a staff strength of 15 persons involved in piggery production. The probit regression results confirmed that wages and salaries were a major determinant to job satisfaction as it was positively statistically significant while advance payment was not a major determinant as advance payment was negatively statistically significant. High wages/salaries were most motivational factor of job satisfaction. The study exposed that job satisfaction resulted to increase in farm revenue and profit. The study suggests that motivational policy of high wages/salaries proportion to work executed and other motivational variables should be enacted in the piggery industry to increase revenue and profit.

Keywords: Employees, Farm, Job, Motivation, Piggery, Satisfaction.

INTRODUCTION

Job satisfaction was viewed by Idowu *et al.* (2011) as a multidimensional factor resulted from job satisfaction or no satisfaction from

work place, supervisor, and pay among others. The work of DalForno and Merlon (2010) clearly stated that theory of work motivation is embedded on justification of work done well and not ability. Work motivation measurement focused on behavioral persistence objectives and organizational desired to work (Virgiawan *et al.*, 2021).

Job satisfaction could be defined as psychological and environmental styles combination that create conditions that make people admit honestly satisfaction of job done (Permana *et al.*, 2011). In collaboration with this findings, Darmon (2011) stated job satisfaction amount is given by the causes of sensational job satisfaction. The most aim of job satisfaction is usually of comfortable feelings. Job motivation and satisfaction could be viewed as having positively significant effects on performance of employees (Setyo *et al.*, 2021). Motivation could be defined as the process that give rise to individual direction, persistence and intensity of effort in achieving set goals (Robbins and Judge, 2017). Also another scholar Ogunnaiké, *et al* (2014) stated that motivation is an internal drive that resulted to a person decision in action taking. He also defined job satisfaction as positive and pleasurable emotional state as a result from one's job satisfaction as positive and pleasurable emotional state as a result from

one's job experience appraisal. Jehanzeb *et al* (2012) stated that the level of performance and efficiency of employees is increased by reward (pay).

Onah (2015) reported that shortage of food production couples with increase in population growth has led to mal-nutritional diseases in Nigeria. Food production could result from low labour supply to farms. The livestock industry has witnessed a decline in labour supply which greatly affected the livestock industry in provision of meat to feed the growing population in Nigeria (Emaziye et al, 2013). Presently pig production in Nigeria stands at 7.1 million as compared to goat 72.5 million, cattle 19.5 million, sheep 41.3 million and poultry (chicken) 145 million (National Agricultural Sample Survey, 2011).

This study is to fill the gap of research on motivation and satisfaction of employees especially in piggery industry as research literature are lacking.

This led to the following research objectives.

Objectives are to;

- i. examine the socioeconomic characteristics of piggery employees
- ii. determine job motivational factors among piggery employees
- iii. analyse the determinants of job satisfaction among piggery employees
- iv. ascertain the economic benefits of job motivation.

MATERIALS AND METHODS

Niger Delta Area was chosen for this study due to pigs' acceptability and no religion taboo on pig production. The main occupation of the area is agriculture especially livestock, fisheries and crop production. It is situated on longitude 5°53'55" and latitude 4°52'40" with a total population of 31,224,587 persons (NPC, 2006)[13]. The area is made up of 9 states with diverse ethnic nationalities.

A multi-stage technique of sampling was adopted for the study. Firstly, 5 states were selected randomly, secondly, 6 Local Government Areas (LGAs) were selected

purposively totaling 30 LGAs. Thirdly, 3 communities were purposively chosen totaling 90 communities and lastly, 2 piggery farms were purposively chosen totaling 180 piggery farms. Structured questionnaires were employed in data collection of respondents and data were analyzed employing descriptive statistics and probit regression model.

Model Specification

$$\text{Mean } (\bar{x}) = \frac{\sum fx}{\sum f}$$

Where

Σ = Summation

f = Frequency

x = Variable

Probit regression model

Dummy dependent variable was used

Ci = 1 piggery employees' satisfaction

Ci = 0 piggery employees not satisfied

$$P(C_i = 1) = f(k) = \frac{1}{\sqrt{2\pi}} \int_0^k e^{-\frac{u^2}{2}} du = u \quad (1)$$

Where k is the unobservable is a linear combination of the explanatory observable variables

$$K_1 = b_0 + \sum_j^n b_j x_j + U$$

P = Probability of piggery employees' satisfaction

K₁ = 1 piggery employees satisfied with job

k₁ = 0 piggery employees not satisfied with job

$$K_1 = b_0 + b_1 x_1 + b_2 x_2 + b_3 x_3 + b_4 x_4 \dots b_8 x_8 + U$$

X₁ = Overtime work (Hours)

X₂ = Mode of payment (Naira)

X₃ = Age of workers (Years)

X₄ = Wages/Salaries amount (Naira)

X₅ = Adequate working equipment availability (Numbers)

X₆ = Advance payment (Naira)

X₇ = Desire type of job (Number)

X₈ = Number of hours worked per day (Hours)

U = Error term

RESULTS AND DISCUSSIONS

Socio-economic characteristics of piggery farm employees

The employees' socio-economic characteristics as shown in Table 1 reveals that mean age of piggery employees were 48 years (Productive age) and mostly dominated by male employees (67.2%). Most employees were married with secondary level of education and 17 years working experience in the piggery industries. The study further revealed that a mean of 9 persons household size with a mean staff strength of 15 persons were

involved in piggery production. These findings collaborated with Ebewore *et al.*, (2015) that male married households and household size of 9 persons with secondary school level of education engaged in piggery production in Niger Delta Region, Nigeria. Also Emaziye *et al.*, (2021); Ebewore and Emaziye(2016) further asserted that aged farmers that were mostly married engaged in farming enterprise in Delta State

Table 1: Socioeconomic characteristics of Employees

| Variables | Frequency | Percentage (%) | Mean/Mode |
|----------------------------|-----------|----------------|------------------|
| Age (years) | | | |
| 19 – 29 | 35 | 19.4 | 48 years |
| 30 – 40 | 52 | 28.9 | |
| 41 – 51 | 57 | 31.7 | |
| 52 – 62 | 36 | 20.0 | |
| Gender | | | |
| Male | 121 | 67.2 | Male |
| Female | 59 | 32.8 | |
| Marital Status | | | |
| Married | 117 | 65.0 | Married |
| Single | 20 | 11.1 | |
| Widow | 33 | 18.3 | |
| Divorced | 10 | 5.6 | |
| Educational level | | | |
| No formal education | 07 | 3.9 | Secondary school |
| Primary school | 59 | 32.8 | |
| Secondary school | 81 | 45.0 | |
| Tertiary education | 33 | 18.3 | |
| Working experience (years) | | | |
| 1 – 7 | 31 | 17.2 | 17 years |
| 8 – 14 | 35 | 19.4 | |
| 15 – 21 | 61 | 33.9 | |
| 22 – 28 | 53 | 29.5 | |
| Family size (persons) | | | |
| 1 – 4 | 26 | 14.4 | 9 persons |
| 5 – 8 | 54 | 30.0 | |
| 9 -12 | 63 | 35.0 | |
| 13 – 16 | 37 | 20.6 | |
| Staff Strength (persons) | | | |
| 1 – 9 | 58 | 32.2 | 15 persons |
| 10 – 18 | 70 | 38.9 | |
| 19 – 27 | 34 | 18.9 | |
| 28 – 38 | 18 | 10.0 | |

Source: Field data

Motivational factors that lead to Job Satisfaction

The motivational statistical factors of piggery job satisfaction as revealed in Table 2 were promotion (88.9%), high wages (98.9%), Staff training (52.2%), free health care (68.9%), Good workers relationship (81.7%), annual leaves (50.6%), viable person scheme (48.9%), Good working environment (56.1%), effective supervision (62.2%), staff vehicle (55.0%), hardworking reward (68.3%), job security (53.3%) and sick leave (54.4%). Among these

motivational factors, high wages (98.9%) and viable pension scheme (48.9%) were the highest and lowest motivational factor for piggery employees' respectively. These results revealed that high salaries (wages) enhance job motivation thereby leading to job satisfaction in the piggery industry. This assertion was affirmed by Ambali *et al.*, (2013) that high remuneration, clean environment, staff training, promotion among others play a key role in job motivation among poultry workers in Ogun State, Nigeria.

Table 2: Motivational factors that leads to Job Satisfactions

| Motivational factors | Agreed | Disagreed | Mode |
|---------------------------|-----------|-----------|------------|
| Promotion | 160(88.9) | 20(11.1) | |
| High wages | 178(98.9) | 2(1.1) | High wages |
| Staff training | 94(52.2) | 86(47.8) | |
| Free health care | 124(68.9) | 56(31.1) | |
| Good workers relationship | 147(81.7) | 33(18.3) | |
| Annual leaves | 91(50.6) | 89 (49.4) | |
| Viable Pension Scheme | 88(48.9) | 92(51.1) | |
| Good working Environment | 101(56.1) | 79(43.9) | |
| Effective Supervision | 112(62.2) | 68(37.8) | |
| Staff Vehicle(bus) | 99(55.0) | 81(45.0) | |
| Hard work reward | 123(68.3) | 57(31.7) | |
| Job security | 96(53.3) | 84(46.7) | |
| Sick leave | 98(54.4) | 82(45.6) | |

Source: Field data Multiple responses observed

Determinants of Job Satisfaction among Piggery employees

The variables in Table 3 clearly indicated that overtime work reward, mode of payment, age of workers, wages/salaries amount, adequate working equipment availability, advance payment, nature of job and number of hours work per day were the determinants of job satisfaction among piggery employees in the surveyed area. Wages/salaries amount paid to workers (17.3%) was the highest determinant of piggery employees' job satisfaction and the

least was age of workers (8.8%) and advance payment (8.8%). This revealed that age of workers and advance payment does not contribute substantially to job satisfaction among piggery employees but the volume of money paid to employees as salaries/wages was a major determinant of job satisfaction. These were collaborated by Herrera *et al.*, (2018) who stated that financial situation of the farm on amount to be paid to workers was a major determinant of job satisfaction among workers in Germany.

Table 3: Determinants of Job Satisfaction among piggery employees

| Variables | Frequency | Percentage | Mode |
|---|-----------|------------|-----------------------|
| Overtime work Reward | 132 | 14.0 | |
| Mode of payment | 94 | 10.0 | |
| Age of workers | 83 | 8.8 | |
| Wages/salaries amount | 163 | 17.3 | Wages/Salaries amount |
| Adequate working equipment availability | 153 | 16.3 | |
| Advance payment | 83 | 8.8 | |
| Nature of job | 108 | 11.5 | |
| Number of hours work per day | 125 | 13.3 | |

Source: Field data Multiple responses observed

Economic Benefits of Job motivation

Job satisfaction as a result of job motivation leads to prudent management of resources, increase in farm revenue, increase in labour output per hour, theft reduction, good care of animals (pigs), number of employees stability, increase in farm output per kg,

reduction of animal mortality and above all, increase in farm profit as shown in Table 4. This is in agreement with Saifuddin, *et al.*, (2008) that employees job satisfaction leads to productive employee and also performance level not only determined by skill but by job motivation.

Table 4: Economic benefits of Job motivation

| Parameters | Frequency | Percentage |
|------------------------------------|-----------|------------|
| Prudent management of Resources | 143 | 11.7 |
| Increase in labour output per hour | 164 | 13.4 |
| Increase in farm revenue | 167 | 13.6 |
| Theft Reduction | 102 | 8.3 |
| Good care of animals | 137 | 11.2 |
| Number of employees stability | 116 | 9.5 |
| Increase in farm output per kg | 121 | 9.9 |
| Reduction of animals' mortality | 106 | 8.6 |
| Increase in farm profit | 169 | 13.8 |

Source: Field data Multiple responses observed

Probit regression results: Determinants of Job Satisfaction among Piggery employees

The probit regression result presented in Table 5 revealed that adequate working equipment availability, wages and salaries amount and desire type of job were positively statistically significant at 1% level and advance payment were negatively

statistically significant at 10% level. These clearly indicates that adequate working equipment availability, wages and salaries amount and desire type of job were major determinant of job satisfaction among piggery employees while advance payment were not a determinant of job satisfaction among piggery employees

Table 5: Probit Regression Results: Determinants of job satisfaction among piggery employees

| Variables | Coefficient | t-value |
|---|-------------------|---------|
| Constant | 0.6018 (0.8166) | 0.581 |
| Overtime work Reward | 0.1338(0.2209) | 0.606 |
| Mode of payment | -0.1606(0.3659) | -0.422 |
| Age of workers | 0.1436(0.1013) | 1.416 |
| Wages/salaries amount | 0.4044***(0.6371) | 0.648 |
| Adequate working equipment availability | 0.7873***(0.3302) | 2.430 |
| Advance payment | -0.2341(0.1875) | -1.127 |
| Nature of job | 0.6365***(0.1721) | 2.867 |
| Number of hours work per day | -0.8132*(0.5285) | -1.587 |
| Chi-Square | 27.3504*** | |
| Log likelihood | -27.9402 | |

Source: Field data

* Significant at 10%

** Significant at 5%

*** Significant at 1%

* Figures in parentheses are standard errors.

CONCLUSIONS

The mean age of piggery employees were 48 years which falls within a productive age of a worker. Most respondents were married male having 17 years farming experience with secondary school educational level. An average household size of 9 persons and staff strength of 15 persons were recorded. High wages and viable pension scheme were the highest and lowest motivational factors to job satisfaction respectively. The most determinant of job satisfaction among piggery employees fell on wages/salaries amount paid to workers while advance payment and age of workers were least determinant. Job motivation led to increase in farm profit and increase in farm revenue respectively. The probit regression results further confirmed that wages and salaries were a major determinant to job satisfaction as it was positively statistically significant while advance payment were negatively statistically significant. The study recommends that motivational policy of high wages/salaries proportion to work done and other motivational variables should be

enacted in the piggery industry to increase revenue and profit.

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