**CHAPTER THREE**

**RESEARCH DESIGN AND METHODOLOGY**

**3.1 Research Design**

A research design refers to plan that guide a researcher on how to organize the research activities (Bryman & Bell 2003). A research design presents a framework or arrangement of action for a study. The study adopted a descriptive research design. A descriptive research provides a comprehensive picture of a circumstance or a situation. It is normally done in order to determine and be in a position where one can describe features or characteristics of the given variable of interest for a certain situation.

**3.2 Area of Study**

This study on the effect of compensation management on organizational productivity covers Innoson Nigeria Limited and Emenite Nigeria Limited, Enugu.

**3.3 POPULATION OF STUDY**

 The population of study covers staff and management of Innoson Nigeria Limited and Emenite Nigeria Limited, Enugu.

The distribution of the population is shown below:

**Population Distribution Table**

|  |  |
| --- | --- |
| Names of selected organizations  | No. of employees of staff |
| Innoson Nigeria Limited, Enugu | 183 |
| Emenite Nigeria Limited | 145 |
| Total  | 328 |

Source: Field Survey 2018

**3.4 Sample and Sampling Techniques**

In order to get a representation of the entire population, the Taro Yamene statistical formula was employed. According to Taro Yamene (1964) the formula is stated as follows

n = N

 1+N(e)2

Where n = represents the sample size

 N = represents the population

 e = represents the margin of error

 I = constant

 For the purpose of this study, N will be equal to 328, e will be assumed to be 5%

Therefore the sample size for this research work will be

n = 328

 1+328 (0.05)2

 = 328

 1+ 328 (0.0025)

 = 328

 1 + 0.82

 = 328

 1.82

n = 180

**Stratified sampling**

For copies of questionnaire to be proportionally allotted to different cadre of employees in the study organization, Bowley’s formular was used which is as shown below:

 nh = nNH

 N

Where: n = sample size

 NH = population of a strata

 N = population

Substituting;

Innoson Nigeria Limited, Enugu = 180 X 183 = 100 328

 Emenite Nigeria Limited, Enugu = 180 X 145 = 80 328

**Sample Size Distribution Table**

|  |  |
| --- | --- |
| Names of selected organizations  | No. of employees of staff |
| Innoson Nigeria Limited, Enugu | 100 |
| Emenite Nigeria Limited, Enugu | 80 |
| Total  | 180 |

**3.5 SOURCE OF DATA**

The data used for this study was obtained from primary sources of data.

Primary data is an original way of gathering information. It is made up questionnaire.

**3.6 RESEARCH INSTRUMENT**

 The principal instrumentation used to gather information for this study were through questionnaire administered on the staff of the respondents. The copies of questionnaire were distributed personally to various staff of the companies thereby giving the researcher good opportunity of making first hand observation and independent judgment of the study.The type of statistical tools used in analyzing the questionnaire are based on simple distribution tables and percentages.

**3.7 Administration of the Research Instrument**

The research instrument was administered by hand delivery and a three (3) day interval was given for the respondents to fill and return the copies of questionnaire distributed.

**3.8 Method of Data Analysis**

In treating and analysing of data collected extensive use of tabular and percentage will be paramount. The data collected will be presented in table and analysed with percentage. The hypotheses will be analysed by the use of Chi – Square formular.

The formular is shown below:

X 2 = Σ (o – e) 2

 e

Where: X 2 = Chi – Square

 O = Observed frequency

 E = Expected frequency

**REFERENCES**

Orji, A (2006) Principles of Research Methodologies.

 Enugu: New Generation Books.

Taro, Y (1964) Statistics: An Introductory Analysis.

 New York: Harper and Row Publishers.

Department of Management

 Godfrey Okoye University,

 Enugu.

 7th May, 2018.

Dear Respondents,

I am a final year student of the above named institution, currently conducting a research study on “Effect of Compensation Management on Organizational Productivity of Selected Manufacturing Firms in Enugu State”.

I implore your frank response and guarantee that the information supplied will be kept confidential.

Your personal identity is not needed as the study is for academic purpose.

Thank you for your anticipated cooperation

Yours Sincerely,

**SECTION A**

*Please tick good (*🗸*) against the answer of your choice.*

***Personal Data***

1. Sex: Male ( ) Female ( )

2. Marital Status: Single ( ) Married ( ) Divorced ( ) Separated ( )

3. Age: 21 – 30 years ( ) 31 – 40 years ( ) 41 – 50 years ( ) 51 above ( )

4. Academic Qualification:

OND/NCE ( ) BA/B.Sc ( ) M.Sc./MA/M.ED/MBA ( ) Ph.D ( )

5. How long have you worked in the organization?

Less than 2 years ( ) 2 – 4 years ( ) 5 – 7 years ( ) 8 – 10 years ( )

6. Staff Category:

Ass. Lecturer ( ) Lecturer II ( ) Lecturer I ( ) Senior lecturer

Professor ( )

7. Employment: Permanent ( ) Part time lecturer ( )

**SECTION B**

Kindly indicate your level of agreement with the following statements on the role of top management in increasing productivity. Key: SA = Strongly Agree, A = Agree, UD = Undecided, D = Disagree and SD = Strongly disagree.

**Effects of Job Reward**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S/N** | **Questionnaire Items** | **SA** | **A** | **UD** | **D** | **SD** |
| 1 | Improve Organizational Effectiveness |  |  |  |  |  |
| 2 | Achieve Integration |  |  |  |  |  |
| 3 | Improved Skills |  |  |  |  |  |
| 4 | Support and change culture |  |  |  |  |  |

**Effects of salaries and wages**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S/N** | **Questionnaire Items** | **SA** | **A** | **UD** | **D** | **SD** |
| 1 | Motivate Employees |  |  |  |  |  |
| 2 | To improve the work performance |  |  |  |  |  |
| 3 | Develop team work |  |  |  |  |  |
| 4 | Increased Commitment |  |  |  |  |  |

**Effects of Employee Benefit Scheme**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **S/N** | **Questionnaire Items** | **SA** | **A** | **UD** | **D** | **SD** |
| 1 | To reduce the level of occupational stress that arises from feeling of inequality on reward |  |  |  |  |  |
| 2 | To reduce the dissatisfaction of the employees on promotion criterion |  |  |  |  |  |
| 3 | To reduce the dissatisfaction of the employees on salary, bonus and other fringe benefits |  |  |  |  |  |
| 4 | Motivate Employees  |  |  |  |  |  |