

# JOB INCENTIVE AND FULFILMENT AMONG POULTRY FARM EMPLOYEES IN SOUTH-SOUTH, NIGERIA

## Abstract

*The study focused on the job incentive and fulfilment among poultry farm employees in South-South, Nigeria. A multistage random sampling methods used in assortment of respondents. Data were composed using organized questionnaire and analyzed by means of inferential and descriptive statistics. The average age of poultry workers is approximately 43 years, placing them in a productive age bracket. Most of the respondents are married males with an average of 15 years of farming experience and a secondary school education. The data shows a typical household size of 8 individuals and a workforce of 12 employees. Among the various factors influencing job fulfilment, high wages emerged as the most significant motivator, while a viable pension scheme ranked the lowest. Employees reported that salary levels had the greatest impact on their job fulfillment, whereas factors like advance payments and the age of workers were seen as less influential. Increased motivation correlates positively with higher farm profits and revenues. Additionally, probit regression analysis revealed that wages and salaries are key factors in determining job fulfilment, demonstrating a positive statistical significance. Conversely, advance payments showed a negative statistical significance. To boost revenues and profits in the poultry sector, the study suggests implementing inspirational policies that prioritize competitive wages in relation to the work performed and consider other motivational aspects.*

Keywords: Employees, Farm, Fulfilment, Incentive, Job, Poultry

## INTRODUCTION

Job fulfillment was examined by Virgiawan et al. (2021) as a measure tied to behavioral persistence and the desire for increased work effort. It can be defined as a blend of psychological and environmental factors that foster an honest acknowledgment of job satisfaction (Emaziye and Emaziye, 2022). Complementing these findings, Darmon (2011) pointed out that the degree of job satisfaction is influenced by factors that lead to a positive emotional response. Ultimately, the primary goal of job satisfaction is to cultivate a sense of comfort. Additionally, both job motivation and satisfaction are recognized as having a significantly positive impact on employee performance (Setyo *et al.*, 2021). Motivation can be understood as the process that shapes an individual's direction, persistence, and effort in pursuit of their goals (Robbins and Judge, 2017). The work of Emaziye and Emaziye (2022)

further emphasize that motivation serves as an internal drive influencing a person's decision-making and actions. Additionally, he characterizes job satisfaction as a positive and pleasurable emotional state stemming from one's evaluation of their job experiences. Emaziye et al. (2022a) highlight that employee performance and efficiency are significantly enhanced by rewards, particularly in the form of pay. Emaziye (2013) noted that the combination of food production shortages and rising population growth has resulted in malnutrition-related diseases in Nigeria. Food production can be significantly impacted by a shortage of labor on farms. The livestock sector, in particular, has experienced a drop in labor supply, which has hindered its ability to provide enough meat to sustain Nigeria's growing population (Emaziye et al., 2022b). Currently, pig production in Nigeria is reported at 7.1 million, in contrast to 72.5 million goats, 19.5 million cattle, 41.3 million sheep, and a staggering 145 million poultry (chickens) according to the National Agricultural Sample Survey (2011). This study aims to address the research gap concerning employee incentives and job satisfaction, especially within the poultry industry, as existing literature in this area appears to be lacking.

The Objectives were to;

- i. examine the socioeconomic features of poultry employees
- ii. determine job inspirational factors among poultry employees
- iii. analyse the elements of job fulfilment among poultry employees
- iv. ascertain the economic remunerations of job incentive.

## **Material and Methods**

South-South Nigeria was preferred for this investigational study as most persons were farmers that customarily keep fishing, livestock (especially poultry), arable crops and petty trading. It has an area land mass of 86,982 Km<sup>2</sup> and a population of approximately 28.81 million individuals of diverse cultural races (NPC, 2016). A multi-stage system of sampling was embraced for the study. Firstly, 4 states were carefully chosen randomly, secondly, 6 Local Government Areas (LGAs) were carefully

chosen purposively totaling 24 LGAs. Thirdly, 4 communities were purposively picked totaling 96 communities and finally, 2 poultry farms were purposively chosen totaling 192 poultry farms. Designed questionnaires were engaged in data gathering of respondents and data were analyzed engaging probit regression model and descriptive statistics.

## Results and Discussion

### Socio-economic features of poultry farm employees

The employees' socio-economic features as exposed in Table 1 discloses that mean age of poultry workers was 43 years ( active productive age) generally dominated by female employees (58.3%). Generally, workers were married 62.5% having secondary level of education 46.3% and working experience of 15 years. The mean household size of 8 persons and a mean staff strength of 12 persons who were actively involved in poultry enterprise. These discoveries was in contrast with Emaziye *et al.*, (2022c) that male married families involved in piggery enterprise. Furthermore Emaziye *et al.*, (2021); Emaziye and Ogisi (2021) further declared that aged farmers that were typically married involved in farming business in Delta State

**Table 1: Socioeconomic features of Employees**

Variables	Frequency	Percentage (%)	Mean/Mode
Age (years)			
18 – 27	37	19.3	43 years
28 – 37	56	29.2	
38 – 47	61	31.8	

48 – 59	38	19.8	
Gender			
Male	80	41.6	Female
Female	112	58.3	
Marital Status			
Married	120	62.5	Married
Single	34	17.7	
Widow	22	11.5	
Divorced	16	8.3	
Educational level			
No formal education	08	4.2	Secondary school
Primary school	62	32.3	
Secondary school	89	46.3	
Tertiary education	33	17.2	
Working experience (years)			
1 – 6	33	17.2	15 years
7 – 12	41	21.4	
13 – 18	64	33.3	
19 – 24	54	28.1	
Family size (persons)			
1 – 3	21	10.9	8 persons
4 – 6	60	31.3	
7 -9	71	37.0	

10 – 12	40	20.8	
Staff Strength (persons)			
1 – 8	67	34.9	
9 – 16	78	40.6	12 persons
17 – 23	29	15.1	
24 – 30	18	9.4	

Source: Field Survey Data

### **Inspirational factors of Job Fulfilment**

The inspirational statistical factors of poultry job fulfilment as publicized in Table 2 were promotion has a (X) = 3.21 and (SD) = 0.86, high wages with a (X) = 3.54 and (SD) = 0.85, Staff training with a (X) = 2.72 and (SD) = 0.81, free medical care with a (X) = 3.36 and (SD) = 0.75, Good employees relationship with a (X) = 3.56 and (SD) = 0.80, annual leaves with a (X) = 3.35 and (SD) = 0.82, viable pension scheme with a (X) = 3.21 and (SD) = 0.83, Good working atmosphere with a (X) = 3.65 and (SD) = 0.85, effective supervision with a (X) = 3.23 and (SD) = 0.84, staff vehicle with a (X) = 3.33 and (SD) = 0.85, hardworking reward with a (X) = 3.41 and (SD) = 0.87, job security with a (X) = 3.50 and (SD) = 0.86 and sick leave with a (X) = 3.22 and (SD) = 0.86 as all the inspirational factors' mean were above 2.5 signifying agreement. This was further established by the weighted average mean of 3.28 greater than 2.5 signifying agreement that the above were the inspirational statistical factors of poultry job fulfilment. These results revealed that high salaries (wages) enhance job incentive thereby resulting to job fulfilment in the industry. This proclamation was admitted by Emaziye (2020) that high remuneration, staff training, clean environment, promotion play a vital role in job incentive among poultry workers.

**Table 2: Inspirational factors that leads to Job Fulfillment**

<b>Inspirational factors</b>	<b>SA</b>	<b>A</b>	<b>SD</b>	<b>D</b>	<b>(X)</b>	<b>SD</b>	<b>Decision</b>
Promotion	80	87	15	10	3.21	0.86	Agreed
High wages	82	89	13	8	3.74	0.85	Agreed
Staff training	78	90	14	10	2.72	0.81	Agreed
Free medical care	88	80	15	9	3.36	0.75	Agreed
Good employees relationship	90	70	20	12	3.56	0.80	Agreed
Annual leaves	70	90	18	14	3.35	0.82	Agreed
Viable Pension Scheme	62	100	18	12	2.51	0.83	Agreed
Good working Atmosphere	90	70	16	15	3.67	0.85	Agreed
Effective Supervision	88	76	18	10	3.23	0.84	Agreed
Staff Vehicle(bus)	93	70	19	11	3.33	0.85	Agreed
Hard work reward	91	65	21	15	3.41	0.87	Agreed
Job security	80	75	21	16	3.30	0.86	Agreed
Sick leave	88	67	20	17	3.22	0.85	Agreed
<b>Weighted Average Mean</b>					<b>3.28</b>	<b>0.83</b>	<b>Agreed</b>

**Source:** Field Survey data

### **Elements of Job Fulfillment among Poultry Employees**

The items in Table 3 noticeably showed that overtime work remuneration 15.0% ranked 3<sup>rd</sup>, mode of disbursement 11.2% ranked 5<sup>th</sup>, age of employees 8.1% ranked 8<sup>th</sup>, salaries/wages amount 16.5% ranked 1<sup>st</sup>, adequate working tools accessibility 16.0% ranked 2<sup>nd</sup>, advance disbursement 10.0% ranked 7<sup>th</sup>, nature of job 11.0% ranked 6<sup>th</sup> and number of hours work per day 12.2% ranked 4<sup>th</sup> were the elements of job fulfilment among poultry employees in the south-south Nigeria. Salaries/Wages amount paid to employees (16.5%) ranked 1<sup>st</sup> was the highest element of poultry employees' job

fulfilment and the age of employees was least (8.1%) ranked 8<sup>th</sup>. This exposed that age of employees does not add substantially to job fulfilment among poultry employees but salaries/wages amount paid to employees was a major element of job fulfilment. These was collaborated by Emaziye *et al.*, (2022c) who stated that that high wages/ salaries boost job inspiration resulting to job fulfilment among piggery workers.

**Table 3: Elements of Job Fulfilment among Poultry employees**

Item	Frequency	Percentage	Rank
Overtime work Remuneration	165	15.0	3 <sup>rd</sup>
Mode of disbursement	123	11.2	5 <sup>th</sup>
Age of employees	89	8.1	8 <sup>th</sup>
salaries /Wages amount	182	16.5	1 <sup>st</sup>
Adequate working tools accessibility	176	16.0	2 <sup>nd</sup>
Advance disbursement	110	10.0	7 <sup>th</sup>
Nature of job	121	11.0	6 <sup>th</sup>
Number of hours work per day	134	12.2	4 <sup>th</sup>

**Source: Field Survey data; Multiple responses observed**

### **Economic Benefits of Job Incentive**

Job fulfilment is an upshot of job incentive due to judicious resources management 11.4 ranked 5<sup>th</sup>, rise in farm revenue 13.0 ranked 1<sup>st</sup>, rise in labour output per hour 9.8 ranked 8<sup>th</sup>, theft decrease 9.1 ranked 9<sup>th</sup>, good care of poultry birds 11.5 ranked 4<sup>th</sup>, numbers of workers stability 9.9 ranked 7<sup>th</sup>, rise in farm yield per kg 12.1 ranked 3<sup>rd</sup>, decline of poultry birds mortality 10.4 ranked 6<sup>th</sup> and finally

rise in farm profit 12.8 ranked 2<sup>nd</sup> as exposed in Table 4. This is in agreement with Saifuddin, *et al.*, (2008); Emaziye and Okoro (2023) that personnel job satisfaction results to productive personnel and also performance status.

**Table 4: Economic benefits of Job incentive**

Parameters	Frequency	Percentage	Rank
Judicious Resources Management	167	11.4	5 <sup>th</sup>
Rise in labour output per hour	143	9.8	8 <sup>th</sup>
Rise in farm revenue	190	13.0	1 <sup>st</sup>
Theft Decrease	133	9.1	9 <sup>th</sup>
Good care of Poultry Birds	168	11.5	4 <sup>th</sup>
Number of workers stability	145	9.9	7 <sup>th</sup>
Rise in farm yield per kg	178	12.1	3 <sup>rd</sup>
Decline of Poultry Birds mortality	153	10.4	6 <sup>th</sup>
Rise in farm profit	187	12.8	2 <sup>nd</sup>

**Source: Field Survey Data Multiple responses observed**

#### **Probit regression results: Elements of Job Fulfilment among Poultry workers**

The probit regression analysis shown in Table 5 indicates that access to adequate working tools, as well as the amount of salaries and wages, are significantly important for job fulfilment among poultry workers, with a statistical significance at the 1% level. Conversely, advance payments were found to have a negative significance at the 10% level. This clearly suggests that while proper working tools and competitive salaries play crucial roles in job fulfillment for these workers, advance disbursements

do not contribute positively to their job fulfilment. This collaborated with the researcher Emaziye et al, (2022a) who stated that high salaries and good condition of service play a vital role in job fulfilment.

**Table 5: Probit Regression: Elements of job fulfilment among poultry workers**

<b>Variables</b>	<b>Coefficient</b>	<b>t-value</b>
Constant	0.6018 (0.8166)	0.564
Overtime work Remuneration	0.1338(0.2209)	0.610
Mode of disbursement	-0.1606(0.3659)	-0.432
Age of employees	0.1436(0.1013)	1.417
salaries /Wages amount	0.4044***(0.6371)	0.631
Adequate working tools accessibility	0.7873***(0.3302)	2.32 1
Advance disbursement	-0.2341(0.1875)	-1.111
Nature of job	0.6365***(0.1721)	2.764
Number of hours work per day	-0.8132*(0.5285)	-1.587
Chi-Square	28.3502***	
Log likelihood	-28.9301	

**Source: Field data**

**\* Significant at 10%**

**\*\* Significant at 5%**

**\*\*\* Significant at 1%**

**\* Figures in parentheses are standard errors.**

### **Conclusion and Recommendation**

The average age of poultry workers is approximately 43 years, placing them in a productive age bracket. Most of the respondents are married males with an average of 15 years of farming experience and a secondary school education. The data shows a typical household size of 8

individuals and a workforce of 12 employees. Among the various factors influencing job fulfilment, high wages emerged as the most significant motivator, while a viable pension scheme ranked the lowest. Employees reported that salary levels had the greatest impact on their job fulfilment, whereas factors like advance payments and the age of workers were seen as less influential. Increased motivation correlates positively with higher farm profits and revenues. Additionally, probit regression analysis revealed that wages and salaries are key factors in determining job fulfilment, demonstrating a positive statistical significance. Conversely, advance payments showed a negative statistical significance. To boost revenues and profits in the poultry sector, the study suggests implementing inspirational policies that prioritize competitive wages in relation to the work performed and consider other motivational aspects.

Author(s) hereby state that NO propagative AI know-hows like Large Language Models and text-to-image creators have been applied during the editing or writing of this manuscript.

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