

## AN ASSESSMENT OF THE IMPACT OF STRIKE ACTION ON THE PRODUCTIVITY LEVEL OF ACADEMIC STAFF OF NIGERIA PUBLIC UNIVERSITIES: A STUDY OF PLATEAU STATE UNIVERSITY, BOKKOS

By

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### ABSTRACT

*Strike action is often seen by employees' as a way of expressing their dissatisfaction. This dissatisfaction arises due to pending disputes between employers/management and the employees'. Low level of employees' satisfaction is synonymous to negative productivity (Ismail, Tuba, Burcu & Buket, 2014). This is because such staff lack the needed motivation for performance. The research objective focus on examining the impact and evaluating the extent to which strike action affect the productivity level of Academic staff in the Nigerian public Universities. Simple random sampling technique was adopted for the sample size. Data were collected using the survey method - questionnaire. The data were analyzed using the statistical package for social sciences and the chi square method was used to test the hypotheses that were postulated. The study discovered that strike action do have significant negative impact on the productivity level of the Academic staff. The study recommended that the welfare of staff should not be taken for granted by employers/management. The study further recommends that what is due for the staff should be given to them as at when due.*

**Keywords:** Strike action, productivity, public universities and Academic staff

### 1.0 INTRODUCTION

The role of the Universities in human capital development, research and technological innovation, cannot be over emphasized. All over the world, investment in the University education is the vital component of national development. Nations today depend increasingly on knowledge, ideas, and skills which are produced through researchers in the Universities. Nations invest in University education because society expects it to contribute in producing highly skilled personnel in technology, engineering, management and other professions (Dim; Muogbo & Akpunonu 2017). However, the Education subsector especially tertiary institutions in Nigeria have witnessed in recent times incessant closures due to strike actions by the academic staff, especially that of the Academic Staff Union of Universities (ASUU).

Strike action has continued to jeopardize the Research activities that would have put Nigeria in the league of developed Nations. Achieving that developed status cannot take place in a disruptive academic environment such as the one constantly witnessed in the Nigeria public Universities. In Plateau State University, Bokkos, the strike action by Academic staff has caused a lot of delay in the graduation of students as well as disrupting the entire academic calendar for longer periods than required aside the disruption of

Academic activities due to COVID-19. The constant Strike action usually put pressure on the Academic staff who work tirelessly under immense pressure to cover their modules within a limited time frame. This issue of strike in Nigeria has become so rampant prompting the need for urgent attention by the government in order not to jeopardize the interest of the Academic staff in improving their job performance and productivity in the place of work. However, in the case of Nigeria, the Government has done little or almost nothing in ensuring that the persistent strike action completely come to an end (Onah; Igwebuike & Ojonemi 2016).

## 2.0 STATEMENT OF THE PROBLEM

Despite the numerous strike actions that have taken place in the Nigeria public Universities, little research has been done to examine the impact and also to evaluate the extent to which the strike action has affected the Academic Staff productivity in Plateau State University, Boko. It is against this that the study intends to assess the impact of strike action on the productivity level of Academic staff of Plateau State University, Boko. To this end, the research outlined the following objectives;

- 1) To examine the impact of strike action on Academic staff productivity.
- 2) To evaluate the extent at which strike affects productivity in the public Universities.

The following hypotheses were postulated;

- H<sub>0</sub>: Strike action does not have a significant impact on Academic staff productivity.
- H<sub>1</sub>: Strike action have significant impact on Academic staff productivity.
- H<sub>0</sub>: There is no negative impact of strike action on University academic staff productivity.
- H<sub>1</sub>: There is a negative impact of strike action on University academic staff productivity.

## 3.0 LITERATURE REVIEW

Extant literature that gave insight into the assessment of the impact of strike action on employee's productivity were reviewed. More emphasis was placed on strike action and employee's productivity.

### 3.1 Theoretical background

#### 3.1.1 Productivity Theory of Efficient and Effective

There's a difference between being effective and being efficient. The theory states that, the productivity of the world is a function of the productivity of each of the world's economic, the economies in turn are as productive as the organization within them (Archer, 2010). Within the organization, individual workers perform specific jobs from the base level for all productive Endeavour. One way to view individual productivity is to consider how the effort of an individual contribute to the productivity or success of the organization as a whole (Sickles and Zelenyuk, 2019).

The theory of productivity is based on effectiveness and efficient. We can complete any number of tasks in a given amount of time, pat ourselves on the back, and not have advanced a single meaningful goal. While it may seem that we should be proud of the feat we have just accomplished, the reality is that we have moved backward rather than forward. Time is finite, and every minute spent on tasks that are not related to meaningful goals puts employees further behind. To this effect, the research will examine the impact of the strike on the productivity level of the ASUU members. The study will equally want

to ascertain the extent of the strike on productivity level. Productivity to this end will be measured via the amount of time it takes the ASUU members to accomplish assigned task effectively and efficiently.

## 3.2 Empirical review

### 3.2.1 Strike Defined

Nmadu (2012) define strike as a concerted and temporary withholding of employee's service from the employers so as to exact greater concession than the employer is willing to grant at the bargaining table. The possibility of a strike is the ultimate economic force a union brings to bargaining table.

Strike can be understood as a curtailment of work, due to the collective refusal of workers to work, which occurs as a response to employee grievances. It involves, dropping out of work by any number of workers, employed in a particular industry, with an aim of creating pressure on the employers to accept their demands relating to pay scale, working conditions, trade practices and so forth.

Strike have been defined as a continuous cessation of work on the part of the employees is an organization. It is an extreme form of industrial dispute with ultimate sanction which gives reality to collective bargaining (Kempner, 1980).

The various types of strike action as highlighted by Selkirk (2018) include:

- i. **Recognition strike:** This strike is to force the employer to recognize and deal with the union.
- ii. **Economic Strike:** The typical common strike, based on demand for better wages, hours of working condition, better welfare e.t c.
- iii. **Jurisdictional Strike:** when two unions argue about which of them has jurisdiction over a type of work and attempt to exert pressure on the employer through strike, it is called a jurisdictional strike because such strikes are illegal
- iv. **Wild Cat Strike:** These are the quick, sudden and authorized works stoppages not approved by union leadership and contrary to labor agreement. Sometimes wild cat strikes are viewed as a form of fractional bargaining by a subgroups of employees who have not been satisfied through the regular grievances process or collective bargain procedures.
- v. **Sit down strike** is when employees go on strike but remain at their jobs in the premises, this is called a sit down strike in the real sense of it, this is illegal and constitutes invasion of private property.
- vi. **Sympathy strike:** This is a solidarity action embarked upon by workers who are not directly involved in the dispute. Sympathy strikes merely express moral and functional support aimed at bringing pressure on the employer involved in the trade dispute.

### 3.2.2 Factors that Necessitate Employee Strike

The common causes of strike actions in Nigeria ranges from improvements at workplace, increase in wages, shorter working days, to the unfair policy or condition in the work place. However, in this case, a better condition of service to the academic staff of Nigerian Public universities as well as a conducive learning environment for the Nigerian students. Fashina (2017) attributed the causes of industrial crisis in the Nigerian workplace to policy inconsistencies and wrong placement in organization priorities on the part of the management. Employers and government have in most cases been guilty of this due to

their seemingly stronger force. The University of Ilorin crisis is a very clear instance, which has lingered for some years where the management refused to reinstate the 49 sacked lecturers as directed by the court (Akinyemi, 2010).

**3.2.3 Reasons for strike:** This may be due to issues concerning employee dissatisfaction due to the following:

- i. Dissatisfaction while organization policy.
- ii. Salary incentive problems
- iii. Increment not up to the match
- iv. Wrongful discharge or dismissal of employee
- v. Retrenchment of workmen and closure of an organization
- vi. Hours of work and rest intervals.
- vii. Bonus, profit sharing, provident fund and gratuity

**3.2.4 Objective of ASUU strike**

ASUU made it clear that their industrial action was democratic. The declaration was predicted on a referendum conducted by branches after considering the poor response of government to its grouse on the poor implementation of previous agreements and also lack of commitment by government to the memorandum of understanding reached with the union in February 2019.

The Lecturers outlined their grievances with the government amongst which are; condition of service of academic staff, funding of universities, and university autonomy and academic freedom and other matters ASUU stated that the means of achieving these cardinal demands were embedded in the 2009 agreement with the federal government. Some of which as highlighted by Adeshola (2019) includes:

- New salary structure for academics in Nigeria public universities
- A set of earned allowances
- Non salary conditions of service
- Pension for university academic staff and compulsory retirement age of 70 years for those in the professional cadre
- Formation of the Nigerian University pension fund administration (The Nigerian Universities pension management company (NUPEMCO), and modalities for the operators of the national health insurance scheme in the universities
- Funding that would inject a total of ₦1,518,331,545,304 for the period of 2009 to 2011.
- Possible sources of funding and the needs for minimum of 26% of annual budget of state and federal government to be allocated to education of which 50% shall be allocated to Universities and the need to place education on the “first charge” by the revenue mobilization, allocation and Fiscal commission.
- Federal government assistance to state for higher evaluation.
- The restructuring of the governance and leadership structure in the universities.
- The need to amend the national Universities commission act 2004, the education (National minimum standards and establishment of institution) act 2004 and.
- The agreement also highlighted the priority areas of implementation, the machinery for monitoring the implementation of the agreement, the agreement effective date and the date for review.

It is disheartening that with the lofty objectives set out to be achieved by the agreement through the identified programme of action enumerated in the MOU, government has chosen to go the old odious track of trading words, blackmail and peddling of outright lies on these matters.

### 3.2.5 **The Impact of ASUU Strike**

The impact of strikes on higher education in Nigeria is diverse. Several scholars have listed many. However, the impact of strike on the public Universities is greater. Strike prevents human resources that work at the University from being productive. It prevents them from developing in any of the areas of their duties. The human brains that are trained at the University are set loose of every level of culturization. These human brains are students who are forced to go on unplanned break, with no specific time for the conflict resolution. The impact of such phenomenon is that the society fails to benefit from the trainees, the human resources and brains which are the students. When an academic process gets interrupted with strike, all ongoing research get abandoned or delayed; students keep their books in shelves and when the strike is called off/suspended, both students and lecturers are mentally weak. “At the end of the day, the students graduate with mere certificates instead of knowledge that could impact positively on the economy (Enomah & Joseph 2010).

The University economy activities become inactive, yet there are even more expenses but no income. University workers would be paid, electricity, water and security would be paid for, more travels for university officials as they engage in travels for endless negotiations to achieve the aim of the going strike. Strike imposes cost on the employees, the employers and the entire economy. The employees may suffer loss when they are not paid during the strike period. On the part of the employers; cost may be indicated by lost output, lost number of students wanting to be admitted in public universities, and lost in management confidence. (Fashoyin, 1992).

### 3.2.6 **Productivity**

Employee productivity is an assessment of the efficiency of a worker or group of workers. Productivity may be evaluated in terms of the corrupt of an employee in an organization. Ali et al (1992) defined Productivity as a measure of efficiency of management, it can be described as a ration between what is put into anything. The efficiency of an employee or of a group of employees is accessed by the degrees at which they produce high quality goods or services during the shortest possible time efficiency therefore, involves doing things right.

In the words of Krugman (1994) *‘productivity is everything but in the long run it is almost everything’*. Productivity may be entrusted in terms of the output of an employee, in a specific period of time typically, the productivity of a given worker will be accessed relative to an average for employees doing similar work. Because much of the success of any organization relies upon the productivity of its workforce, employee productivity is an important consideration for businesses. Employee productivity, also called workplace productivity is an assessment of employees or a group of employee’s efficiency, it is evaluated by looking at the total workforce or employee output in a given time.

Another definition by Kyra (2018) is that, productivity is a measurement or calculation between input and output. Input include raw materials, machinery and labour: output are the goods or service produced. If the output is equivalent to the inputs, the worker is considered productive.

The productivity of the world is a function of the productivity of each of the world's economy, the economies in turn are as productive as the organization within them. Within the organization, individual workers performing specific jobs from the base level for all productive Endeavour. One way to view individual productivity is to consider how the effort of an individual contribute to the productivity or success of the organization.

### 3.2.7 Importance of Productivity

In other for productivity to make financial sense for any organization, employees must produce value for the business that exceeds the cost of employees' wages: When employees are productive, it can increase the company's revenue and in turn, the company may choose to offer incentives to its employees, failing to reward a productive staff can demotivate the whole team. If employees are rewarded for their productivity and are highly motivated, this can result in even better customer service and interactions (Jill, 2018).

### 3.2.8 Factors Affecting Productivity

The following are some of the factors that affects productivity;

- Office design studies have shown that there is a direct link between productivity and the design of the office, improving the physical environment in the office could improve productivity by up to 22%.
- Breaks: There is a positive effect on productivity from taking breaks, if an employee seat at his desk in the morning and works on no stop until evening, it can affect his/her productivity negatively
- Manpower: To be able to get the best result, you need to make the best selection, by giving the job to the right person.
- Technology: although technology is often seen as a distraction when properly used, it will significantly enhance office productivity.
- Vision and strategy: employees are generally more productive when they are in an environment where they are motivated to succeed, having a clear vision for the company and a strategy for getting there, it makes employees feel involved in helping the organization to succeed.
- Management: it is a well-known fact that management plays a big role in determining productivity. Effective Management often leads to good performance, management should develop and encourage employees this will determine to a great extent in achieving organizational goals.

### 3.2.9 Ways to Enhance Productivity at Workplace

The need to ensure and enhance employee productivity is a reality. For any organization to move ahead, it must consider some of these problems areas that affect employees. According to John (2019).

- Motivation is very important factor in ensuring productivity, employees who lack motivation may not have the enthusiasm to complete challenging task.
- Employees or personnel will be more motivated if they know what they are expected to achieve clearly stating goals or having a company vision provides guidance for everyone.

- Refusing to leverage technology could be considered a great mistake for any business. This are many technologies that significantly increase productivity in a workplace, it is important to study and utilize different hardware and software’s that can improve employee productivity.
- Employees should be familiar with what the company expects from them, they need to know what they should be doing as well as their assigned roles.
- Communication is a crucial aspect of business operations without effective system of communication in workplace you will have difficulty in achieving goals and even in functioning properly.

#### 4.0 METHODOLOGY

The research methodology section is the foundation for research activity, it is the foundation upon which research findings, recommendations and conclusions are based. The study adopted a descriptive survey design to enable the research produce answers to the hypothesis postulated.

The target population for this study comprised of the academic staff members of Plateau State University Bokkos. The total number of Academic Staff Union of Plateau State University is some 169. To determine the sample size needed for an experiment or survey, researchers take a number of desired factors into account. In this research, the sampling technique employed is the simple random sampling technique so that each member of the population has equal chance of being selected (McCombes, 2019). Since the population is small, the study used the statistical model initiated by Taro Yamane (1979 cited in Israel, 2003) to obtain the sample size. The formula thus;

$$n = \frac{1 + N(e)^2}{1 + 169(0.05)^2}$$

$N$  - population size  
 $n$  - sample size  
 $1$  - constant value  
 $E$  - margin of error

$$1 + 169(0.25) = 42.5$$

Thereby, giving the sample size of some 43 Academic staff for the study.

#### 4.1 Methods of Data Analysis

The Research used the Statistical Package for Social Sciences (SPSS) software to analyze data collected and test the postulated hypotheses. This is to ensure that valid and reliable results are obtained on the assessment of the impact of strike action on employee productivity.

For a comprehensive analysis of the data collected, emphasis were laid on the use of absolute numbers frequencies of responses, percentage and the chi square method was used in the testing of the Hypothesis. Answers to the research questions were provided in a comparison of the percentage of Academic staff response to each statement in the questionnaire related to any specified question being considered.

Frequency in this study refers to the arrangement of responses in order of magnitude or occurrences while percentage refers to the arrangement of the responses in order of their proportion. The simple percentage methods are believed to be straight forward easy to interpret and understand.

The formula for percentage is shown as:

$$\% = F / N \times 100 / 1$$

Where:

- f - frequency of respondents' response
- N - total number of response of the sample
- 100 - consistency in the percentage of respondents for each item contained in the questions.

## 5.0 DATA PRESENTATION, ANALYSIS AND INTERPRETATION

Effort was made at this stage to present, analyze and interpret the data collected during the field survey. This presentation were based on the responses from the completed questionnaires. The results of this exercise were summarized in tabular forms for easy references and analysis. It shows answers to questions relating to the research questions for this research study. The researcher employed simple percentage in the analysis of data. A total of 43 (forty-three) questionnaires were distributed and 40 questionnaires were completed and returned.

### 5.1 Data Presentation

Table 1: Gender of The Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Female	8	20.0	20.0	20.0
Male	32	80.0	80.0	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 1 above shows the number of male and female respondents. It is visible that 32 respondents representing 80% are male while the remaining 8 respondents representing 20% are female. This explains that the University has greater number of male teaching staff as compared to female teaching staff.



**Table 2:** Educational Qualification of The Respondents

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid M.A	4	10.0	10.0	10.0
Bsc	6	15.0	15.0	25.0
M.Sc.	18	45.0	45.0	70.0
Ph.D.	12	30.0	30.0	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 2 shows the number and percentage of respondents based on their academic qualifications. It can be observed that 4 (10%) of the respondents had MA. 6 (15%) had BSc. 18 (45%) had MSc. and 12 (30%) had Ph.D. This indicates that the greater number of the total respondents have MSc/MA with a combine total of 22 respondents representing about 55%.

**Table 3:** Number of Years in Service

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Above two years	33	82.5	82.5	82.5
Under two years	7	17.5	17.5	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

In the table 3 above, it shows the number and percentage of respondents and their years of service in the University. 33(82.5%) had spent over two years while 7(17.5%) are below two years in the Institution. This implies that more than half of the total respondents had spent over two years in service.

**Table 4:** Do you think your salary justifies your input job?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid No	33	82.5	82.5	82.5
No Response	1	2.5	2.5	35.0
Yes	6	15.0	15.0	15.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 4 above shows the number and percentage of respondents based on salaries justification on the job. It can be observed that 33 Staff (82.5%) of the total number of the population said No, while 6 Staff (15%) said Yes. This means that many staff did not agree that their salaries justifies their job.

**Table 5:** What is your attitude towards strike action?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Negative	13	32.5	32.5	32.5
Neutral	10	25.0	25.0	57.5
No response	1	2.5	2.5	60.0
Positive	16	40.0	40.0	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 5 above, shows that 13 (32.5%) of the respondents have a Negative attitude on strike, 10 (25%) are Neutral, 1 (2.5%) no response and 16 (40%) response positively. This explained that more staff have a positive attitude toward strike.

**Table 6:** To what extent does strike action influence your productivity?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Negative	24	60.0	60.0	60.0
Neutral	7	17.5	17.5	77.5
Positive	9	22.5	22.5	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 6 above, shows that 24 (60%) respondents said strike influence productivity negatively, 7 (17.5%) are neutral and 9 (22.5%) said it influence positively. This indicate that strike action influence negatively to employees’ productivity.

**Table 7:** Does delay of other allowances cause strike in the University?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid No	8	20.0	20.0	20.0
Yes	32	80.0	80.0	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 7 above, shows that 8 (20%) respondent believe that delay in other allowances does not cause strike while 32 (80%) respondent said yes. This shows that larger percentage of the total respondent agree that delay in payment of other allowances such as the EAA causes strike.

**Table 8:** How does management respond to strike action?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Encouraging	6	15.0	15.0	15.0
Neutral	7	17.5	17.5	32.5
Not encouraging	27	67.5	67.5	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 8 above, shows the responses of Management toward strike 6 (15%) said is encouraging, 7(17.5%) are neutral while 27 (67.5) said is not encouraging. This indicates that management responds toward strike is discouraging.

**Table 9:** How does government respond to demands of ASUU during strike action?

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Encouraging	5	12.5	12.5	12.5
Neutral	2	5.0	5.0	17.5
Not encouraging	33	82.5	82.5	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 9 above, shows the responses of staff of the organization with regards to government respond to the demand of ASUU during strike.5 (12.5%) response is encouraging, 2 (5%) are neutral while 33 (82.5%) said is not encouraging. In a nut shell, larger percentage of the respondents said government respond is not encouraging.

**Table 10:** What are the practical solutions to the problem of strikes in Plateau State University?

	Frequency	Percent	Valid Percent	Cumulative Percent
All of the above	6	15.0	15.0	15.0
Funding of University	22	55.0	55.0	70.0
None of the above	2	5.0	5.0	75.0
Payment of EAA	10	25.0	25.0	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 10 above, shows that 6 (15%) said all of the above, 22 (55%) response on funding of the University, 2 (5%) no response and 10 (25%) respondent said payment of EA. This indicates that funding of the University is the solution the strike in the University.

**Table 11:** Do strike action prolong employee program?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	4	10.0	10.0	10.0
No response	5	12.5	12.5	22.5
Yes	31	77.5	77.5	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 11 above, shows that 4 (10%) respondent said no that strike does not prolong their program. 5 (12.5%) did not response to the question while 31 (77.5) said yes it prolong their program. This indicates that strike action prolong employees programme.

**Table 12:** Does strike action affect academic staff productivity?

	Frequency	Percent	Valid Percent	Cumulative Percent
No	2	5.0	5.0	5.0
Yes	38	95.0	95.0	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 12 above, shows that 2 (5%) of the respondents said no and 38 (95%) said yes strike affect productivity. This indicates that majority of the total respondents agree that strike affect productivity.

**Table 13:** If your response to question 12 is Yes, is the impact on performance and productivity a positive or negative, one?

	Frequency	Percent	Valid Percent	Cumulative Percent
Negative	29	72.5	72.5	72.5
No response	3	7.5	7.5	80.0
Positive	8	20.0	20.0	100.0
Total	40	100.0	100.0	

**Source:** Field Survey, 2019

Table 13 above, shows that 29 (72.5%) of the respondents said strike is a negative output of strike while 3 (7.5%) of the respondents did not response and 8 (20%) of the population said yes. This indicates that strike has a negative effect on productivity.

## 5.2 Decision rule

The research hypothesis were tested to achieve the objective of the study. Each of the two sets of the hypothesis were tested and the result in each case was used to determine whether null or alternative hypothesis should be accepted or rejected based on the degree of freedom (DF) and the level of confident derived, a critical value of chi-square table ( $X^2$ ).

The decision rule therefore, is to reject the null hypothesis if the critical value ( $X^2$ ) obtained from the table of chi-square is greater than the chi-square ( $X^2$ ) computed using the formula, if otherwise do not reject the null hypothesis.

## 5.3 Operational Assumption of Chi-Square

- Level of Significance 5%
- Degree of freedom (Row-1) (Column-1)
- Adjusted contained (2)

## 5.4 Testing of Hypotheses and Results

In testing the hypotheses for this study, questions from the earlier discussed data for questions 12 and 13 were used. Which were; question 12, ‘Does strike action affect academic staff productivity?’ And, question 13, ‘If your response to question 12 is Yes, is the impact on performance and productivity a positive or negative, one?’

**H<sub>0</sub>:** Strike action does not have a significant impact on productivity.

**H<sub>1</sub>:** Strike action do have a significant impact on productivity.

**H<sub>0</sub>:** There is no negative impact of strike action on University academic staff productivity.

**H<sub>1</sub>:** There is a negative impact of strike action on University academic staff productivity.

**Chi-Square Tests**

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.925 <sup>a</sup>	2	.007

3 cells (50.0%) have expected count less than 5. The minimum expected count is .35

**Hypothesis 1**

**H<sub>0</sub>** is rejected, Strike action does not have a significant impact on productivity

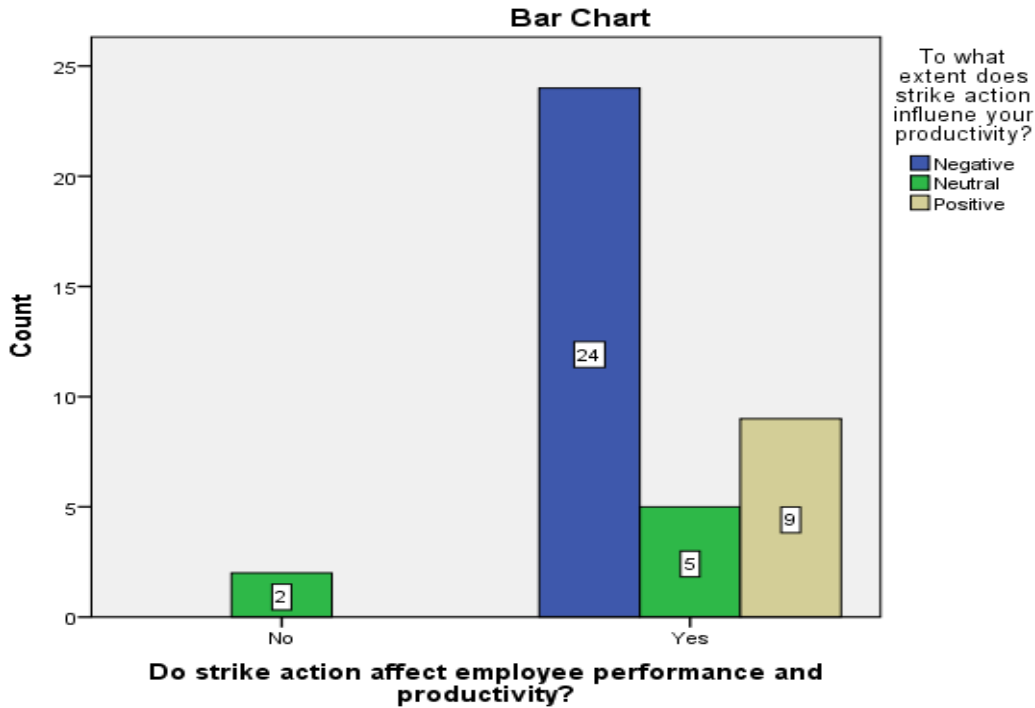
**H<sub>1</sub>** is accepted strike action do have a significant impact on productivity.

Because the P-value is 0.007 which is less than or equal to  $\leq 0.05$  which means there is no significant impact.

**Hypothesis 2**

**H<sub>0</sub>** is rejected, there is no negative impact of strike action on University academic staff productivity because the P-value is  $0.007 > 0.05$

**H<sub>1</sub>** is accepted, there is negative impact of strike action on University academic staff productivity.



**5.5 Analysis of the Bar Chart above**

Does strike action affect academic staff productivity? 2 person responded “No” to the question and most responded Yes”. But those who responded yes have different opinion on the impact or extent of influence strike action have on productivity. Most respondents had a Negative respond to the question 24 (60%) followed by 9 (22%) have a positive response to the impact but 7 (17.5 %) were Neutral to the assertion on the impact of strike action on the productivity of employees.

**6.0 CONCLUSION, RECOMMENDATION AND IMPLICATION**

**6.1 Conclusion**

This research uncovered the reality on ground that strike actions do have negative impact on the productivity level of the Academic staff of public Universities in Nigeria. Strike actions influences directly on the productivity level therefore, its impact has a boomerang effect on the entire University system in Nigeria. This findings aligned with the assertion by Enomah and Joseph (2010) where they stated that the impact of strike affect the entire University system and especially the students who end up graduating with certificate without the requisite knowledge.

**6.2 Recommendation**

This research recommended the following as means of salvaging continuous strike action by the Academic Staff Union of Universities in Nigeria.

Management and Government should provide support through the allocation of adequate funding for the University.

- 1) There should always be room for collective discussion between ASUU and the Government and negotiations should always be implemented on time in order to stop ASUU from necessarily embarking on strike;



- 2) There should be Improvement on communication, cooperation and concessions from leaders on both sides; and,
- 3) University management should try as much as possible to improve on the welfare of the staff.

### 6.3 Implication

A lot has been written on strike actions in Nigeria. However, emphasis on how the strike affect the productivity level on the context of the Academic Staff of public Universities in Nigeria and Plateau State University, Boko to be precise has not been explore and brought to the limelight. This research has open the gate for further debates in regards to how the incessant strike actions by the Academic staff Union of Universities has impacted on the productivity level of the staff which if not properly handle by the parties involved, can lead to a devastating situation for the public University system in Nigeria and Plateau State University, Boko in particular.

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