Title of Article: Incentives Packages and Employees’ Attitudes to Work.

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Abstract: For any organization to compete favourably in the competitive society, employees’ attitudes and commitment towards work goes a long way in determining the employees’ performance and organization productivity. The main objective of this study is to examine the effect of incentives packages on employees’ attitudes towards work. A descriptive research method was adopted for this study using one hundred twenty valid questionnaires which were completed by members of staff of four (4) selected government parastatals in Ogun State, South-West Nigeria using stratified and systematic sampling technique. The data collected were carefully analyzed using percentage supported by standard deviation to represent the raw data in a meaningful manner. The results show that strong relationship exists between incentives packages and employees’ attitudes towards work and the workers are not satisfied with the present incentives packages. The summary of the findings indicates that there is strong correlation between the tested dependent variable and independent construct. However, employers of labour and decision makers should endeavour to review incentives packages at various levels in order to earn employees’ commitment and satisfaction.

Key Words: Incentives, Attitudes, employee, employers, performance, parastatals