Title of Article: Comparative Analysis of Incentives Provision in Foreign and Indigenous Firm And its Impact on Productivity

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Abstract: This paper presents the comparative analysis of means of enhancing productivity among construction workers with emphasis on financial and non financial incentives. The data were collected from respondent on 15 construction sites, which form nucleus of a stratified population chosen for the research. The questionnaire was designed using Likert rating scale on scale 1to 4 and seventy questionnaire distributed, while the data were analyzed with the aid of mean item score, spearman correlation coefficient method, cross tabulation analysis was conducted on the incentives and work variables to determine relationship pattern. Also, Chi square analysis and product moment correlation was carried out to validate the existing relationship between incentives and productivity index. This study presents systematic approach through which available means of enhancing workers motivation in construction firms could be identified from the perspective of incentives with particular bias for financial and non-financial incentives. The study concluded with financial incentives like transport allowance, hospital allowance, cash awards, overtime-with-pay and accident insurance being found prevalent in the foreign firms while less of these are engaged at indigenous firms. Availability of Luncheon voucher, transport allowance and vehicle loan that are of financial incentive cadre was recorded at foreign firms relative to transport allowance, overtime-withpay and piece-rate among indigenous firms. Certain of the non-financial incentives could however be combined to reinforce the effect of financial based incentives, this tends to nullify the dis-satisfier factors that impedes productivity. To this end however, non-financial incentives the likes of: social security, conducive, accident free work environment, involvement in decision making and prompt payment of wages could be a potential high productivity inducer, if well administered and managed.
This was based on the respondent’s preference for the administration of non-financial incentives. The presence of these as garnered from the respondent’s response accounts for the wide margin between foreign firms and indigenous firm’s productivity.