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**UNIVERSITY**

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# **COLLEGE OF POSTGRADUATE STUDIES**

## **2022/2023 PhD Thesis Abstract**

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**RT: Effect of Career Challenges and Work Behaviour on Employee Performance in Selected Teaching and Private Hospitals in Lagos State Nigeria**

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**AB:** Employee performance has been established by extant literature as a determinant of organizational growth and survival. In spite of this, many global sources have been reporting a continual decline of employee performance. This has been attributed to certain aspects of career challenges and work behaviour besieging employees in many health sectors globally. In Nigeria, especially in Lagos State, the performance of health care workers is confronted with inadequate role efficiency, decreased task efficacy, a decline in service delivery and employee productivity, all of which could be related to increasing career challenges and negative work behaviour. This study examined the effect of career challenges and work behaviour on employee performance in selected teaching and private hospitals in Lagos State, Nigeria.

The study adopted survey research design. The study population was 3,656 employees of the selected teaching and private hospitals in Lagos State. A sample size of 449 respondents consisting of doctors, consultants, dentists, nurses and hospital records keepers was determined using the Cochran formula. Stratified and random sampling techniques were adopted to select the respondents. A validated questionnaire was used for data collection. Cronbach's alpha reliability coefficients for the constructs ranged from 0.71 to 0.92. The response rate was 78%. Descriptive and inferential (multiple regression) statistics were used to analyse the data.

Findings revealed that career challenges and work behavior had a significant effect on health sector employee performance ( $Adj.R^2 = 0.443$ ,  $F(2, 345) = 138.906$ ,  $P < 0.05$ ). Work behavior had a significant effect on health sector employee performance ( $Adj.R^2 = 0.178$ ;  $F(4, 344) = 17.633$ ),  $P < 0.05$ ). The findings further revealed that career challenges had significant effect on health sector employee role efficiency ( $Adj.R^2 = 0.153$ ,  $F(5, 343) = 13.599$ ,  $P < 0.05$ ), of the selected teaching and private hospitals in Lagos respectively. Career challenges had a significant effect on health sector employee performance ( $Adj.R^2 = 0.161$ ,  $F(4, 344) = 17.633$ )  $P < 0.05$ . The findings further revealed that career challenges sub-variables had significant effect on health sector employee role efficiency performance ( $Adj.R^2 = 0.153$ ;  $F(5, 343) = 15.99$ ).  $P < 0.05$ , task efficacy ( $Adj. R^2 = 0.126$ ,  $F(5, 343) = 11.073$ ).  $P < 0.05$ ). Service delivery ( $Adj. R^2 = 0.174$ ,  $F(5, 343) = 15.612$ ),  $p < 0.05$  and productivity ( $Adj.R^2 = 0.158$ ,  $F(5, 343) = 14.100$ ,  $P < 0.05$ ). The study found that work behavior had significant effect on role efficiency ( $Adj. R^2 = 0.276$ ,  $F(4, 344) = 34.222$ ),

$P < 0.05$ , task efficacy: ( $P < 0.05$ ;  $Adj. R^2 = 0.330$ ,  $F(4, 344) = 44.46$ ,  $p < 0.05$ ), service delivery ( $Adj.R^2 = 0.334$ ,  $F(4, 344) = 44.710$ ,  $P < 0.05$ ) and productivity ( $Adj. R^2 = 0.185$ ,  $F(4, 344) = 20.776$ ,  $P < 0.05$ ). Findings also revealed that compensation package had a significant moderating effect on need of career challenges and work behaviour ( $Adj R^2 = 0.411$ ,  $F(3, 344) = 81.810$ ,  $P < 0.05$  and improved employee performance ( $Adj. R^2 = 0.0423$ ,

$F(1,344) = 4.205$ ,  $P < 0.05$ ).

The study concluded that career challenges and work behaviour improves employees' performance in the selected teaching and private hospitals. The study recommended that relevant stakeholders of selected teaching and private hospitals should create policies that would remove career challenges, promote work behaviour and adequately compensate employees to enhance their performance.

**Keywords:** Career challenges, Compensation package, Employee performance, Private hospital, Service delivery, Teaching hospital, Work behaviour

**Word Count:** 499

**Abbreviations:** *RFN: Researcher's Full Name, RD: Researcher's Department, RS: Researcher's School, RE: Researcher's Email, RAE: Researcher's Alternate Email, RP: Researcher's Phone Contact, RT: Registered Title, MS: Main Supervisor, ME: Main Supervisor's E-mail Address, SP: Main Supervisor's Phone Contact, CS: Co-Supervisor, CE: Co-Supervisor's E-mail Address, CP: Co-Supervisor's Phone Contact, AB: Abstract*

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