TRADE UNIONISM AND PERFORMANCE OF PUBLIC TERTIARY INSTITUTIONS IN EDO STATE, NIGERIA

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Abstract - Trade union activities have disturbingly been on the increase in Nigeria recently which has various impacts on worker's commitment, morale, turnover, motivation. On the side of the organizations, trade union activities tend to lead to reduction in profit, revenues, productivity and programme duration. The challenge it poses to Human Resource Management is another area of concern. Hence, this study investigated the influence of Trade union activities on corporate performance of government tertiary institutions in Edo State. The study was guided by two specific objectives. The first is to determine the extent of strike on revenue generation in the organization, second is to determine the relationship between work stoppage and graduated students within programme duration of students in the selected institutions. The study was anchored on Evolution Theory enunciated by Sydney and Web. The study adopted Survey Research Design and a structured questionnaire was used in the collection of data from primary sources. Regression was used in testing the hypotheses with the use of SPSS version 22. The results showed that strike has negative effect on revenue generation and the number of graduated students within programme duration of students in the selected institutions. Thestudy recommended that management should be proactive in taking decision that will reduce strike, and that government as proprietor should always provide the needed fund to support education.

Keywords - Unionism, Strike, Revenue, Programme Duration

I. INTRODUCTION

Before trade unionism concept was introduced to Nigeria, workers association existed in form of craftsmanship, goldsmiths and so on. Before 1978, over 920 trade unions in form of associations existed (Fashoyin, 2011).

This is a major challenge to management. Today, trade unionism is noticed in Academics, Agriculture, Roads transports, Health and Oil and gas Sectors to mention a few. Their activities in fighting for the rights of workers affect production in various forms. They have the overall effect of causing hardship to the people by way of increasing prices of commodities.

The famous agreement between Academic Staff Unions of Universities (ASUU) and the Federal Government of Nigeria is yet to be resolved. This form a fertile ground for strike at will by ASUU members and it is always the students that suffer the consequences. The frequency of ASUU strike gave births to the establishment of private universities that charge exorbitant fees for university education.

To reduce the underfunding effect on universities, they were asked to set up profit making organizations to boost their internal generated revenue. To this effect, some universities established Bakeries, Water Factories, Consultancy Services and so on. These establishments as well as privately owned small scale businesses such as Cyber Cafes, and Food Vending spots suffer setback during strike. To show lack of commitment on the job by some of the lecturers, many of them run Private Practices like Private Clinics/Hospitals, Law Chambers, and even Consultancy Services. All these extra-curricula activities are done at the expense of students.

Therefore, trade unionism especially when it results to work stoppage leads to fall in revenues and lengthened the time of programme completion on the part of students. These often lead to general fall in morale in this sector.

It is against this background, the influence of trade union activities on the performance of selected institutions in Edo State is being studied.

1.1 Objectives of the Study

The objectivesare:

a) To examine the extent of influence of strike on revenue generation of public tertiary institutions in Edo State.
b) To find out the relationship between work stoppage and the students' programme duration of public tertiary institutions in Edo State.

II. THE CONCEPT OF TRADE UNIONISM

A trade union is a continuous association of wage earners for the purpose of maintaining or improving the conditions of the employment. (Orji &Kabiru, 2017).

This was further clarified by section 1(i) of the trade Union Act1973, which stated that a trade union is; "Any combination of workers or employers, whether temporary or permanent, the purpose of which is to regulate the terms and conditions of employment of workers whether their combination in question would or would not, apart from the Act, be an unlawful combination of reason of any of its purpose being in

restraint of trade, and whether its purposes do not include the provision of benefits for its members".
The strongest weapon of the trade union is derived from their ability to engage in work stoppages and other forms of industrial conflict which are negative to the smooth functioning of the industrial relations systemand the economy in general. (Anugwon, 2010).

2.1 The Effects of Strikes in Tertiary Institutions

The impact of disruptive academic activities in the Nigerian tertiary institutions, their staff, students and host communities has been enormous, unfortunate and costly in terms of monumented loses incurred. Orji and Kabiru (2017) used Ahmadu Bello University in their study to review the effect of strike on the stakeholders. Between 29th of December, 2002 and January, 2004 Ahmadu Bello University (ABU) taught its students for only fourteen (14) weeks. Over 1200 pioneer graduates of the University's School of Basic and Remedial Studies were forced to stay at home for a year until the commencement of the next academic session.

The university had over 1300 foreign students from over ten countries then including China, and these students were forced to return to their respective countries with gloomy memories of disruptions of examinations by some lecturers in six consecutive semesters in three sessions. The economy of Zaria and host community lost over 40% of its revenue due to the prolonged closures of Ahmadu Bello University. (Orji &Kabiru, 2017).

2.2 The Concept of Revenue

Baskerville (2013) defines revenue in business as the gross income received by an entity from its normal business activities before any expenses have been deduced. Income may be received as cash or cash equivalent and is typically generated from the sale of goods or the rendering of services from particular period of time. Wood and Sangster (2002) define revenue as the sales value of goods and services that have been supplied to customer.

The purpose of business is to earn profit from the sale of product (revenue). So a business generate revenue when it exchange its goods or services with its customers in return for money or other assets. A business makes profit if its revenue exceeds its expenses.

2.3 Measurement of Performance for Tertiary Institutions

Academic performance is the outcome of students evaluation in the educational process indicated to what level the students have achieved the educational goals as specified in the curriculum which is greatly influenced by internal and external classroom factors (Aremu, Salako, Adedina&Ayelotan, 2015). Academic performance indicates how well a student meets standard set out by the institution (Mellisa, 2012). Bogoro (2018) sees performance of tertiary institution along with that of students as our universities securing respectability and generating additional internally generated revenue (IGR) through initiating discourse platforms, special or short-term specialist courses of one week to three months, or occasional high profile fora to attract some of the best in both public and private sectors (within and beyond the country) in a manner that it achieves both academic goals as well as help in generating funds for the universities. These will help the student meet the standard expected of them, raise the tone of the institutions and workforce ready acceptance of the end products of these public institutions.

2.4 Theoretical Framework

This work is anchored on Tylers Rational Planning Approach which sees education as an intentional activity which ought not to be disrupted either by internal or external classroom factors (Igwe 2000).
Based on the foregoing, staff union industrial action cannot come and go without leaving any negative effect on the educational achievement of the students.

III. RESEARCH DESIGN

The study employed survey research design using as its populationall public tertiary institutions in Edo State, with total staff strength of 20,560 employees. Sample size of 392 was derived with Taro Yamane's Formula. Data were gathered from primary and secondary sources with the use of structured questionnaire, official publication of the institutions, textbooks, journals, magazines and existing literatures. Personal interactions were also employed to clear some grey area.

3.1 Method of Data Analysis

The descriptive statistical tools of measurement were used for describing the data. These include table, frequency table and percentages. Regression was used to find out if there is a relationship and also to measure the impact of the relationship between strike and work stoppage correlating against revenue generated and graduated students within programme duration of the selected institutions respectively.

IV. FINDINGSAND INTERPRETATION

Hypothesis 1:
Ho: There is no significant influence of strike on revenue generation of public tertiary institutions in Edo State.

To test this hypothesis, the scores obtained from statements pertaining to strike actions and revenue generations were rescaled into two different single variable labeled strike and revenue respectively.

Source	ss	df	ms	Number of obs =	392
Model	8219.80496	1	8219.80496	F(1,390)	= 3237.88
Residual	990.070036	390	2.53864112	Prob > F	= 0.00000
				R-squared	= 0.89250
Total	9209.87500	391	23.5546675	Adj R-squared	= 0.89220
				Root MSE	=1.59330

revenue	coef.	Std. Err.	t	p>/t/	(95% Conf.	Interval)
strike	1.015041	.0178383	-56.90	0.000	.9799701	1.050113
_ cons	-3.089357	.3483507	-8.87	0.000	-3.774238	-2.404477

Table 1: Regression Analysis Result
Regression Equation: revenue = -3.089 + 1.0150 strike
Source: Field survey (2019)

Table 1 shows a linear regression established that strike action could significantly predict revenue generation, F(1,390) = 3237.88, P = .0001. The coefficient of determination (R-square) was 89.25% - this means that strike action accounted for 89.25% of the explained variability in revenue generation. So, the null hypothesis which states that strike action do not significantly impact on revenue generation of government tertiary institutions is rejected. The alternate hypothesis that says strike actions significantly impact on revenue generation in the government tertiary institutions is hereby accepted. This is our finding.

Hypothesis 2:

Ho: There is no significant relationship between work stoppage and students' programme duration in government tertiary institutions in Edo State.

To test this hypothesis, the scores obtained from statements pertaining to both work stoppage and programme durationwere rescaled into two different single variable labeled work-stoppage and programme duration respectively.

Source	ss	df	ms	Number of obs =	392
Model	7975.79848	1	7975.79848	F(1, 390)	= 2520.56
Residual	1234.07652	390	3.16429878	Prob > F	= 0.00000
				R-squared	= 0.86600
Total	9209.87500	391	23.5546675	Adj R-squared	= 0.86570
				Root MSE	=1.77880

Duration	coef.	Std. Err.	t	p>/t/	(95% Conf.	Interval)
stoppage	0.916841	0.018261	50.21	0.000	.8809372	0.952745
_ cons	5.446933	0.232197	23.46	0.000	4.990416	5.903449

Table 2: Regression Analysis Result
Regression Equation: programme-duration = 5.447 + 0.9168 work-stoppage
Source: Field survey (2019)

Table 2 shows that work stoppage has significant relationship with programme duration of students' of government tertiary institutions in Edo State, F(1,390) = 2520.56, P = .0001. The coefficient of determination (R-square) was 86.60%. This accounted for 86.60% of the explained variability in programme duration. Therefore, work stoppage increases the period of time it takes students to graduate that is it increases programme duration. From this, the null hypothesis which states that there is no significant relationship between work stoppage and the students programme duration in the government tertiary institutions in Edo State is rejected. The alternate hypothesis that says that there is significant relationship between work stoppage and the students programme duration of government tertiary institutions in Edo State is hereby accepted. This is our finding.

V. SUMMARY OF FINDINGS, CONCLUSION AND RECOMMENDATIONS

5.1 Summary of Findings and Conclusion

The industrial democracy and other forms of participation of workers in decision-making process in their various workplaces have been well developed in the United Kingdom based on their culture before these were transferred to Nigeria and they were expected to be problematic. (Oluwakemi, 2012). The Ahmadu Bello University for instance lost 2003/2004

session and the university's over 26000 undergraduate students lost a year in their studies and the economy of Zaria the host community lost over 40% of its revenue due to the prolonged closure of Ahmadu Bello University, (Garvey &Riagimi, 2016). The results of the hypotheses reveal this to be true in this research. The result of the hypotheses shows that union activities resulting in strike or work stoppage have significant negative effect on revenue generated (McDonald and Block, 2015) and the number of graduated students within programme duration in the selected institutions. The research findings show that;

a. Trade unionism contributes to drop in revenue generation in the selected institutions in Edo State.
b. Work stoppage increases the number of years it takes students to complete their programme in tertiary institutions in Edo State.

5.2 Recommendation

Sequel to these findings, conclusion from thefindings, the following recommendations are hereby suggested.

a. Strike action,irrespective of the form it takes should be discouraged in government tertiary institutions because it is counterproductive.
b. Government as the proprietor of these government tertiary institutions should ensure strike action do not occur like in private tertiary institutions, by providing the needed fund always, to ensure the continuity of the learning processes.

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[9] Trade Union Act 1973, Section 1(i)

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