

Effects of Workplace Power on Employees' Job Performance in Selected Federal Universities of Agriculture in Nigeria

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Abstract : This study determined the effects of workplace power on employees' job performance in selected federal universities of agriculture in Nigeria. Two hundred and twenty-seven (227) employees were randomly drawn from the selected universities through a multistage sampling procedure. The mean age of the employees was 38 years, mostly (60.8%) male. Results indicated that the overall job performance was significantly influenced by an expert ($b = 0.287, p < 0.01$) and legitimate power ($b = -0.279, p < 0.05$). The findings clearly showed that supervisor has considerable professional experience to draw from in helping subordinates to do their work better because they have specialized training in their field of study, and subordinates prefer to do what the supervisor suggests because of their professional expertise, which greatly influences employees' job performance. A policy that will ensure transparency in all administrative procedures, with a formal line of authority that will enhance the thriving of legitimate power, should be established within organisation is recommended.

Keywords : workplace power, employees, job performance, agricultural universities

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