

Employees' Perception of Organizational Communication in Oyo State Agricultural Development Programme (ADP), Nigeria

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Abstract : The study assessed employees' perception of organizational communication in Oyo State Agricultural Development Programme and its effect on their job performance. A simple random sampling technique was used to select 120 employees using a structured questionnaire for data collection. Findings showed that 66.7% of the respondents were males and 60.4% were between the ages of 31-40 years. Most (87.5%) of the respondents had tertiary education and majority of the respondents (73.9%) had working experience of 5 years or less. Major perceived leadership styles used in communicating to the employees were that employees were not allowed to send feedbacks ($X=3.23$), information was usually inadequately passed across to the employees ($X=2.52$), information are given with explanation ($X=2.04$), leaders rarely gave information on innovation ($X=1.91$) and information are usually passed in form of order ($X=1.89$). However, majority (61.5%) of the respondents perceived that the common communication flow used is downward communication system. Respondents perceived that the effects of organizational communication on their job performance were that they were able to know the constraints within the organization ($X= 4.89$), solve the problem occurring in the organization ($X=4.70$) and achieve organization objectives ($X= 4.40$). However, major constraints affecting organizational communication were that there were no cordial relationship among workers ($X=3.33$), receivers had poor listening skills ($X=3.32$) and information were not in simple forms ($X=3.29$). There was a significant relationship between organizational communication ($r= 0.984$, $p<0.05$) and employees' job performance. The study suggested that managers should encourage cordial relationship among workers in other to ease communication flow in organizations and also use adequate medium of communication in other to make information common within organizations.

Keywords : employees' perception, organizational communication, effects, job performance

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