

ASSESSING THE EFFECT OF NATIONAL MINIMUM WAGE ON EMPLOYEES' WELFARE IN THE LAGOS STATE'S CIVIL SERVICE

¹Emmanuel Olaniyi DUNMADE, ²Dauda Adewole OLADEJO, ³Iyiola Tomilayo
Akindele ⁴Idowu Jamiu, YAHAYA, ⁵Issa OMOLABI, ⁶Muyiwa Adeleke OPALEYE
and ⁷James Olatunji AJAO

¹ Department of Industrial Relations and Personnel Management, University of Ilorin, Ilorin.

² [Department of Entrepreneurial Studies, Federal University of Agriculture, Abeokuta](#)

³ Department of Public – Administration, University of Ilorin

⁴ Department of Industrial Relations & Personnel Management, University of Ilorin

⁵ Department of Business – Administration, University of Ilorin

⁶ Department of Business – Administration, Precious Cornerstone University, Ibadan

⁷ Department of Business Education, Federal College of Education, Yola

Corresponding Author's email: dunmade.eo@unilorin.edu.ng



Abstract

Employees' welfare denotes the state of wellness determined by the satisfactory levels of earnings that are capable of improving workers' quality of life and work performances as minimum wage is a government's law or act meant for taking care of the poor workforces in the organizations. The study assessed the effect of national minimum wage on employees' welfare in Lagos State' Civil Service with a focus on Alimosho Local Government Area of the State. This was done with the adoption of structured questionnaire as the instrument of data collection, while also utilizing random sampling technique in the choice of respondents. The paper used descriptive statistics involved simple percentages and tables for socio-demographic characteristics of the respondents, whilst inferential statistics in the study was regression analysis for testing the hypotheses. Results showed a significant relationship between national minimum wage and employees' welfare in the Lagos State's Civil Service ($R^2=.343$, $F= 133.42$, $p <.05$). Further, there was a significant relationship between national minimum wage and employees' quality of life in the Lagos State's Civil Service ($R^2=.433$, $F= 659.790$, $p <.05$). It was concluded that there was a significant effect of national minimum wage on employees' welfare in the study area. The study, therefore recommends development of good and an acceptable wage review policy by the Government, particularly when there is an upsurge in the prices of commodities in the market and where no equivalent rise in the workers' wages exists. This is to guide in the fixing of wages and salaries through a democratic collective bargaining.

Keywords: Employees' Welfare; Employment System; Civil Service; Minimum Wage; and Market Situation