

**A SURVEY OF THE EFFECTS OF FRINGE BENEFITS ON  
EMPLOYEES PERFORMANCE IN THE HOSPITALITY INDUSTRY**

**(A Case Study of Sofitel De Moor House, Ikoyi Lagos)**

**BY**

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**AUGUST, 2012**

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**A PROJECT SUBMITTED TO THE DEPARTMENT OF BUSINESS ADMINISTRATION  
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# CERTIFICATION

This is to certify that this work written by Ifediniru kelechi with Reg-No Ba/2008/207 entitled A SURVEY OF THE EFFECTS OF FRINGE BENEFITS ON EMPLOYEE PERFORMANCE IN THE HOSPITALITY INDUSTRY (A Case Study Of Sofitel De Moor House, Ikoyi Lagos), has been read and graded in partial fulfilment of the requirement for the award of Bachelor of Science (B.Sc) degree in Business Administration Caritas University, Amorji-Nike, Enugu, Enugu State.

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Prof. Godwin. U. Nwanguma  
(Project Supervisor)

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Date

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Prof. Godwin. U. Nwanguma  
(Head of Department)

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Date

## **DEDICATION**

This project is dedicated to the Almighty God for his guidance, vision, and protection throughout my stay in this institution.

And to my late father whose wish has conquered the unpleasant feelings I have about life. May his gentle soul rest in peace.

## **ACKNOWLEDGEMENT**

I express my most profound gratitude and thanks to the Almighty God, the giver of life, good health and knowledge for in Him I wait patiently for success, prosperity and love.

Additionally, I wish to take this opportunity to express my immense gratitude and appreciation to Mr. Chimezie Ifediniru and Mr. and Mrs. Kelvin Ekpeni for their sustained support and parental care. They have been a source of joy to me and my career. God bless them.

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## **ABSTRACT**

The study is aimed at surveying the effects of fringe benefits on employee performance in the hospitality industry. Because of the reduction or stagnancy in employee performance, the idea of fringe benefits was introduced to increase employee performance.

The research began by collecting data from primary and secondary sources. The primary sources were derived from questionnaires administered to the employees of Sofitel The Moorhouse, while the secondary data were obtained from different sources mainly textbooks, journals, conferences, publications and manuals e.t.c. The population study is the totality of all the workers, management of Sofitel The Moorhouse, Ikeja. The number of employees in Sofitel The Moorhouse is 175, which was also adequate for sample size of 122. Three hypotheses tested in this study include, the significance relationship between employee performance and health benefits, effects of withdrawal of health benefit on employee productivity, impact of provision of health benefit on interpersonal relationship in the organization.

The following were the findings; it showed that fringe benefits to employees of Sofitel The Moorhouse; were designed to increase employee productivity through different benefits like health benefits.

Finally, the study concluded that financial reward and material rewards (fringe benefits) to the employees is a prime motivator for improved employees productivity.

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