

**TITLE PAGE**

**REWARD SYSTEM, EMPLOYEE TURNOVER AND  
PRODUCTIVITY IN NIGERIA**

*(A CASE STUDY OF UNIVERSITY OF NIGERIA NSUKKA)*

*BY*

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AUGUST, 2012

## APPROVAL PAGE/CERTIFICATION

This project has been read and approved by the department of industrial and personnel management, Faculty of Management and Social Sciences, Caritas University, Amorji-Nike, Enugu State.

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## **DEDICATION**

This project work is dedicated to God Almighty for his divine grace upon my life and to my lovely husband Mr. Eberechukwu Nwaeze.

## ACKNOWLEDGEMENT

*To God be the glory!*

I wish to express thanks to my supervision Mr. Nnauko Oliver for his assistance in ensuring the successful completion of this project.

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I pray that Almighty God in his immeasurable kindness will also bless those that their names did not appear.

God bless you all (Amen)

Otti Chinelo Joy

## **ABSTRACT**

This project is mainly concerned with the relationship of wage policy, employee turnover and productivity. It's generally agreed that human resources are very vital to the success or otherwise of any firm, hence, there is need for adequate for human resources.

The use of University of Nigeria Nsukka as my case study is because it's a University with record of high productivity level and it has also shown a very efficient employee development. Evidently, there must be something worth studying in the area of wage policy, employee turnover and productivity.

Survey research design was used for this study sample, random sampling and stratified random sampling was the sampling techniques used in this study. A sample of 153 staff of University of Nigeria Nsukka was used.

A structured questionnaire was used as research instrument, hypothesis were stated and simple percentage and chi-square was used to analyze the data and test the hypothesis.

It was discovered from the research finding of this project that the University of Nigeria Nsukka is one of the few prosperous University that have fully embrace the art of wage policy, employee turnover and productivity, hence the ability of the University to overcome the problem of managerial succession, promotional, labour turnover, training and so on.

Finally, employee training and development, good wage policy will lead to high productivity in the University.

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