

TITLE PAGE

**THE IMPACT OF EMPLOYEE PARTICIPATION ON
COMPANY PERFORMANCE
(A STUDY OF ACCESS BANK NIGERIA PLC, ENUGU)**

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ABSTRACT

The research was carried out to ascertain the Impact of Employee Participation on Company Performance; A study of Access Bank Nigeria Plc, Enugu. Four departments in the Bank were used for the study, while a sample size of 36 respondents participated in the research study. The reason for growing interest in Employee Participation and its effects were discussed. Also the different categories of Employee Participation were examined to find out their peculiarities and what can be done to improve their participation and their outcome. Furthermore, the issue of Employee Participation and welfare were put into consideration, with emphasis on the right policies to be implemented in order to get the best out of the employees. However, the analysis of the data was based on the research questions answered by the respondents. The questionnaire was analysed using simple percentage distribution formula. The given level of significance was at 95%. The hypothesis was analysed using chi-square and correlation. Finally, the researcher discovered that the combination of participation and welfare measures (such as equal opportunities and family – friendly policies) help to enhance both Organisational performance and the quality of working life. Policy support should focus on union recognition and activity within a human rights framework, since this can positively influence employees' behavior towards Organisational goals and employer behavior towards their employees.