

Employment Status and Educational Achievements in Universities: Evidence from Southeast Nigeria

Obed I. Ojonta – Jonathan E. Ogbuabor – Peace N. Ojonta – Anthony Orji – Onyinye I. Anthony-Orji*

DOI: 10.2478/atd-2021-0025

Received: July 11, 2021; received in revised form: September 22, 2021;
accepted: September 24, 2021

Abstract:

Introduction: Educational achievement has remained the common yardstick for assessing human capital development across the world. However, it has been observed that Nigeria is one of the developing countries facing the challenge of low level of academic achievement by employees in the university system, which in turn has grave implications for the overall performance of the Nigerian university system in terms of efficient work delivery.

Methods: This study adopts a robust and stratified sampling technique to select 4,122 employees in selected federal universities in the southeast of Nigeria and uses structural questionnaire and binary logistic regression to analyse the effect of employment status on academic achievement in South East Nigeria.

Results: The findings show that employment status negatively and significantly influences the academic achievement of employees in Nigerian universities.

Discussion: The major focus of this study is to examine the impact of employment status on educational achievement in the universities for southeast, Nigeria. To drive more effective and efficient service delivery in the universities, there is need for adequate salary enhancement for employees in order to motivate them to strive for higher educational attainments.

* Obed I. Ojonta, University of Nigeria, Department of Economics, Nsukka, Nigeria; obed.ojonta@unn.edu.ng

Jonathan E. Ogbuabor, University of Nigeria, Department of Economics, Nsukka, Nigeria; jonathan.ogbuabor@unn.edu.ng

Peace N. Ojonta, University of Nigeria, Department of Mass Communication, Nsukka, Nigeria; peace.ojonta@unn.edu.ng

Anthony Orji, University of Nigeria, Department of Economics, Nsukka, Nigeria; anthony.orji@unn.edu.ng

Onyinye I. Anthony-Orji, University of Nigeria, Department of Economics, Nsukka, Nigeria; onyinye.anthony-orji@unn.edu.ng

Limitations: The study was carried out in federal universities in Nigeria. It is expected to expand the study to cut across both private, states in Nigeria for effective and efficient comparison among the universities found in southeast geopolitical zones.

Conclusion: The study concludes that government should continuously motivate these employees so that they can strive for higher educational attainments.

Key words: employment, academic achievement, human capital development, binary logit regression model, Nigeria.

Introduction

The benefits of academic achievement for economic growth and development cannot be overemphasised. In underdeveloped countries like Nigeria, academic achievement is recognised as most prerequisite for appointment, promotion, job placement, employment status as well as a core value of assessment for human capacity and development. It is also used to measure the general knowledge individuals acquired through their exposure to research and learning in the university or other institutions of higher learning (IHL). According to Gordon (1984), academic achievement is described as academic degrees used to explain good reflections of ability, indicators of attitude, perseverance and effort. Academic achievement provide basis for institutional promotion and accreditation process in the university (Baverstock & Wenger, 2018). This study focuses on academic degree as an indicator for measuring academic achievement in the university. This indicator takes a value of one if an employee in the university possesses higher degree, while it takes a value of zero if otherwise.

It has been recently observed that employment status and academic achievement are two important issues affecting the academic calendar of universities in most developing countries like Nigeria. These issues are important because they have serious implications for the welfare of university workers, who have incessantly embarked on strike actions in recent years, thereby creating inefficiency in service delivery in the university system. Figure 1 shows the percentage distribution of academic achievement by employment status of workers Nigerian universities in Southeast, Nigeria.