

## COMPARATIVE ANALYSIS BETWEEN WORKERS REMUNERATIONS AND STANDARD OF LIVING IN NIGERIA AND UNITED KINGDOM

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### ABSTRACT

*This study carried out the comparative analysis between workers remunerations and standard of living in Nigeria and United Kingdom. Two research questions and two hypotheses guided this study. A descriptive survey research design was adopted. The population of the study comprised all staff of Julius Berger Nigeria Plc located in Lagos State, Nigeria. A total of seventy staff were selected through the utilization of stratified sampling technique. The study adopted researcher-self developed instrument tagged: Workers Remunerations and Standard of Living Questionnaire (WRSLQ) with 0.86 as reliability coefficient for data collection. Research questions were answered using descriptive statistics of mean. Analysis of Variance (ANOVA) was adopted in testing hypotheses. The findings of the study revealed that there are more poverty, poor access to health, low income, massive unemployment, low compensation of workers and low level of employment or job opportunity in Nigeria when compared with the counterpart (UK). The findings also indicated that many Nigerians workers received low wages and salary, low incentives, low fringe benefits, low perquisites and non-monetary rewards, however, opposite was the case when compared with their counterpart in United Kingdom. It was revealed that there was significant difference in relationship between workers remunerations and standard of living in Nigeria and United Kingdom. The findings of the study showed that there was significant difference between workers remunerations and standard of living in Nigeria and United Kingdom. Nigeria government in collaboration with private organizations should invest on the programme that can bring more Nigerians out of poverty circle. Government and private organizations should improved on the mode of workers remuneration such as paying them living wages not minimum wages and introduction of series of fringe benefit and incentives for the workers as compared with their counterpart in United Kingdom.*

**Keywords: Workers Remunerations, Living Standard, Poverty, Incentives.**

### Introduction

The difficulty surrounding standard of living in developing countries (Nigeria included) served as source of concern to the collective authority, citizens, stakeholders within the economy, and researchers among others. It's reported that standard of living is among the many variables used for measuring economic development in developed and developing countries (Amoda, Adebayo, Kazeem & Babajide, 2020). A typical of living standard refers to the quantity and quality of fabric goods and services available to a given population. The quality of living includes basic material factors like income, gross domestics product (GDP), anticipation, and economic opportunity. Standard of living or living standard may be a combination of wealth and services desired with a group of habitual evaluation towards their wealth and services. The term, living standard is usually utilized in speaking of economic achievement and goals within the public interest. During this connection, it always refers to the quantities and qualities of products available and its main purpose is to satisfy wants

instead of needs (Fah, 2010). Consistent with Fitzisimmons and Williams (1973), living standard usually changes slowly and it's based upon the goals, attitudes, and satisfaction already experienced. Since everyone have a special wants across their life-span development, standard of living are often expected to vary in some respects from individual to individual, locality to locality.

Looking into the macroeconomic aspects of measurement on living standard, GDP per capita may be a commonly used measure of the living standard but not necessarily an accurate one because, among other reasons, it doesn't distinguish between consumer and capital goods where it doesn't appreciate of differences within the economic goods and services that aren't measured in GDP (Fah, 2010). It means GDP is subject to the vagaries of translating income measures into a standard currency but it fails to require under consideration differences of tastes among nations. Consistent with Mar (2019), standard of living may be a comparison tool used when describing two different geographic areas. Metrics may include things like wealth levels, comfort, goods, and necessities that are available to people of various socioeconomic classes in those areas. The quality of living is measured by things that are easily quantified, like income, employment opportunities, cost of products and services, and poverty. Factors like anticipation, the rate of inflation, or number of vacation days people receive annually also are included. Other factors commonly related to the quality of living include class disparity, poverty rate, quality and affordability of housing, hours of labor required to get necessities, gross domestic product (GDP), affordable access to quality healthcare, quality and availability of education, incidence of disease, infrastructure, national economic process, economic and political stability, political and non secular freedom, environmental quality, climate and safety (Mar, 2019).

Reports have shown that the shortage of job opportunities is at the core of the high poverty levels, regional inequality, and social and political unrest couple with high inflation has taken a toll on household's welfare and standard of living among Nigerians (Abada, Okafor & Omeh, 2019). When comparing standard of living of Nigerians with other developed country like United Kingdom (UK), one may begin to wonder what could caused the discrepancies. In Nigeria, the typical anticipation is 60 years for men, 62 years for ladies as of 2020. In UK, that number is 81 years (79 years for men, 84 years for women) as of 2020. Nigeria percentage rose to 35% as of 2021 while that of UK was 4.53% (National Bureau of Statistics, 2021). These discrepancies in standard of living among the two countries (Nigeria and UK) are worrisome to government and stakeholders within the economy of Nigeria. Nigeria as an oil producing nation with large free gift of land and natural resources, the problems of unemployment, poverty and poor workers remunerations which seems to play significant role in measuring standard of living during a country were evidence.

Workers remunerations refer to the entire compensation received by an employee and it includes not only basic salary but any bonuses, commission payments, overtime pay, or other financial benefits that an employee receives from an employer (James, 2022). Workers remuneration may include direct payment of cash or taxable fringe benefits like personal use of a corporation car. James (2022) further reiterated that the foremost common sort of remuneration is within the sort of wages or salary. These could also be supplemented with bonuses given for performance, holidays, or another reason. Many sales positions offer a commission on the sales made by an employee or a percentage of the quantity sold. a number of these commissioned positions offer a base salary, while others are solely hooked in to commissions. Remuneration is considered the advantages the workers receive which may be available form wages, rewards, and buy the worker's to extend the productivity (Onyekwelu,

Dike & Muogbo, 2020). Pay is extremely necessary for lifestyles because employee gets rewards from the employer for the work he did. In human resources management, the essential obligation is remuneration management. Remuneration may be a complex task that takes place intermittently. there's need for employee integration, tactics and knowledge with organization's process and methods so as to realize organisational desires and goals. Truly, remuneration management may be a serious device to include individual efforts with strategic firm's goals through inspiring employees to try to do the proper things with ever attractive efficiency. Remuneration sends clean messages to all or any workers of the organisation notifying them about anticipated attitudes and behaviours (Galanou, Sotiropoulos, Georgakopoulos & Vasilopoulos, 2011).

The thought of remuneration was changing as per the changing states of labour. Remuneration is genuinely viewed because the most antiquated sort of social protection. Industrialization and therefore the development of the new sorts of work required adjusting the elemental compensatory arrangements to the necessity of the working society. Simply defined, workers' remuneration recompenses, offers something to a worker who performs work for an additional, for services rendered for injuries (Villanueva & Gonzales, 2005). Verifiably, even the antiquated social orders practiced different sets of rules which later took for the sort of remuneration. it's believed that remuneration is that the glue which ties the workers and therefore the employer jointly during a firm, this is often additionally classified as an agreement or a legal instrument that mutually binds both the worker and employer that spells out precisely the quantity need to be paid to the worker and component of the remuneration package (Onyekwelu, Dike & Muogbo, 2020). Although, Maslow's Hierarchy Theory discusses remuneration because the center to bring down step of the pyramid and therefore the other elements like job contentment and fulfillment being at the highest, for many of the workers, getting the precise remuneration is by its self an encouraging factor.

The aim and objective of each worker is to possess money in their pocket to sustain family expenditure and improved standard of living. Cribb and Emmerson (2016) argued that a worker who received good and attractive salary and wages couple with series of fringe benefits will find its productivity increases and likewise standard of living of the family. They further reiterated that sustainable standard of living achieved in a number of the developed nations today was as a results of remuneration system practices in those countries. A worker who received remuneration that fit the contemporary economic challenges will likely increase the extent of access to goods, services and recreational activities. However, one among the main issues facing workers in developing countries today is poor nature of remuneration system adopted by the organizations be it public or private which this challenge might among the factors fuelling poor standard of living within the region. Onyekwelu, Dike and Muogbo (2020) assessed fundamentally remuneration as a tool for expanding employee performance with specific regard to Bottling Companies in Nigeria. It had been found that remuneration assumes a big role in increasing workers performance in an organisation. Sule, Amuni, Obasan and Banjo (2015) examined how the organisation human capital was compensated and see whether the compensation even is a motivational tool to reinforce organisational performance. The findings of the study revealed those factors that militate against adequate compensation to incorporate labour market conditions, the power of the organisation to pay adequate compensation and therefore the existing country/nation's present cost of living; what makes up good and adequate compensation include recognition of individual performance and taking care of individual incentives and it shows the connection between compensation and motivation.

Anake, Manyo and Ajom (2014) examined the impact of the National wage on the socio-economic characteristics of low income workers in Calabar Municipal Council Area of Cross River State, Nigeria. The results show that The National wage has not significantly impacted on poverty, employment, income stability and saving of low wage earners within the public sector. Balogun and Omotoye (2020) investigated the impact of remuneration and employee performance in Global Communication Limited, Lagos Nigeria. The result revealed that there's a big relationship between remuneration scheme and employee performance in Global Communications Limited and also there's a big problem affecting the payment scheme and therefore the performance of employees in Global Communications Limited. Likewise, Agba, Mbotto and Agba (2013) investigate factors that influence workers' job performance in Nigeria. Findings revealed that, employee job performance are greatly influenced by regular and good wages; followed by conducive work environment, availability of internet facilities, good library, recognition/award, regular promotion, training opportunities, access to medical aid and communication flow.

In uk, Cribb and Emmerson (2016) estimated the changing value of workplace pensions within the UK and incorporate their value into an estimate of the general public sector pay differential. Falling pension membership within the private sector and growing value of public service pensions led to a big increase within the estimated public sector pay differential from 1997 to 2009, albeit headline pay grew faster within the private sector. From 2009 to 2012, although pay grew faster within the public sector, reforms to public service defined benefit pensions, particularly indexation to the CPI instead of RPI, significantly reduced the general public pay differential. Empirical studies on the likely relationship or influence of workers remuneration on standard of living in Nigeria seem to possess received less attention and this has created knowledge gap. This was the necessity for this study in filling the knowledge gap.

### **Statement of the Problem**

Standard of living as a part of measures for economic development of a rustic seems to be of major concern to the workforce and government of Nigeria. A situation where workers in Nigeria for several years still among people who fell within poverty circle isn't a welcome development. A situation where workers find it difficult to demand and purchases the requirements of the family, send children to high school, eat balance diet, sleep in clean environment, access to quality healthcare among other is pathetic and worrisome. One would begin to wonder, while a number of the workers either privately or public organizations in Nigeria fell within poverty circle within the twenty first century in comparison with counterpart within the developed nations. However, Nigeria government have made several efforts to extend and improved workers living standard through increment in salary and wages within the country. Despite that, living standard in terms of poverty, low income, inequality and high costs of products and services still on increase in comparison with other country. This prompted this study to carryout comparative analysis between workers remunerations and standard of living in Nigeria and United Kingdom.

### **Objectives of the Study**

The main objective of the study wa to carryout comparative analysis between workers remunerations and standard of living in Nigeria and United Kingdom. Specifically, the study sought to examine the:

1. Nature of living standard in Nigeria and United Kingdom.
2. Nature of workers remunerations in Nigeria and United Kingdom.
3. Relationship between workers remunerations and standard of living.

4. Different between workers remunerations and standard of living in Nigeria and United Kingdom.

### **Research Questions**

1. What is the nature of living standard in Nigeria and United Kingdom?
2. What is the nature of workers remunerations in Nigeria and United Kingdom?

### **Hypotheses**

**H<sub>0</sub>1:** There is no significant difference in relationship between workers remunerations and standard of living in Nigeria and United Kingdom.

**H<sub>0</sub>2:** There is no significant difference between workers remunerations and standard of living in Nigeria and United Kingdom.

### **Theoretical Framework**

#### **Instrumentality Theory**

Instrumentality theory is that the belief that do thing will cause another. In its crudest form, the instrumentality theory states that folks only work for money. The idea emerged within the last half of the nineteenth century with its emphasis on the necessity to rationalize work and on economic outcomes. It assumes that an individual are going to be motivated to figure if rewards and penalties are tied on to his or her performance, thus the awards are contingent upon effective performance. Instrumentality theory has its roots in Taylorism, i.e. the scientific management methods of Taylor (1911). Who wrote: 'It is impossible, through any long period, to urge workmen to figure much harder than the typical men around them unless they're assured an outsized and permanent increase in their pay'. This theory is predicated on the principle of reinforcement and therefore the so-called law of effect. Motivation using this approach has been, and still is, widely adopted and may achieve success in some circumstances. But it's based exclusively on a system of external controls and fails to acknowledge several other human needs. It also fails to understand the very fact that the formal system are often seriously suffering from the informal relationship existing between workers.

### **Methodology**

The world of study was Nigeria, specifically, the study was carried out among staff of Julius Berger of Nigeria Plc. Julius Berger Nigeria Plc may be a leading Nigerian company offering holistic services covering the design, design, engineering, construction, operation and maintenance of buildings, infrastructure and industry projects in Nigeria. Their history of success alongside the shared values that outline their culture and way of working gives clients the arrogance to trust them with even their most demanding projects. Operating sustainability, they adhere to the very best standards for quality and safety. However, their staff cut-across the world. A descriptive survey research design was adopted. The design was appropriate because it helps the researcher to gather opinions of the respondents on the problems raised which further assists the answering and testing of research questions and hypotheses. The population of the study comprised all staff of Julius Berger Nigeria Plc located in Lagos State, Nigeria. The management of the corporate refused to offer the researcher the entire numbers of their staff strength thanks to company policy on secrecy. A total of seventy staff were selected through the utilization of stratified sampling technique. These staff comprised forty Nigerians and thirty European citizens. The study adopted the researcher-self developed instrument tagged: Workers Remunerations and Standard of Living Questionnaire (WRSLQ).

The instrument (WRSLQ) has three sections. Section A focused on demographic characteristics of the respondents while sections B and C examined items on the living standard and workers remunerations. The instrument (WRSLQ) was validated by expert from Evaluation and Measurement Department in Olabisi Onabanjo University, Ogun State. To work out the extent of reliability of the instrument, test and retest methods were administered among fifteen staff of Coca Cola Company in Lagos State. The information collected were analyzed using Pearson Product Moment Correlation (PPMC) and therefore the reliability coefficient for the instrument yielded 0.86. This shown that the instrument (WRSLQ) is reliable and can helps the researcher to gathered needed data towards achieving objectives of the study. Researcher personally administered the instrument to the chosen numbers of the respondents with the assistance of two research assistants who are to be the staff of Julius Berger Nigeria Plc, Lagos State chapter. The administration of the instrument (WRSLQ) lasted for 3 weeks and out of seventy copies of the questionnaire distributed among the respondents, only sixty-two were retrieved. Success rate was 88.57% while mortality rate was 11.43%. Data analyses were supported success rate. Research questions were answered using descriptive statistics of mean. Analysis of Variance (ANOVA) was adopted in testing hypotheses. Decisions were drawn at 0.05 level of significance. Any mean score of 2.5 and above was regarded as agreed while any one below 2.5 regarded as disagree. For ANOVA, when  $p_{value}$  is less than significance level ( $p < .05$ ), the null hypotheses will be rejected, otherwise, accepted.

## Results and Discussion

**Research Question 1:** What is the nature of living standard in Nigeria and United Kingdom?

**Table 1: Descriptive statistics on the nature of living standard in Nigeria and United Kingdom**

Nigeria			United Kingdom		
Items	Mean	Remarks	Items	Mean	Remarks
High poverty	3.67	Agreed	High poverty	2.01	Disagreed
Poor access to health	3.11	Agreed	Poor access to health	1.82	Disagreed
Low income	3.01	Agreed	Low income	2.23	Disagreed
Unemployment	3.82	Agreed	Unemployment	2.42	Disagreed
Low compensation	3.21	Agreed	Low compensation	2.47	Disagreed
Employment opportunity	2.11	Agreed	Employment opportunity	3.77	Agreed
Average Mean	3.16			2.45	

Source: Field Survey, 2022

Table 1 revealed the results on the nature of living standard in Nigeria and United Kingdom. From the Table, it was indicated that high poverty, poor access to health, low income, unemployment, low compensation and employment opportunity were used as measures or nature of living standard. Furthermore, the results from the Table 1 concluded that the nature of living standard in Nigeria is lower than that of people living in United Kingdom as determined by the average mean of the two countries. The average mean of Nigerians living standard was 3.16 which greater than the bench mark of 2.50 and that of UK (2.45) was less than 2.50. The implications of this was that there are more poverty, poor access to health, low income, massive unemployment, low compensation of workers and low level of employment or job opportunity in Nigeria when compared with the counterpart (UK).

**Research Question 2:** What is the nature of workers remunerations in Nigeria and United Kingdom?

**Table 2: Descriptive statistics on the nature of workers remunerations in Nigeria and United Kingdom**

Nigeria			United Kingdom		
Items	Mean	Remarks	Items	Mean	Remarks
High wages and salary	2.49	Disagreed	High wages and salary	3.01	Agreed
Incentives	2.44	Disagreed	Incentives	2.69	Agreed
Fringe benefits	2.39	Disagreed	Fringe benefits	2.99	Agreed
Perquisites	2.30	Disagreed	Perquisites	3.18	Agreed
Non-monetary rewards	2.18	Disagreed	Non-monetary rewards	2.58	Agreed
Average Mean	2.36			2.89	

Source: Field Survey, 2022

Table 2 showed the results on the nature of workers remunerations in Nigeria and United Kingdom. From the Table, it was indicated that workers remunerations in Nigeria when compared with United Kingdom is poor. As measured in this paper, the results revealed that many Nigerians workers received low wages and salary, low incentives, low fringe benefits, low perquisites and non-monetary rewards, however, opposite was the case when compared with their counterpart in United Kingdom. This was reflected with the average mean scores of (2.18 < 2.50) for Nigerians workers and (2.58 > 2.50) for UK workers.

**Testing of Hypotheses**

**H<sub>0</sub>1:** There is no significant difference in relationship between workers remunerations and standard of living in Nigeria and United Kingdom.

**Table 3: ANOVA (One Way) on the significant difference in relationship between workers remunerations and standard of living in Nigeria and United Kingdom**

	Sum of Squares	df	Mean Square	F	P
Between Groups	81.919	2	40.959	1.515	.028
Within Groups	1595.581	59	27.044		
Total	1677.500	61			

Source: Field Survey, 2022

The result from Table 3 revealed that the F-value is 1.515, the degree of freedom (df) is 61 and P = 0.028 since P = 0.028 < 0.05 it implied that null hypothesis was rejected. This implied that there was significant difference in relationship between workers remunerations and standard of living in Nigeria and United Kingdom.

**H<sub>0</sub>2:** There is no significant difference between workers remunerations and standard of living in Nigeria and United Kingdom.

**Table 4: ANOVA (One Way) on the significant difference between workers remunerations and standard of living in Nigeria and United Kingdom**

	Sum of Squares	df	Mean Square	F	P
Between Groups	94.382	2	47.191	1.102	.039
Within Groups	2527.038	59	42.831		
Total	2621.419	61			

Source: Field Survey, 2021

The result from Table indicated that the F-value is 1.102, the degree of freedom (df) is 61 and  $P = 0.039$  since  $P = 0.039 < 0.05$  it implied that null hypothesis was rejected. The implication of this is that there was significant difference between workers remunerations and standard of living in Nigeria and United Kingdom.

### Discussion of Findings

The findings from research question 1 revealed that there are more poverty, poor access to health, low income, massive unemployment, low compensation of workers and low level of employment or job opportunity in Nigeria when compared with the counterpart (UK). These findings were consonant with Fah (2010).

The findings from research question 2 indicated that many Nigerians workers received low wages and salary, low incentives, low fringe benefits, low perquisites and non-monetary rewards, however, opposite was the case when compared with their counterpart in United Kingdom. These findings corroborate with Balogun and Omotoye (2020) findings who revealed that there was evidence of low level of workers compensation in terms of remuneration such as fringe benefit and incentives.

It was revealed that there was significant difference in relationship between workers remunerations and standard of living in Nigeria and United Kingdom. These findings correlate Sule, Amuni, Obasan and Banjo (2015) findings who concluded that wages and salaries received by Nigerians workers is quiet different and lower when compared with their counterpart in developed countries.

The findings of the study based on the hypothesis 2 showed that there was significant difference between workers remunerations and standard of living in Nigeria and United Kingdom. Anake, Manyo and Ajom (2014) found that what Nigerians workers received as minimum wages fell below what their counterpart received from developed nations.

### Conclusion

This study examined the comparative analysis between workers remunerations and standard of living in Nigeria and United Kingdom. It was guided by two research questions and two hypotheses. The following conclusions were drawn based on the findings of the study that high poverty, poor access to health, low income, unemployment, low compensation and employment opportunity were measures or nature of living standard and that there are more poverty, poor access to health, low income, massive unemployment, low compensation of workers and low level of employment or job opportunity in Nigeria when compared with the counterpart (UK). It was further concluded that many Nigerians workers received low wages and salary, low incentives, low fringe benefits, low perquisites and non-monetary rewards, and opposite was the case when compared with their counterpart in United Kingdom.



## Recommendations

Based on the findings, the following recommendations are raised for the study:

1. Nigeria government in collaboration with private organizations should invest on the programme that can bring more Nigerians out of poverty circle.
2. Government should provide free health services for Nigerians.
3. More employment or job opportunity should be created by the government and private organization.
4. Government should give incentives to the private sector for them to expand their organization that can lead to more job creation for Nigerians.
5. Government and private organizations should improved on the mode of workers remuneration such as paying them living wages not minimum wages and introduction of series of fringe benefit and incentives for the workers as compared with their counterpart in United Kingdom.

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