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TITLE PAGE

ASSESSMENT OF LABOUR-MANAGEMENT RELATIONS IN THE LOCAL GOVERNMENT SYSTEM IN ENUGU STATE, NIGERIA.

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PG/M.Sc/08/47361

A DISSERTATION SUBMITTED TO THE DEPARTMENT OF MANAGEMENT, FACULTY OF BUSINESS ADMINISTRATION IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE AWARD OF MASTER OF SCIENCE (M.Sc) DEGREE IN MANAGEMENT

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JANUARY, 2013.

UNIVERSITY OF NIGERIA NSUKKA

ABSTRACT

This work assessed labour-management relations in the Local Government System in Enugu State, Nigeria. The need for this work is to examine the nature of the relationship between labour and management in the Local Government System, to determine the extent to which participatory management can be used as a strategy for industrial peace in the Local Government administration, to ascertain to what extent interference by the State Government can affect the management of Local Government affairs and to examine the extent to which a successful training programme improves the performance of employees. The study had a population of 1200 out of which a sample size of 300 was realized using Taro Yamane Statistical formular. The instruments for data collection were structured questionnaire and interview. The questionnaire was structured on five-point Likert Scale in line with the objectives of the study. The instrument was checked for reliability using Cronbach's Alpha statistical tool. An Alpha of 0.98 and an inter-item standardized coefficient of 0.99 were obtained. The study employed survey research design. The questionnaire was administered to the staff of each local government councils studied. The total number of questionnaire distributed for the study was three hundred (300) copies while two hundred and seventy (270) representing 90% were completed and returned. The findings show that: there is significant positive relationship between labour and management. Also participatory management can always be used as strategy for industrial peace in the Local Government System, a successful training programme can always improve the performance of employees and interference of the State Government can always affect the management of the Local Government affairs. Hence, the work recommended that achievement of good labour-management relations in the Local Government System would result in development, high degree of industrial peace and productivity through collective bargaining and participatory management via adoption of team work, effective communication and good work ethics. Periodic training and retraining should be given to employees to enable them continually update their knowledge in the performance of their tasks. Labour should keep to rules and regulations at the work place so that the law of contract of employment should be maintained.