

The impact of a conducive work environment towards turnover intentions of employees' productivity in an organization.

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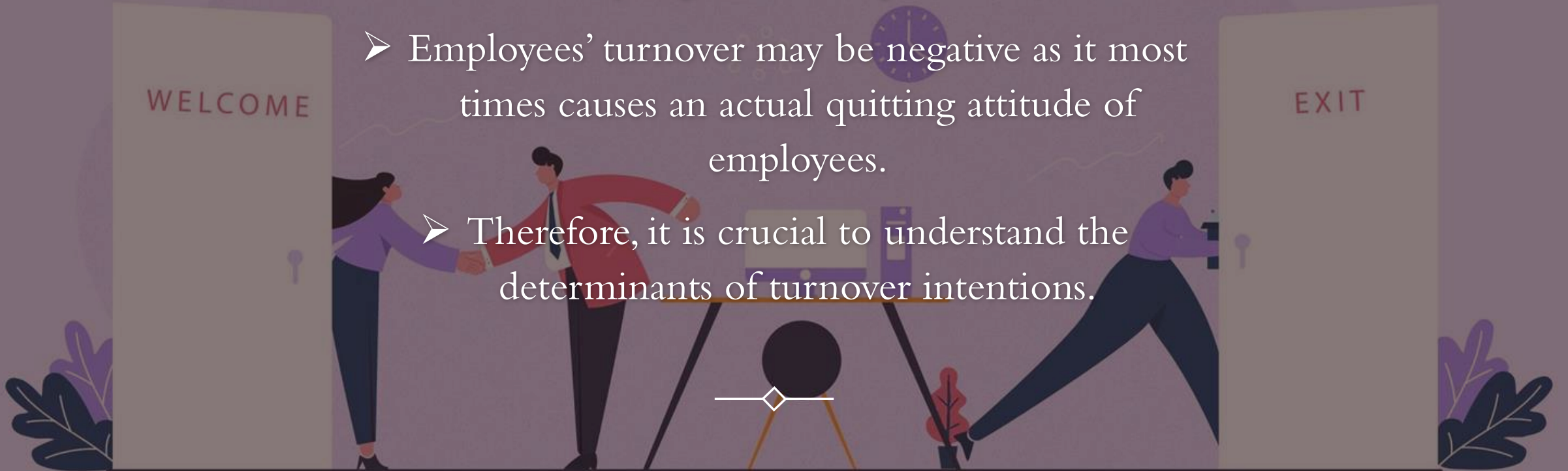
Overview

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Introduction

- Employees turnover is one of the major concerns of many organizations (Jha, 2014).
- Employees' turnover may be negative as it most times causes an actual quitting attitude of employees.
- Therefore, it is crucial to understand the determinants of turnover intentions.





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Statement of problems

- There are many problems regarding employees' productivity in organizations today.
- One of these problems is the inability of employees to perform effectively in an uncondusive work environment which might cause turnover intention of employees.
- An uncondusive work environment has become an issue in organizations because the organization expects employees to increase their productivity but does not have adequate incentives to do so.





Objectives of the study

The study objectives are:

- i. To examine the impact of a conducive work environment on employees' turnover intention on MTN Nigeria.
- ii. To examine the relationship between the work environment and employees' productivity on MTN Nigeria.
- iii. To give recommendations on how the work environment could positively impact the productivity of employees in MTN Nigeria.



Methods of data collection

- Quantitative descriptive with associative causal approaches was used to conduct this research.
- In this study, a population of 786 employees were used as the sample
- Sampling used was proportional random sampling with the determination of the sample based on the type of probability 5%.
 - A sample of 250 people was obtained.



An illustration on a dark grey background showing several stylized human figures interacting with large, interlocking gears in shades of blue and orange. One figure is climbing a ladder on the left, another is using a megaphone, and a third is holding a lightbulb that is glowing. The overall theme is teamwork and innovation in a business or research context.

Method of data collection

- The types of data used in this study were primary data and secondary data.
- Data collection techniques were carried out through questionnaires.
 - A questionnaire with a Likert scale was used.
- The validity test was first carried out before the questionnaire was used.
- Simple linear regression analysis was used as the data analysis technique in this study.



Method of data analysis

- This study uses simple linear regression analysis as the data analysis technique.
- A requirement test must be carried out before using simple linear regression analysis, a requirement test, specifically the test for normality, linearity, and homogeneity.
 - The data is generally distributed from the normality test.
 - Then the homogeneity test attained results that the data started from populations that have the same variance.
 - From the results of the test, simple linear regression analysis had to be used.





Results findings and discussion

- A requirement test was carried out before using simple linear regression analysis, which is the test for normality, homogeneity, and linearity.
 - From the normality test, the data is usually distributed.
- Then the homogeneity test obtained results that the data was gotten from the population with the same variance or homogeneous data.
- From the results of the test, it meets the requirements to use simple linear regression analysis.
- The hypothesis testing in this study used a simple linear regression technique with the help of the SPSS 23.00 program. The following are the results of hypothesis testing in this study.



The background features a stylized illustration of a modern office. In the upper portion, three people are seated at desks with computers, engaged in work. A large green plant is positioned behind them. In the lower portion, two people are seated in large, orange, egg-shaped chairs, facing each other as if in a meeting. A small table is placed between them. The overall scene is set against a light, neutral background with decorative 'x' and 'o' symbols scattered around.

Conclusion

- A conducive working environment positively impacts the work productivity of employees.
- Bad working conditions and environments restrict employees from showing their potentials, so organizations like MTN must realize the importance of an excellent working environment
- The research impacts the future performance of MTN by making the working environment more serious about increasing the motivation and commitment of employees, this way, employees can be highly productive.
- It also ensures that the employees will be able to work comfortably, leading to the organization's progress. The benefits of providing a conducive working environment to the employees are many for both the organization and its employees





Recommendations

Based on the findings of the study, some suggestions have been made to improve employees' productivity and reduce the turnover rate.

- For MTN Nigeria to survive in a competitive business environment of the telecoms sector, the management must provide a conducive working environment to increase work productivity.
- It is also recommended that MTN Nigeria provide a pleasant physical and non-physical work environment for its employees and pay proper attention to their needs.



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MANY THANKS

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