Inclusive Work Environment and Organisational Innovation in Public Universities in Rivers State

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Presentation Outline

Abstract

The study investigated the extent to which inclusive work practices predict organizational innovation of public universities in Rivers State. Two research questions and two hypotheses guided the study. The correlation research design was used. The population for the study was the 2732 lecturers in the 3 public universities in Rivers State. A sample of 410 lecturers which represented 20% of the population drawn using proportionate stratified random sampling technique was used for the study. Two structured questionnaires titled: Inclusive Work Environment Scale (IWES) and Organization Innovation Scale (OIS) were used for the study. The instruments were validated by 3 experts. Cronbach alpha was used to test the reliability. The OIS had a reliability coefficient of 0.68. The following reliability coefficient were obtained for the 2 parts of the IWES; Inclusive Behaviour Training: 0.64, Structural Inclusion: 0.67 and the entire instrument: 0.60. Simple regression was used to answer the research question while t-test associated with simple regression was used to test the hypotheses at a probability level of 0.05. Findings revealed that inclusive behaviour training predicts organizational innovation of public universities in Rivers State by 55.9% while structural inclusion predicts organizational innovation by 18%. It was therefore recommended that organisations should include in their diversity training, scenario based situations and role play of the different cultural strengths and behaviour of every teammates in its organization. And also, that organisations develop policies and procedures that ensures that their is thorough inclusion of the diverse workforce in all its activities and operations.

Keywords: Inclusive behaviour training, inclusive work environment, structural inclusion, organizational innovation

Background to the Study

Organizational Innovation: The introduction of a new idea to an organization's existing product or service.

Inclusive Work Environment: This is a workplace that allows everyone to be supported at work, regardless of their visible differences or less visible differences.

Inclusive Behaviour Training (individual)

Structural Inclusion (system)

Statement of the Problem

There is an increase in workplace diversity occasioned by:

- Globalization

- Worker migration

- Implementation of free trade agreement.

- Entry of more women and members of racial and ethnic minority groups to the workforce.

❖ The mentioned inclusion issues have a great impact on organizational innovation.

❖ Little attention is paid to inclusion as a predictor of organizational innovation.

❖ Exploring inclusive work environment a predictor of organizational innovation is particularly critical in knowledge-intensive workplaces such as universities where innovation should drive their daily operation, hence this

In Nigerian universities, there have been a number of conflicts arising from various diversity issues such as:

- Ethnic discrimination in recruitment and promotion.

- The clamour for management positions to be filled by indigenes of the area where the university is located.

- Individual identity, intellectual discrimination and cultural differences.

- The refusal to place talented employees in appropriate position.

Aim and Objectives of the Study

The study investigated the extent to which inclusive work environment predict organizational innovation of public universities in Rivers State. Specifically, the study sought to:

1. Determined the extent to which inclusive behaviour training predicts organizational innovation of public universities in Rivers State.

2. Examined the extent to which structural inclusion predicts organizational innovation of public universities in Rivers State.

Research Questions

The following research questions were answered in this study:

1. What is the extent to which inclusive behaviour training predicts organizational innovation of public universities in Rivers State?

2. To what extent does structural inclusion predicts organizational innovation of public universities in Rivers State?

Hypotheses

The following hypotheses were tested in this study:

$H0_1$: Inclusive behaviour training does not significantly predict organizational innovation of public universities in Rivers State.

$H0_2$: Structural inclusion does not significantly predict organizational innovation of public universities in Rivers State.

Methods

Research Design
Correlation

Population of the Study
2732 lecturers in the 3 public universities in Rivers State

Sample and Sampling Technique

- ❖ 410 lecturers which represent 20% of the population

- ❖ Sample size is made up of 232 lecturers from UNIPORT, 86 lecturers from RSU and 92 lecturers from IAUE.

- ❖ Proportionate Stratified Random Sampling Technique

Instruments for Data Collection

- ❖ Two researchers' designed questionnaires titled:

- • Inclusive Work Environment Scale (IWES)

- • Organization Innovation Scale (OIS)

- ❖ Response pattern to the questionnaire items was structured on a Likert type scale of Very High Extent (VHE), High Extent (HE), Low Extent (LE) and Very Low Extent (VLE) with values 4, 3, 2 and 1 respectively

Methods Continued

- **Reliability of the Instrument**
- **Cronbach alpha**
- **Reliability coefficients were:**
- **0.68:OIS**
- **0.64:Inclusive Behaviour Training**
- **0.67:Structural Inclusion**
- **0.60: Entire IWES**

Method of Data Collection
- ❖ 410copies of the questionnaire were administered.
- ❖ 410 copies were retrieved on the spot.

Method of Data Analysis
- ❖ Simple Regression was used to answer the research questions
- ❖ T–test associated with simple regression was used to test the hypothesis at 0.05 probability level.

4

Results

Research Question 1: What is the extent to which inclusive behaviour training predicts organizational innovation of public universities in Rivers State?

Table 1
Simple Regression Analysis on the Extent to which Inclusive Behaviour Training Predicts Organizational Innovation of Public Universities in Rivers State

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.741ª	.549	.548	.1002

Table 1 showed that the regression coefficient R was .741 while the squared regression value was .549. The squared regression value of .549 shows that about 54.9% changes in organizational innovation is explained by inclusive behaviour training. Therefore, the remaining 44.1% was predicted for by other factors.

Results Continued

Research Question 2: To what extent does structural inclusion predicts organizational innovation of public universities in Rivers State?

Table 2
Simple Regression Analysis on the Extent to Structural Inclusion Predicts Organizational Innovation of Public Universities in Rivers State

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.424ª	.180	.178	.1352

Table 2 showed that the regression coefficient R was .424 while the squared regression value was .180. The squared regression value of .180 shows that about 18.0% changes in organizational innovation is explained by structural inclusion. Therefore, the remaining 82% was predicted for by other factors.

Results Continued

H0$_1$: Inclusive behaviour training does not significantly predict organizational innovation of public universities in Rivers State.

Table 3

T-test Associated with Simple Regression Analysis of Inclusive Behaviour Training on Organizational Innovation of Public Universities in Rivers State

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	T	Sig
(Constant)	5.100	.060		84.477	.000
Inclusive Behaviour Training	-.500	.022	-.741	-22.295	.000

Table 3 revealed that the standard errors of measurements are .060 and .022 respectively. With a degree of freedom at 408, the t-test calculated was -22.295; while the p-value of 0.00 was less than the alpha level of 0.05. Therefore the null hypothesis was rejected. Hence, inclusive behaviour training significantly predicts organizational innovation of public universities in Rivers State. Y= 5.100 - 0.500X.

Results Continued

$H0_2$: **Structural inclusion does not significantly predict organizational innovation of public universities in Rivers State.**
Table 4
T-test Associated with Simple Regression Analysis of Structural Inclusion on Organizational Innovation of Public Universities in Rivers State

Model	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta	t	Sig
(Constant)	4.458	.074		60.092	.000
Structural Inclusion	-.284	.030	-.424	-9.468	.000

Table 4 revealed that the standard errors of measurements are .074 and 0.30 respectively. With a degree of freedom at 408, the t-test calculated was -9.468; while the p-value of 0.00 was less than the alpha level of 0.05. Therefore the null hypothesis was rejected. Hence, structural inclusion significantly predicts organizational innovation of public universities in Rivers State. Y= 4.458 - 0.284X.

Conclusion

❖Integrating inclusion practices in its training and structures is an opportunity for universities to drive innovation.

❖No organisation, universities inclusive, would survive and remain relevant in this world that has become a global village without embracing workforce diversity and inclusion practices.

Recommendations

Based on the findings, the following recommendations amongst others were made:

1. Universities should include in their diversity training scenario based situations and role play of the different cultural strengths and behaviours of every teammates in its organization. This should also include activities to make employees understand the mindset of others and help them to look at issues not only through their eye.

2. Universities should have periodic evaluation of the strategies employed in their inclusive behaviour training to ensure they are having the desired outcomes.

3. Universities should identify underrepresented groups' needs, and give them necessary support and resources. Also they should broaden their demographic choices by hiring people from varied age groups, religions, ethnicities, languages and giving them a sense of belonging.

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Thank you