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CHAPTER ONE
INTRODUCTION

1.1 BACKGROUND TO THE STUDY

Labour turnover can be defined as the flow of manpower into and out of an organization. In this definition, one could deduce the flow of manpower to mean (replacement and new hire) while outflow to mean (separation, lay off, discharge, quits, retirement, leave, absence or death etc.). This inflow and outflow will continue to attract the attention of human resource practitioners on finding the cause and possible solution for an organization. Since personnel/human resource managers are the custodians of the entire workforce in any organization. The role they perform determine to a great extent the inflow and outflow of workers in an organization.

According to Tadeyi (1999), labour turnover occurs when an employee leaves the service of an organization. Therefore, the resultant effect of the movement of workers/labour from one place to another in search of comfort is tagged "labour turnover". Thus, the fund of human resource management is one of the most dynamic and challenging areas for managers across the globe in the turbulent business climate, caused by increased global price competitiveness, changing technology, changing employment legislation, and changing workforce composition is challenging managers to utilize their employees more effective to gain competitive advantage. In recent years there has been significant practical development with increasing numbers of private and public sector organizations adopting Human Resource management in order to retain the best hands in their organization, thus reducing labour turnover. Therefore, there is a need for a study of this nature.

1.2 STATEMENT OF PROBLEM

The management of human resource is crucial to the survival, growth and development of any organization, particularly, in the contemporary period of 21st century where there is unhealthy rivalry in the global market, and competitiveness. Thereasons for this are many, but the most important ones are that:

v Organizations are practically run by men.

v Human resource is the most difficult resource to manage, in the sense that they have facilities of reasoning and the ability to respond or resist to stimuli, and
Human beings are dynamic, complex and unpredictable. With the foregoing, effective managers of human resource; is fundamental to the survival of any organization. Therefore, it is very important for any organization that desires to survive, to put in place, policies, programmes, and practices that can ensure optimal acquisition, utilization and reduction of labour turnover in business enterprises. Labour turnover today in the manufacturing sector in Nigeria has led to a greater extent brain drain and this has lead to many economic crisis in which the nation find her self. Therefore, a high rate of labour turnover is costly, not only in terms of recruitment, advertising, selection, training of new employees, waste, reduced production and loss of sales, but frequently has serious effect on general efficiency and staff morale and on the organization image at large. With the aforementioned, labour are very important in the manufacturing sector in order to identify reasons for incipient change of jobs by personnel. Thus, there is a need for a study of this nature.

1.3 OBJECTIVES OF THE STUDY
The main objective of this study is to examine the effect of labour turnover on organizational performance. Hence in order to achieve the objective stated above, the following specific objectives shall be our guide:

- To examine whether labour turnover have effect on organization efficiency.
- To examine whether labour turnover have effect on organizational efficiency.
- To examine the effect of labour turnover on organization image.
- To examine whether labour turnover help to lay off unproductive workers.
- To examine whether better working condition has effect on labour turnover reduction in the manufacturing sector.

1.4 RESEARCH QUESTIONS
In order to achieve the objectives of the study identify above, the following are the research questions of this study.

- Does labour turnover have effect on organizational effectiveness in the manufacturing industry?
- Does labour turnover have effect on organization efficiency?
Does labour turnover have effect on organization image?
Does a better working condition have effect on labour turnover reduction in the manufacturing sector?
Does labour turnover have positive effect on lay off unproductive workers?

1.5 RESEARCH HYPOTHESES

Ho: Labour turnover does not have effect on organizational efficiency in the manufacturing industry.

Hi: Labour turnover has effect on organizational efficiency in the manufacturing industry.

Ho: Better working conditions do not have effect on labour turnover reduction in the manufacturing sector.

Hi: Better working conditions have effect on labour turnover reduction in the manufacturing sector.

1.6 SIGNIFICANCE OF THE STUDY

This study provides a basis for closer scrutiny of the causes of labour turnover in the manufacturing industry. Hence, the study will provide answers to issues regarding contemporary application of labour turnover, and its relative importance with respect to employee’s productivity.

This study will be useful to all organizations in different industries, (public or private) and entrepreneurs who are looking for the way to retain and attract the best hands in their organization to achieve fundamental goals. Also, government organizations and individuals concerned with labour issue will benefit from this study.

Finally, this study is expected to stimulate research interests in other aspects of manufacturing industry in general and human resources management.

1.7 SCOPE OF THE STUDY

The basic premise on which the study is based is the effect of labour turnover on organizational performance in the manufacturing industry. This study concentrates on the staffs of UNILEVER and PZ Plc. Hence, staff of this institution was sampled and data relating to labour turnover was collected from them.

1.8 LIMITATIONS OF THE STUDY

The level of accuracy of this study depends on the amount of data or information supplied by
also, there can be some elements of bias in information supplied, which will hinder the generality of the findings of this study. Finance and time are other constraints that rob this study of its perfection and understanding a research study is a Herculean task that takes intellectual stamina to the limit.

1.9 DEFINITION OF TERMS

Communication: This refers to as passing and receiving information from one human to another. This can either be directly through writing, speaking or non-verbal language or indirectly through technology, telephone, television, radio, telex, internet etc.

Alienation: This refers to as a situation in which an individual working in an organisation feels cut-off from organisation itself or non-involvement of works in the activities involving them in their working places.

Frustration: State that occurs when an individual is presented by some obstacle from reaching a goal, which may result in aggressive behaviour.

Grievance: is a complaint by an employee against the company based on an alleged misinterpretation or non-application of the terms and conditions of employment.

Induction: It is a form of training the new employee with general organisation system and its environment.

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