



The Relationship Between Employees' Welfare and Organisational Performance: A Case of Igara Growers Tea Factory-Bushenyi District

Kirungi Richard, Nayebare Julian and Abenawe Kirungi Reyhan

Department of Computing, Kampala International University, Uganda.

ABSTRACT

This study highlights the relationship between trade unions and organisational performance in Uganda. The research used purposive and random sampling techniques to determine the sample size of 374 using the Slovens formula. The data collected was analyzed using the SPSS computer program and 374 respondents participated in the study. The findings of the study revealed that there is a positive correlation between employees' welfare and organisational performance ($r=0.764^{**}$, $P\text{-value} < 0.01$) This study concluded that there is a positive correlation between employees' welfare.

Keywords: Employees' welfare, Organisational performance, Growers' tea factory

INTRODUCTION

A trade union is a continuous association of wage earners to maintain or improve the condition of their employment [1-4]. [5], describes a trade union as the value of labour power that constitutes the conscious and explicit foundation of employees whose importance and aim is nothing less than to prevent the reduction of employees whose importance and aim is traditionally maintained in the various branches of industry. They wish to prevent the price of labour-power from falling below its value [5]. A trade union is an organization of workers in the same skilled occupation or related skilled occupations who act together to secure for all members favorable wages, hours, and other working conditions [6-8]. It is an organization created by employees to represent the rights and interests of employees and includes all registered labour unions at the commencement of the Labour Unions Act, of 2006 [9]. Trade unions are independent, membership-based organizations of workers that represent and negotiate on behalf of working people. They give advice when their members have problems at work, represent members in discussions with employers, and help improve wages and working conditions by negotiating with employers. Unions also make sure that their members' legal rights are enforced, provide and broker education and learning opportunities for members, promote equal opportunities at work, fight against discrimination, and help to ensure a healthy and safe working environment. Many unions provide services for their members, such as welfare benefits, personal legal help, and financial services [10]. Workers are organized in 21 different unions and are all affiliated with the national centre, the National Organization of Trade Unions (NATU) (listed attached). Generally, trade unions in Uganda are organized on Industrial organized at the level of industry. Fifty-three percent (53%) of trade unions were organized on an Industrial basis while thirty-seven percent (37%) fall under general workers unions [9].

RESEARCH METHODOLOGY

Research Design

The study took a mixed approach that is both Quantitative and qualitative, descriptive and correlation designs were used to conduct a study on the trade unions and organisational performance.

Study Population

In this study, the target population comprised 5950 people [11]. These included employees and shareholders, of Igara Grower's Tea Factory Limited. All the categories of staff (management and employees) were involved because they were all directly affected.

Sample Size

The sample size was computed using the Slovene formula, which states that, for any given population, the required sample size was given by;

$$n = \frac{N}{1 + N(e^2)}$$

Where; n = the required sample size;
N = the known population size;
e = the level of significance, which is = 0.05.

$$n = \frac{N}{1 + Ne^2}$$

$$n = \frac{5950}{1 + 5950(0.05^2)}$$
$$n = \frac{5950}{1 + 14.875} = 374$$

$$n=374$$

Given a total population of 5950 respondents in Igara Tea Grower's Factory Bushenyi District, the sample size of respondents was 374.

Sampling Procedure

The target population of 5950 included 5500 shareholders and 450 employees of Igara Growers Tea Factory. Respondents being large, a sample size to represent the population was chosen using Slovene's formula.

Sampling Techniques

Stratified and simple random sampling techniques were used in selecting the sample size. The researcher first grouped the respondents into various categories of homogeneous characteristics and then applied simple random to select samples from the various categories this gave all the respondents an equal chance of being included in the sample, reduced bias, reduced costs and time of doing research and increased the degree of accuracy of the study [12].

Data Analysis

Descriptive statistics were used to present quantitative data. This involved the use of frequency tables and percentages of the study variables by using Statistical Package for Social Scientists (SPSS). All the study objectives were relational and there they were analysed by use of Pearson's Product Correlation Coefficient (PPCC). Qualitative data from interviews was analysed based on the themes that were developed from the objectives of the study for systematic data presentation of the findings.

Ethical Considerations

The researcher presented a letter of consent as proof to conduct the study. The respondents were requested to sign the informed consent form. The researcher took time to explain to the respondents the purpose of the study and seek their consent. To gain the consent of the respondents regarding this study, the researcher obtained the approval of the consent of the respondents [13]. The researcher ensured that there was a good researcher-respondent relationship. The researcher made sure that she achieved this by explaining to the respondents the purpose of the study and requesting them to be cooperative during the study. The researcher made sure that there was respect for persons, especially the respondents. Respondents' rights were respected and were not forced to participate in the study. Respondents have a right to disclose or not disclose personal information and to ask for clarification about any aspect of uncertainty. The researcher made sure that the study would not cause any injury to the respondents and the entire community. All questionnaires were coded to provide anonymity and confidentiality of the respondents. The respondents' names were not indicated on the questionnaires. The researcher maintained the confidentiality of information from the respondents by ensuring that the responses from questionnaires were not disclosed to others outside the study. The information obtained has been safeguarded during the duration of the study. The researcher also made sure that all the information obtained from respondents was given to the relevant parties and those who were authorized to have it. Presentations of findings were also generalized. Good professional practice was observed by making sure that all authors quoted in this study were recognized through citations and referencing. The researcher requested respondents to provide information that does not divulge their privacy and is not necessarily related to the variables under study. All details related to the study were included in the final report. The researcher also ensured that all data collected for the study was protected from unauthorized persons since the information was purely for academic purposes. All sources of information and respondents were acknowledged and all the data collected was managed without any alterations to make the study come out in its original form.

RESULTS

Table 1: showing mean response on employees' welfare

Questions	N	Mean	Std. Deviation	Variance
Our organisation offers research development opportunities	374	4.13	.867	.752
We are given accommodation/housing allowance at our organisation	374	4.08	.677	.458
The salary and wages we earn are enough to meet our basic needs	374	3.94	.942	.888
Training opportunities are provided to us in our organisation	374	3.94	.858	.737
We are being transported to our place of work	374	3.93	.858	.736
There is job security at our place of work	374	4.22	.783	.614
We are given medical allowances whenever we are sick	374	4.11	.567	.322
We are insured against all diseases and accidents in our organization	374	4.31	.738	.545
Over all Mean response	374	4.0847	.33357	.111

Source, field data, 2017

Findings from Table 1 indicate that the overall mean response on employee welfare was 4.0847 which implied that employee welfare is not catered for in Igara Tea. This finding was further compared to what was obtained from the interviews.

Table 2: showing that there is improved quality tea

Responses	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	17	4.5	4.5	4.5
Disagree	197	52.6	52.6	57.1
Strongly Disagree	160	42.9	42.9	100.0
Total	374	100.0	100.0	

Source; Field data 2017

From Table 2 above, 4.5 respondents agree that there is improved quality tea, 52.6% of respondents disagree, and 42.9% of the respondents strongly disagree. This implies that the quality of tea at Igara Tea Factory is still being worked on.

Table 3: The Relationship between Employee Welfare and Organisational Performance

		MEM	MOP
MEM	Pearson Correlation	1	.764**
	Sig. (2-tailed)		.000
	N	374	374
MOP	Pearson Correlation	.764**	1
	Sig. (2-tailed)	.000	
	N	374	374

Source; Field data 2017

** . Correlation is significant at the 0.01 level (2-tailed).

From Table 3 above, results indicate that there is a positive correlation between employees' welfare and organisational performance. ($r=0.764^{**}$, $P\text{-value}<0.01$), this implies that employees' welfare contributes positively by 76.4%. This agrees with the hypothesis that there is a significant relationship between employees' welfare and organisational performance. Therefore, the hypothesis was accepted.

DISCUSSION

This study found that there is a significant positive correlation between employees' welfare and organisational performance with 76.4%. This meant that if organisational performance is to be improved then employees' welfare must be considered because the relationship between the two exists. These findings agree with the findings of [14] who observed that leaving the issue of organisational performance in the hands of the government may not be realistic because the government still has limited budgets, which indicates poor performance rather than empowering people that would lead to improved organisational performance, and this empowerment could be informed of improving on employees' welfare. This result is further in agreement with the observations of [15] which concluded that employees' welfare is the key to performance improvement. Employees' welfare begins with recognizing that to do the best work, people must be in an environment that meets their basic emotional drives to acquire, bond, comprehend, and defend. They will do what they want to do or are otherwise motivated to do. Whether it is to excel on the workshop floor or in the 'ivory tower' they must be motivated or driven to it, either by themselves or through external stimulus. Quite apart from the benefit and moral value of an altruistic approach to treating colleagues as human beings and respecting human dignity in all its forms, well-motivated employees are more productive and creative.

CONCLUSION

It is concluded that there is a significant positive correlation between employees' welfare and organisational performance. This meant that if organisational performance is to be improved then employees must be motivated that is their welfare must be enhanced because the relationship between the two exists. If the employees' welfare is boosted this will help the organisation to retain its employees and reduce employee turnover which will help the organization maximize its productivity which will improve the profits and growth of the organisation.

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CITE AS: Kirungi Richard, Nayebare Julian and Abenawe Kirungi Reyhan (2024). The Relationship Between Employees' Welfare and Organisational Performance: A Case of Igara Growers Tea Factory-Bushenyi District. RESEARCH INVENTION JOURNAL OF SCIENTIFIC AND EXPERIMENTAL SCIENCES 3(1):25-29.