

Effect of Poor Remuneration on ... Umoru, R. S. & Yakubu, U. (2025)

Effects of Poor Remuneration on Performance of Teachers in Private Secondary Schools in Otukpo Local Government Area of Benue State, Nigeria

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Abstract

This paper examines the effects of poor remuneration on the performance of teachers in private secondary schools in Otukpo Local Government Area of Benue State. The population of the study comprised of one hundred and fifty (150) teachers, principals and secondary schools' owners drew from six (6) private schools in Otukpo LGA, Benue State. Two (2) research questions were answered. Two (2) hypotheses were formulated and tested at 0.05 level of significance. Theory of Herzberg in (1976), anchored the study. A review of concepts as well as empirical studies related to this study were done. Survey research design was used. A sample of one hundred and nine (109) male and female teachers was randomly selected for the study. A questionnaire titled "Effect of Poor Remuneration on the Performance of Teachers in Private Secondary Schools Questionnaire" (EPSPTSSQ) were developed by the researcher to collect data for the study. These were subjected to face validation. Data were analyzed in tabular formats using mean and standard deviation to answer the research questions. Hypotheses were tested using the Pearson Product Moment Correlation, from which the result was also used in making inferential statistical analysis in the study. The finding revealed that poor remuneration has a significant effect on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State.

Keyword: Remuneration, Performance, Teacher

Introduction

In private secondary schools, the issue of remuneration payment plays a crucial role in influencing teacher performance. Fabiyi (2019) opined that a fair and timely remuneration not only meets the financial needs of teachers but also serves as a powerful motivator that affects their job satisfaction, professional commitment, and classroom effectiveness. According to the author, teachers who are paid well are generally more enthusiastic about their roles and more willing to go the extra mile for their students. They tend to be more focused, prepared, and motivated to deliver high-quality lessons (Fabiyyi, 2019). These teachers are also more likely to participate in extracurricular activities and invest in professional development, which benefits both the school and its students (Fabiyyi, 2019). On the other hand, if remuneration payments are delayed, inconsistent, or perceived as unfair, teachers may feel undervalued and demoralized. This can lead to decreased motivation, lower productivity, and even higher staff turnover. In such cases, students may experience a lack of continuity in their education due to frequent teacher changes, which can negatively impact learning outcomes (Fabiyyi (2019).

In addition, Ubom (2021) affirmed that all over the world, teachers are regarded as direct implementers of any educational programme and their role in nation building cannot be over-emphasized. Before any nation can be transformed into technological giant, teachers would be the gratified ones who would in return give back to the nation the maximum of their intellectual capacity. The pertinent question is "Why is the profession so noble in outlook be so abhorred by most people? Ubom (2021) added that lack of job satisfaction as a result of poor remuneration package and other conditions of service affect employees' commitment to work and contributions to the effectiveness of organization is reduced. According to the author, teaching job is devoid of action. Hence, many who find themselves in the field are there by necessity rather than by design. Therefore, most of them put on low rate of commitment while on the job. Ubom (2021) further confirmed that teachers place premium on variables such as remuneration, time, mode of payment and fringe benefits. Teaching has poor remuneration structure or earning power; remuneration is not commensurate with Job and is not as lucrative as other jobs. Teaching has a negative public image, low social status, lack of recognition by society and teachers are regarded as second - class citizens (Bamisaye and Ayeni, 2017).



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On the same vein, Obanya (2023) remarked that teachers in Nigeria, are poorly remunerated, motivated, dissatisfied with their living and conditions of service. This could be explained by their low wages or salaries when compared with other professionals, low status in the society, irregular promotion of teachers, inadequate fringe benefits and irregular payment of salaries. This marked the beginning of the teacher motivational crisis in Nigeria, as the private began to look down on those teachers who remained in the classroom as second-strong private servants. Obanya (2023) also observed that the growing tendency for school leavers to opt for teaching only if they are unable to find other more lucrative private sector employment. This further compounded the problem of employment. The author, confirmed that teaching in Nigeria today is not only confronted with the problem of non-availability of staff but that of mutability (Bamisaye and Ayeni, 2017).

However, in Otukpo Local Government Area of Benue State, there has been growing concern over the impact of poor remuneration on teacher performance. Many private school teachers in this region face persistent issues related to low salaries, which can significantly affect their commitment, motivation, and overall effectiveness in the classroom. This situation not only undermines their professional well-being but also poses a serious threat to the quality of education delivered to students. (Ikpe, 2024) Private school teachers in Otukpo LGA are often employed under less favorable conditions compared to their public counterparts. In many cases, their salaries are not only low but also irregular and lack accompanying benefits such as pensions, health insurance, and job security. These conditions can lead to low morale, decreased job satisfaction, and poor work commitment. Teachers who are financially stressed may be forced to seek additional employment or side businesses, thereby reducing their focus and dedication to teaching.

Objective of The Study

- i. To investigate the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State
- ii. To find out the solutions to the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State.

Research Questions

- i. What are the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State?
- ii. What are the solutions to the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State?

Research Methodology

This study adopted survey research design, this is to illicit opinion information from participants or respondents concerning the Effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. According to Ezejeolue and Ogwo (2019), survey embodies method of gathering data from usually a large number of respondents who themselves constitute a sample. Also, surveys are useful in the measurement of public opinions, attitudes and orientations, which are dominant among large populations. The survey method lends itself to this study by virtue of the large population and the aims/objectives to ascertain opinions and dispositions of respondents on the subject matter. The population of this study comprised of 150 teachers, principals of Schools and owners of private secondary schools in Otukpo Local Government Area of Benue State. A sample size of one hundred and nine (109) made up of male and female teachers in secondary schools will be used for this study. The sample is statistically determined using the Yamane's (2013) formula for determining sample sizes. The choice of Yamane's formula is informed by virtue of its suitability in the determination of samples from a heterogeneous and finite population.

The sampling technique to be used for this study is the random sampling. A random sampling is a probability technique where members of a total population are selected according to a random starting point and a fixed period interval with which every member of the population stands a chance of being selected (Asika, 2019, p.11). The choice of the random sampling will be more appropriate to enable the researcher ensure fairness and equality in the selection of secondary schools and distribution of questionnaires to respondents in Otukpo Local Government Area. In the light of this, 109 comprising teachers, principals, Private schools' owners, was drawn from 7 private secondary schools in Otukpo Local Government, that was draw from the population of 150.

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Presentation of Results

Research Question 1

What are the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State?

Table 1: Mean rating on effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State

Items	N	Frequency	Mean	SD	Remarks
Attraction of Less Qualified Candidates	109	43(39.5%)	3.4	1.3	Strongly Agreed
Reduces their motivation and enthusiasm for the job	109	34(31.2%)	3.2	1.1	Agreed
Lack of commitments in the classroom teaching	109	17(15.6%)	3.1	1.0	Agreed
Low motivation and morale	109	10(9.2%)	3.2	1.3	Strongly Agreed
Side Jobs and Divided Attention	109	5(4.5%)	2.8	0.7	Disagree
Increased Absenteeism and Turnover	109	6(2.4%)	2.5	0.3	Not Sure

Sources: Field survey, 2025

Data obtained on table 1 was to ascertain the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. As shown on table, 43(39.5%) majority of the respondents strongly agreed that attraction of less qualified Candidates, 34(31.2%) of the respondents agreed that reduces their motivation and enthusiasm for the job, 17(15.6%) of respondents also attested that lack of commitments in the classroom teaching, 10(9.2%) respondents strongly agreed that low motivation and morale, 5(4.5%) of respondents disagreed that side jobs and divided attention, 6(2.4%) minority of the other respondents not sure that increased absenteeism and turnover.

Research Question 2

What are the solutions to the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State?

Table 2: Mean rating on the solutions to the effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State

	N	Frequency	Mean	SD	Remarks
Private school proprietors need to prioritize fair and competitive remuneration for teachers	109	49(41.5%)	3.4	1.3	Strongly Agreed
Local and state governments can create policies that regulate the minimum wage for teachers in private schools	109	38(34.2%)	3.2	1.1	Agreed
School owners can boost morale and encourage dedication.	109	20(18.6%)	3.1	1.0	Agreed
Formation of teachers' unions or associations in the private sector	109	10(9.2%)	3.2	1.3	Strongly Agreed

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School proprietors should explore alternative sources of income, such as partnerships with NGOs, alumni associations, and community development initiatives	109	6(4.5%)	3.0	0.7	Agreed
Schools owners should intensify their efforts in providing fringe benefits such as health protection, retirement package, free accommodation, transportation, leave bonus, pension, cash bonus, and other welfare packages for teachers that will encourage them to create a sense of commitment and dedication leading to an improved performance	109	5(2.4%)	3.5	0.3	Strongly Agreed

The aim of table 2 was to ascertain to the solutions effect of poor remuneration on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. As shown on table, 49(41.5%) majority of the respondents agreed that private school proprietors need to prioritize fair and competitive remuneration for teachers, 38(34.2%) of the respondents agreed that local and state governments can create policies that regulate the minimum wage for teachers in private schools, 20(18.6%) of the respondents agreed with the opinion that government should mobilize adequate funds for regular workshops for school teachers, 10(9.2%) of respondents attested that There is need for proper utilization of mentorship among teachers in the schools, 6(4.5%) of the respondents agreed that School proprietors should explore alternative sources of income, such as partnerships with NGOs, alumni associations, and community development initiatives, 5(2.4%) minority of the respondents strongly agreed to the fact that Schools owners should intensify their efforts in providing fringe benefits such as health protection, retirement package, free accommodation, transportation, leave bonus, pension, cash bonus, and other welfare packages for teachers that will encourage them to create a sense of commitment and dedication leading to an improved performance.

Summary of Findings

1. Poor remuneration has a significant effect on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State.
2. Solutions to the effect of poor remuneration has a significant difference on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State.

Discussion of Findings

The first analysis of this study identified that Poor remuneration has no significant effect on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. Details of the differences is seen on table 2, also, the test of hypothesis showed that the calculated the r-value of 0.258 is greater than the critical r-value of 0.195 at 0.05 alpha levels with 224 degrees of freedom, and the p-value is less than 0.05, the null hypothesis is rejected. Finding of this study revealed that Poor remuneration has a significant effect on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. The finding is in line with Audi, Abubakar and Ahmed (2022), who discovered that irregular payment of salaries and irregular provision of fringe benefits for teachers influenced effective implementation of curriculum negatively in private senior secondary schools. The study concluded that school's owners should ensure regular payment of salaries as at when due; owing teachers' salaries should be stopped. It was recommended that Government should also intensify her efforts in providing fringe benefits for teachers and other welfare packages that will encourage them to create a sense of commitment and dedication leading to an improved performance

The second analysis of this study revealed that Solutions to the effect of poor remuneration has no significant difference on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. the test of hypothesis shows the calculated r-value of 0.256 is greater than the critical r-value of 0.195 at 0.05 alpha levels with 212 degrees of freedom,

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since the p-value is less than 0.05, the null hypothesis is rejected. Finding of this study indicated that Solutions to the effect of poor remuneration has a significant difference on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. This finding agreed with the similar studies by Yakubu and Nurudeen (2019), whose found that there is a significant solution to the effect of poor remuneration on the performance of Teachers in Private Secondary Schools. The study concluded that private owners should conduct regular reviews of teacher salaries to ensure they remain competitive within the region.

Conclusion

Based on the findings of the study, the seminar concluded that poor remuneration has a significant effect on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State. The study also, concluded that Solutions to the effect of poor remuneration has a significant difference on the performance of Teachers in Private Secondary Schools in Otukpo LGA, Benue State.

Recommendations

1. Private schools' owners should also intensify their efforts in providing fringe benefits for teachers and other welfare packages that will encourage them to create a sense of commitment and dedication leading to an improved performance.
2. Private schools' owners should conduct regular reviews of teacher salaries to ensure they remain competitive within the region.
3. Payment of teachers' salaries: Proprietors should improve the monetary reward for teachers to enable them afford their needs. Apart from that, there should be prompt payment of salaries including all allowances accruing to teachers:

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