MANAGING WORK-LIFE CONFLICTS IN PUBLIC ORGANIZATIONS: EXPERIENCE FROM A TYPICAL PUBLIC SECTOR ORGANIZATION IN NIGERIA

IDEMOBI¹, Ellis I. and AKAM¹, Uche G

¹Department of Business Administration
Anambra State University, Igbariam Campus Nigeria

ABSTRACT

This study sought to investigate the immediate and remote causes of such conflicts between work and life with a view to finding ways of helping employees balance the two sides. The Anambra State Local Government System of Nigeria was used for the study with a sample of two thousand two hundred and twenty personnel in the twenty-one local councils that make up the Anambra Local Government System pooled for the survey investigation. Using simple summary statistics of percentage and the inferential statistics of chi-square ($\chi^2$), for analyzing the data gathered from the field work and a test of hypothesis, it was found that employees would be willing to support any policy intervention that would positively impact on their work-life dilemma. Days for social engagements during the working days of the week were identified as Thursdays and Fridays. It was found that employees would want the government to reduce the number of duty hours on Thursdays and Fridays. These workers would not mind if the hours of work of the less socially engaged days of Monday to Wednesday are increased to enable them to make up for the lost hours used for personal and family matters. The study recommends policy reforms in public services which will increase working hours on less socially engaged days and reduce hours of work on the more socially engaged days to shore up motivation and productivity in public sector organizations.

Keywords: Occupational Management, Workplace, Public Organisations