

**Employee Creativity, Organisational Training and Job Productivity of
Administrative Staff in Ogun State Polytechnics, Nigeria**

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**Being a Thesis submitted to the Department of Information Management, Faculty of
Communication and Information Sciences, Lead City University, Ibadan,
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Certification

This is to certify that Sarah Chinenye UGOCHUKWU with Matriculation Number LCU/PG/000283, carried out this research work titled “Employee Creativity, Organisational Training and Job Productivity of Administrative Staff in Ogun State Polytechnics, Nigeria” in the Department of Information Management, Faculty of Communication and Information Sciences, Lead City University, Ibadan, Oyo State for the award of Master Degree in Office and Information Management and that this has not been previously submitted.

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Date

Dedication

This thesis is dedicated to the Merciful God, who had helped me from the beginning to the end of this programme and to my late father, Ezinna Matthew Nwaiwu.

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Abstract

Job productivity is one of the major driving forces of thriving organisations and it is critical to Administrative staff of Ogun State Polytechnics. This study investigated the impact of employee creativity and organizational training on job productivity of administrative staff of Ogun state polytechnics, Nigeria. Survey method with the use of structured questionnaire was employed for data collection. The population of the study comprised all the 415 administrative staff of the three selected State Polytechnics in Ogun state (Ogun State Institute of Technology, Igbesa, Moshood Abiola Polytechnic, Abeokuta and DS Adegbenro ICT Polytechnic, Itori, Ewekoro). Based on Krejcie and Morgan Sample Size Determinant table, an appropriate sample size of 201 Administrative staff were randomly selected. 201 copies of the validated questionnaire were distributed to administrative staff in the three institutions. The instrument used was tagged Employee Creativity, Organizational Training and Job Productivity (ECOTJoP) Scale. The reliability test using Cronbach's alpha revealed sufficient reliability value of 0.7. Descriptive and inferential methods of data analysis were employed to determine the extent to which employee creativity and organisational training influenced job productivity of administrative staff of the Institutions. The result yielded a coefficient of multiple regression $R = 0.82$, $R\text{-square} = 0.67$, $\text{Adj.}R^2 = 0.66$. This suggests that the two factors combined accounted for 66% variance in the prediction of job productivity. The ANOVA result from the regression analysis shows that there was a significant effect of the independent variables on the job productivity, $F_{(2,195)} = 195.31$, $p < 0.05$. The study concluded that training and creativity are key factors that influence organizational productivity. It was recommended that management of Ogun state Polytechnics should periodically embark on training their administrative staff in order to improve productivity, effectiveness and efficiency in the institutions and also, creativity should be highly encouraged among the administrative staff of the institutions.

Key Word: Employee Creativity, Organisational Training, Administrative staff, State Polytechnics

Word Count: 301

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