

**Role of Work Experience and Job Performance in Selected Private Sectors in Lagos
and Ibadan, Nigeria (2012-2022)**

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Certification

This is to certify that, Olushola Peace ANJORIN with matriculation number LCU/PG/001207 carried out this research work titled **“Role of Work Experience and Job Performance in Private Sectors Southwest in Nigeria 2012-2022”** in the Department of Politics & International Relations, Faculty of Management & Social Sciences, Lead City University, Ibadan, for the Award of Doctor of Philosophy (PhD) in Public Administration and that this has not been previously submitted.

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Date

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Date

Dedication

This project is dedicated to the Almighty God.

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Acknowledgment

My deep appreciation goes to Lead City University for giving me the academic space to learn my desired course. I am also grateful to the faculty and staff of the Department of Public Administration Lead City University. I extend my heartfelt thanks to my supervisor, Dr. Modupe Albert for her invaluable guidance, support, and encouragement throughout this journey. Her insightful feedback and constructive criticisms were instrumental in shaping this research. I am also grateful to the faculty and staff of the Department of Public Administration Lead City University, whose dedication to education and research provided a conducive environment for learning and growth. I extend my gratitude to the organizations and individuals that generously provided the data and information essential for this study. Without their cooperation, this research would not have been possible.

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Even though the above-mentioned institutions and persons have assisted in the process of this research work, I alone stand responsible for the error (s) if any, found in this work.

Abstract

The private sector in Nigeria faced a lot of challenges affecting their performance. This makes it essential that they explore all options that can aid organizational performance. This study focus on how private sector can ensure employee performance by exploring the role of work experience.

This study delves into the intricate dynamics of work experience and its influence on job performance within the private sectors of Nigeria's Southwest region. The research adopted a comprehensive approach, employing both primary and secondary data sources to explore this crucial relationship. The research designs adopted for this study is descriptive research designs. The study population is made up of employees of private organisations in Lagos and Ibadan. Purposive sampling techniques was used to select 120 employees. A structured questionnaire was used to collect the data. Descriptive and qualitative analysis was for data analysis. The study found that work experience has a direct positive effect on the employee job performance. In addition, work experience also has a direct positive effect on employees work commitment. However, it was also found that employees of private sector organisations often wish to move to the public sector because of perceived job security, improved welfare, and higher pay. This study conclude that work experience positively affects employee's job performance in most private firms in Ibadan and Lagos. It was therefore recommended that private organisations should introduce initial strategies to improve. The ability of their employees to accomplish difficult work. This can be achieved through purpose driven training and development programmes.

Keywords: Employee performance, Private sector, work experience, Human Resource Management.

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List of Acronyms

Abbreviation

Meaning

CBN	Central Bank of Nigeria
COVID	Coronavirus Diseases
FLB	Federal Loans Board
GDP	Gross Domestic Product
HRM	Human Resource Management
IQ	Intellectual Quality
MNC	Multinational Corporation
NDA	Niger Dam Authority
NEPA	Nigeria Electric Power Authority
NLDB	Nigerian Local Development Board
NNPC	Nigerian National Petroleum Corporation
NPI	National Programme on Immunization
PSN	Private Sectors South West in Nigeria
SME	Small and Medium Scale Enterprises
TUC	Trade Union of Nigeria

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