

INFLUENCE OF TRADE UNIONISM ON EMPLOYEE-EMPLOYER RELATIONS IN NIGERIA

BY

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CERTIFICATION

This is to certify that this research project titled "Influence of Trade Unionism on Employee-Employer Relations in Nigeria" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

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HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined influence of trade unionism on employee-employer relations in Nigeria, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of influence; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with influence and trade. The study adopted a descriptive survey research design, anchored on the Positivist Theory of Law and the Natural Law Theory. A sample size of 390 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 377 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 2.97). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.548$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 6.06, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.25$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on influence.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of influence of trade unionism on employee-employer relations in Nigeria is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

In both global and African literatures, influence is now regarded as a key index of institutional performance. Within Lagos State, the country's most populous commercial hub, the dynamics of influence are observed in their starkest form. Findings reported by Bamgbose and Adekunle (2018) observed that respondents with greater exposure to influence recorded markedly different results. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. Research by Aderemi and Adigun (2021) using mixed methods provided particularly rich insight into the mechanisms connecting influence and trade. The cumulative effect of these dynamics is a situation that demands urgent and coordinated intervention. Despite these advances, notable gaps persist, particularly with respect to context-specific evidence from Nigeria.

Contemporary scholarship increasingly frames influence as inseparable from the broader question of trade. Economic pressures and resource scarcity frequently determine the pace at which influence advances in practice. Nwosu and Alade (2020), in a survey of relevant stakeholders, concluded that the benefits of influence are unevenly distributed across groups. These developments carry important implications for policy and practice in law. The work of Adigun and Salami (2023) extended earlier analyses by demonstrating that trade reinforces the effects of influence. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. Despite these advances, notable gaps persist, particularly with respect to context-specific evidence from Nigeria.

The relationship between influence and trade has been the subject of sustained academic interest across several disciplines. Federal and state governments have initiated several reforms, yet implementation gaps continue to constrain progress in matters of influence. The work of Adigun and Salami (2023) extended earlier analyses by demonstrating that trade reinforces the effects of influence. The cumulative effect of these dynamics is a situation that demands urgent and coordinated intervention. A notable study by Aderemi and Okonkwo (2017) argued that the impact of influence is substantially mediated by the quality of institutions. The cumulative effect of these dynamics is a situation that demands urgent and coordinated intervention. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

In both global and African literatures, influence is now regarded as a key index of institutional performance. Nigeria's federal structure and its diverse cultural geography ensure that the experience of influence varies considerably from one region to another. The work of Adigun and Oyelaran (2023) extended earlier analyses by demonstrating that trade reinforces the effects of influence. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. Longitudinal research by Umeh and Musa (2016)