

The Effect of Fringe Benefits on Employees Performance In the Manufacturing Industry (A Case Study of Mouka Foam, Ikeja, Lagos)

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Abstract

This study examined the effects of Fringe benefits on employee's performance in Mouka Foam industry limited. Some of the objectives of the study are to identify the factors that determine the implementation of fringe benefit programme in Mouka Foam Nigeria Limited, determine the types of fringe benefits which Mouka Foam Limited, Lkeja use to enhance employee performance and identify the problem associated with the implementation of fringe benefits. Data were collected using simple random sampling technique from 90 respondents using close-ended structured questionnaires. The data were analyzed using frequency distribution tables and percentages while Chi-Square (X^2) analysis based on 0.05 probability level of significance was used to test the hypothesis.

The study revealed that the provision of fringe benefits boosts the morale of the staff, encourage workers to improve their level of productivity in the organization and creates a deeper sense of commitment or affinity in the staff that prevents them from leaving the organization to other competitors. The study concluded that higher performance and efficiency of employees in a manufacturing industry especially MOUKA Foam industry, is possible with a well-designed fringe benefit. The study recommended that fringe benefits should be linked practically with the level of productivity so as to distinguish the excellent employees according to their performance such that it will encourage employees to do their best in order to improve on their performance.

Keywords: Motivation, Drive, Encouragement, Performance and Success (Positive Results)