ASSESSING THE EFFECT OF NATIONAL MINIMUM WAGE ON EMPLOYEES' WELFARE IN THE LAGOS STATE'S CIVIL SERVICE

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ABSTRACT

Employees' welfare denotes the state of wellness determined by the satisfactory levels of earnings that are capable of improving workers' quality of life and work performances as minimum wage is a government's law or act meant for taking care of the poor workforces in the organizations. The study assessed the effect of national minimum wage on employees' welfare in Lagos State' Civil Service with a focus on Alimosho Local Government Area of the State. This was with the adoption of structured questionnaire as the instrument of data collection, while also utilizing random sampling technique. The used descriptive statistics involved simple percentages and tables for socio-demographic characteristics of the respondents, whilst inferential statistics in the study was regression analysis for testing the hypotheses. Results showed a significant relationship between national minimum wage and employees' welfare in the Lagos State's Civil Service (R^2=.343, F= 133.42, p <.05). Further, there was a significant relationship between national minimum wage and employees' quality of life in the Lagos State's Civil Service (R^2=.433, F= 659.790, p <.05). It was concluded that there was a significant effect of national minimum wage on employees' welfare in the study area. The study, therefore recommended development of good and an acceptable wage review policy by the Government, particularly when there is an upsurge in the prices of commodities in the market and where no equivalent rise in the workers' wages exists. This is to guide in the fixing of wages and salaries through a democratic collective bargaining.

Keywords: Employees' Welfare; Employment System; Civil Service; Minimum Wage; and Market Situation

INTRODUCTION

Money is a very sensitive issue in any establishment, be it in the public or private organization, not only for management, but also for employees. Thus, across different countries of the world with the inclusion of Nigeria, fixing an acceptable National Minimum Wage (NMW) is one of the up-to-date issues that is being widely debated given that Minimum-wage laws go a long way to dictate the lowest price for labour that any employer may pay. It is likewise one of the instruments which control wage dispersion, thus reducing the income inequality and helping to check a general decline in the level of nominal wages and deflationary developments. Hence, mandating workplaces to pay minimum wages is purely an illustration of governments' intervention intended to increase the earnings of particular groups; and the drive of which is to ensure a 'wage floor' that is capable of helping less-skilled employees in a view to get better income so as to get out of penury (Aniekan,2014).

In most countries around the world, government is expected to look after the well-being of its citizens as the development of Federal Minimum Wage signifies government's most important intervention in the work realm as an avenue for the government to better the living conditions of its people (Igbadumhe, Adeniji, Osibanjo, Imhonopi & Salau, 2020). This is aside maintenance of law and order, even governments in capitalist nations still have a responsibility to play in the wellbeing of their workforces as over 90 per cent of countries globally, for example, have different forms of minimum wage legislation (Jude & Ernest, 2015).As stated by Fajana (1994), the introduction of national minimum wage legislation in Nigeria dated back to the time of colonialization in 1940s that diverse labour laws were enacted together with the mechanism to review these was part of the government' interest to guarantee adequate welfare for its citizens or to better their living conditions. This was equally to avoid the mistreatment of these workforces by their employers through proper regulation of labour relations in the country.

In any organization, employees are indispensable to the means of production (Drucker, 2010), since activities are carried out with the utilization of assets such as machine, material, cash, and above all by human - beings who annex other resources to create value, without which the organizations' efforts would be fruitless, slow and would fail to deliver anything meaningful. Thus, human element is considered best organizational resource which ought to be highly cherished or treasured, while equally according them the highest priority as they give premise to the workplace in a view to achieve sustainable competitive advantage (Mohammed, 2018). Thus, they are worthy of being treated with dignity and offered proper welfare packages and appreciable wages. These are not unconnected to the attempt by the organization to improve their sense of worth, heightening their self- esteem, financial status and serving as a sort of motivation to spurn them into having added passion for their job, and make their productivity to be on the rise.

However, these are what employers of labours that are pro - active and are not bothered by immediate profit making are expected to be doing as against enduring endless sustainable business gains through profits (Deeprose, 2006). According to Okereke and Daniel (2010), poor earnings

and welfare packages do result to poor worker's motivation which invariable impact so much on their outcomes and productivity, hence, there is necessity for employees to be provided with attractive earnings and other welfare packages, not only for their benefits, but also for the good of the employers and their places of work.

In accordance to Obiora (2013), in Nigeria, wage administration is as aged as the public service itself, given that a number of regimes in the country have come and gone, but none has done so without deliberation over what makes up a fair or minimum wage for civil servants. This has been with no industrial disharmony, particularly in the military administrations, whereas the majority of civilian governments have been dominated by trade disputes introduced by main labour gathering places in the nation. At times, crises occasioned from such disagreements often result into the flouting of law and order, mainly when they are taken - over by troublemakers in the land.

As maintained by Egbo and Okeke (2009), workers have always been advocating for better service conditions through their labour representatives, and they are always prepared to go extra miles so as to get their requests met. This is due to the fact that their salaries and wages are not just left to the discretion of their employers, but are frequently backed up by a legal document that specifies the minimum wage for employees. For example, in 2003, President Olusegun Obasanjo set the minimum salary rate for federal workers at N7,500.00, President Goodluck Jonathan raised it to N18,000, while the current regime of President Muhammadu Buhari raised it to N30,000. This was not without extensive negotiations between representatives of both the workers and the government, followed by the wages and fiscal commission submitting the agreement to the National Assembly for legal approval.

Statement of Problem

Poor work performance, lack of dedication or commitment on the part of most civil servants in Nigeria are currently a source of worry and dispute among government officials, private organizations, and the general public as a number of symposia, seminars, and conferences have focused on how to enhance their productivity. The issue has been sparked by the reasons for this trend as well as the right route for apportioning blame given that several reforms in the public sector such as work ethics, transparency, and minimum wage review are some of the ways that the country is attempting to improve workers' productivity (Odoh, 2011).

In relations to Nwokolo (2011), the administration of wages and salaries in Nigeria is as old as the public service itself as the country is governed by a federal structure with states and local government areas (LGAs) serving as federal components. In terms of salaries and wages, the minimum wage is in the Federal government's exclusive list. This implies that when the Federal government determines the minimum wage, the federating units are expected to follow suit and do the same for their workers. However, in contrast to popular belief, Olaleye (2012) maintains that numerous state and LGAs' administrations have always stated that they lack the financial resources to pay the federally mandated minimum wage. Such actions have always been resulting to the killing of employees' moral, causing poor job performance, absenteeism from the workplace, and

inefficiency among diverse negative work attitudes as these could even be aggravated to widespread industrial actions by the workforces with adverse effects on production and outputs.

According to Kadiri and Jimoh (2017), the main reason for the aforementioned problems is that the welfare of civil servants, most especially junior cadre staff members and their households depends basically on both their wages and prices of what they buy every day. Maximum numbers of these workers do find it extremely difficult to survive on their earnings as the situation is even exacerbated by the fact that they have different jobless dependants. It is against this background that this study sought to assess the effect of national minimum wage on employees' welfare in the Lagos State's Civil Service with a focus on the staff of Alimosho Local Government Area (LGA) of the state. This was with the specific objectives to: (i) to establish the relationship between national minimum wage and employee's welfare, (ii) to examine the impact of minimum wage policy implementation on the employee's perceived quality of work life.

LITERATURE REVIEW

Concept of Minimum Wage

The concept of minimum wage has been considered variously by dissimilar authors or scholars given that New Zealand in 1894 as being mentioned by Neumark (2008), became the first country to implement this, followed by Victoria, Australia in 1896, and then United Kingdom in 1909. For instance, Ahmed and Benjamin (2018) referred minimum wage as the lowermost, hourly, daily or monthly pay that the organization may lawfully give to its employees, that is, the least hourly sum of money that an employer has the ability or is ready to offer to a worker with some exception premised on the type of work that is carried out. Likewise, Webstar (2016) opined that minimum wage is the amount of money that is paid or that is legalized to be paid, precisely to specific class of workers, that is, a pay determined by a constituted authority or by contract as the smallest that may be remunerated either to the employed individuals generally or to a certain employee.

To Ikechukwu and Chidinma (2017), minimum wage is the smallest amount of payment that an employer is mandated to remunerate wage earners for the performed duties in an agreed period, which cannot be lessened by an individual contract or collective agreement. This definition alludes to the fact that minimum wages are legally enforceable, regardless of how they are set. Minimum wages are determined by statute, a competent authority's judgment, a wage board, a wage council, or industrial Labour Courts or Tribunals. Minimum wages can also be established by making terms of collective bargaining agreements enforceable by law given that it was first presented as a strategy to curb the growth of sweatshops in the manufacturing sector (ILO, 2009).

Features of a Good Minimum Wage and Its Purposes

Traditionally, minimum wage has three distinct characteristics. This wage is expected to be sufficient enough to cover the cost of basic necessities (such as food, clothing, housing, education, and recreation); it is the lowest legal level of remuneration; and, finally, failure to comply with the mandated minimum wage is punishable by law as several additional essential criteria are

frequently taken into account when determining a minimum wage. These factors include: the employer's ability to offer the compulsory wage rate; the regional dissimilarities in regards the cost of living; the existing labour market condition, that is, the interface of demand and supply for labour in a fairly competitive labour market; and the worker's performance compared to colleagues engaging in similar tasks; the personality together with the negotiators' societal culture; and the involved processes of the collective bargaining.

The goal of the minimum wage in any country of the world is to safeguard workers from being underpaid in that it contributes to ensure that everyone receives a fair and equal share of the benefits of progress, as well as a minimum living wage for those who are employed and required such protection. Minimum wages could be one component of a policy to combat poverty and eliminate inequality by encouraging the right to equal remuneration for work of equal worth. This includes those between men and women as these were initially applied to a small number of workers and were later intended to safeguard individuals who were deemed vulnerable (Ikechukwu & Chidinma, 2017)

Development of Minimum Wage in Nigeria

Consistent with Fapohunda, Atiku and Lawal, (2012), the practice of National Minimum Wage (NMW) does not just begin. It is only that its scheme, implementation and management differ from country to country subject to the economy strength of a society. Nonetheless, the Nigeria's minimum wage history and practice may be traced back to the colonial era and the formation of numerous committees. In Nigeria, the government serves as both a regulatory body and a major employer. Government activities over wage determination are often critical, and as such, they are inextricably linked to the history of public service wage negotiations and increments. In an industrial relation, fixing of wage, its negotiation, and reform plans to alleviate employees' situation are all completed through the collective bargaining procedure. However, in the country, this technique is not well managed because the government pays little or no attention to wage policy or the misery of workers. The government is always establishing an ad hoc commission to look into reviews amid labour unrest and strikes. Nonetheless, the need for better salaries and working conditions for Nigerians led to the formation of different wage commissions and bargaining committees, as it can be seen below.

Thus, as stressed further by Fapohunda, Atiku and Lawal, (2012), multiple Acts and Decrees made to ensure that employees receive good salaries were derived from the different commissions that were established for wage determination in Nigeria, stretching from the colonial time to the present day. The Wage Board and Industrial Council Act of 1974, the National Minimum Wage Act of 1981, the National Minimum Wage Decree of 1988, the Wage Board Act of 1995, the National Salaries Income and Wages Commission Decree of 1999, the National Minimum Wage Act of 2000, the National Minimum Wage Amendment Act of 2003 are among the Acts/Decrees mentioned below.

Table 1: Wage Commissions in Nigeria

	Commission	Year
1	Hunts Commission 1934	1934
2	Phillipson-Adebo Commission	1948
3	Harragin Commission	1954
4	Carsuch Commision	1954
5	Mbanefo Commission	1959
6	Morgan Commission 1963	1963
7	Eldwood Commission	1966
8	Adebo Commission	1971
9	Udoji Commission	1972
10	Dotun Phillips Panel	1985
11	Ayide Review Panel	1994
12	Philip Asiodu Committee	1998/1999
13	Ernest Shonekon Committee	2000
14	Justice Alfa Balgore Committee	2009/2010

Source: Fapohunda, Atiku and Lawal (2012)

Concept of Welfare

According to Webster's Dictionary (2007), welfare is the state of a person' health, happiness, or prosperity which is as well understood as quality of life. Similarly, Mia (2011) described welfare as the state of wellness, while a person's wellness therefore denotes anything that is done to ensure the workers' comfort and betterment separately from their wages. Employee welfares, according to Dockery, Ong, and Wood (2008), are employer actions aimed at providing employees with certain facilities and services in addition to their entitled earnings or salary. This is due to the fact that it is the satisfied employees that are more active and productive towards the workplace's

growth. Welfare is what assist in boosting employee's morale and motivation for a longer period of time and for an enhanced performance or productivity.

Employees' welfare programmes most often are used to be in the form of financial and non-financial reward offered by many organizations to their workforces for their comfortability and work improvement. In another way round, these serve as a corporate commitment or attitude that is reflected in the expressed care for workers at all levels so as to support their work and the environment in which this is performed (Nwakoby & Chukwurah, 2020).

Quality of Work Life

Quality of work life according to Hendra and Rezki (2015), refers several events and practices of the organization's goals such as employees' involvement and safe working conditions, democratic supervision, and promotion policies. In another way round, the concept can be described as the perception of workers that makes them have safe feeling, fair satisfaction and a chance of being developed and to grow appropriately as humans. As said by Arifin (2012), the term quality of work life emphasizes the significance of treating people with respect in the workplace given that changing work climate that is technically and humane in the organization plays an important role in improving the workers' performance. This was supported by Tjahyanti (2013)'s assertion that employees' favourable attitudes toward their work and the organization will improve when quality of work life is measured. This will equally boost the productivity and intrinsic motivation together with the efficacy and competitiveness of the place of work in the face of global competition

Theoretical Framework

This theoretical review segment explained both equity theory as well as bargaining theory. It equally illustrated how these theories were related to this research, while the study was anchored on the bargaining theory due to its ability to contribute to a better understanding of wage administration in the place of work.

Equity Theory

Equity theory was developed by John Adams Stancy in 1963. The theory focuses mostly on remuneration fair play in terms of pay system as the workers' impressions of how they are treated by the organization for their wellness and career growth is essential to be taken into account by the workplace (DeCremer, Brebels & Sedikides, 2008). It maintains that employees are always anticipated of the same benefits for the same inputs that they contribute into the workplace. That is, when employees perform similarly to other employees, they would expect the same benefits as given to others, hence distribution of reward is very important for businesses since the perceived equality of the input-reward balance has a big impact on how employees' behaviour, motivation, and attitudes change (Wayne, Shore, Bommer & Tetrick, 2002). This is because employees' perceptions of injustice may lead to lower productivity, higher absenteeism, and increased turnover.

Bargaining Theory

The bargaining theory was proposed by Davidson John. The theory concerning wages in accordance to Kadiri and Jimoh (2017) positions that the amount of reward offered in the organization is highly dependent on the negotiation between both the management and the labour union or unions in the place of work. The theory maintains further that workers in the organization tend to get more pay where their representatives possess strong bargaining power in the course of collective bargaining, but the reverse would be the case when they have weak bargaining power. Nevertheless, there is a need for caution in the organization as workers and management of the workplace are to be partners and their relationship ought to be interdependent. Workers are therefore required to be given whatever entitlements that they deserve, while they too are to reciprocate this by offering their best to the organization in terms of effective contributions to the place of work.

Without a doubt, Davidson John's bargaining theory has helped in contributing to a better understanding of wage administration, though bargaining power alone is risky due to the fact that it tends to result into the survival of the fittest which is peculiar to the business relationship and not in an organizational relationship that exist between employees and the management of the workplace (Kadiri & Jimoh, 2017).

Empirical Reviews

In Nigeria, Atseye, Takon and Ogar (2014) carried out a study on the effect of the national minimum wage on the socio-economic life of low income workforces in Calabar Municipal Council Area of Cross River State. This was with the use of a random sample technique for the selection of 305 participants throughout all the government's ministries, departments, parastatals and agencies. The obtained data were analyzed with mean statistics and hypotheses were tested with the utilization of Pearson Product Moment Correlation coefficient. The findings of the study therefore indicated insignificant impact of national minimum wage on poverty, employment, income stability, and saving of poor wage earners in the public sector.

Similarly, Hendra and Rezki (2015)'s research on wages and employees' performance: the quality of work life as moderator made use of stratified random sampling technique for the determination of 100 participants in a manufacturing establishment. This was with the utilization of linear regression and moderated regression for the analysis of the study's obtained data. The result indicated significant and negative effect of workers' wages on the quality of work life in the studied area.

Furthermore, Idiaye, Kuhn and Okoruwa (2018) conducted a study on minimum wage policy and rural household welfare in Nigeria. This was to determine how urban sector wage inflexibilities such as the minimum wage policy can impact the rural economy and the households' welfare as the study developed or employed Computable General Equilibrium (CGE) model. The findings established that in the long run, minimum wage policies do not lead to a better household's welfare, rather they are left aggravated.

METHODOLOGY

The study utilized descriptive research design given that this method according to Hassan (1995), provides a precise description or an exact picture of an actual situation at a particular point in time as a set of structured questionnaire was employed to gather primary data. The questionnaire was distributed openly to the participants, while the responses were promptly collected. Descriptive techniques such as frequency, percentages as well as tables were made use of for distinguishing the responses. The questionnaire was categorized into two distinct parts (part A and part B).
Part A addressed demographic information of the participants. Part B had two sections. The first section was made to establish the relationship between national minimum wage and employee's welfare, while the second section was meant to examine the impact of minimum wage policy implementation on the employee's perceived quality of work life. The study then employed regression for the test of the study's hypotheses.

Population of the Study

The population for the study comprised all the staff of Alimosho Local Government Area, Lagos. As at the time of being on the field for data collection, the total population of the LGA could not be established or known due to the non – disclosure of population size. The study focused Lagos State Civil Service, and Alimosho LGA in particular for convenience and as a result of the fact that the staff members of the LGA do collect their salary/wage in accordance to the National Minimum Wage Act of Federal Republic of Nigeria.

Sample Size and Sampling Technique

Due to the inability to immediately be acquainted with the staff's strength of the LGA, the study adopted a hypothetical sample by drawing a sample of 225 to represent the population as this is harmony with the view of Attewell and Rule (1991); Bradford and Cullen (2012) that hypothetical sample is suitable for an unknown population. Thus, an entire 225 copies of a set of questionnaire was administered on the employees of Alimosho LGA, Lagos. This included the Directors, Special Advisers, Senior Special Assistants or their representatives and those who were working under them. The convenience sampling technique, a non-probability sampling technique was as well employed where participants were chosen based on their convenient accessibility and location by the researcher. However, out of the 225 distributed sets of questionnaires, 208 well filled copies were returned, signifying 92 % response rate.

Reliability and the Validity of Used Instrument

The study utilized Cronbach's Alpha for testing the instrument's reliability given that acceptable value is required to exceed 0.7 for the scale's reliability so, the Cronbach's Alpha values for all the variables suggests a high reliability and the overall measure of the scale is significantly reliable since the Cronbach's Alpha value is 0.754, showing high internal constancy among all the items that made up of the scale. The used questionnaire was modified from the revised literatures and after that was validated by a specialist in human resource management with the skill in questionnaire design.

Hypotheses of the Study

$H_{01:}$ national minimum wage has no significant relationship with employee's welfare in the Lagos State Civil Service; and

$H_{02:}$ minimum wage policy implementation has no impact on employee's perceived quality of work life in the study area.

RESULT AND DISCUSSIONS

This division of the study focusses on the data analysis of the research and the exhibition of the results.

Table 1. Socio – Demographic Characteristics of the Participants

Participants' Characteristics	**n**	**%**
Gender		
Male	128	61.5
Female	80	38.5
Total	**208**	**100**
Age Range		
20 – 30 Yrs	65	31.3
31 – 40 Yrs	62	29.8
41 – 50 Yrs	42	20.2
51 and Above	39	18.7
Total	**208**	**100**
Educational Qualification		
SSCE	47	22.6
NCE / OND	42	20.2
HND / B.Sc	55	26.4
Masters	36	17.3
Others	28	13.5

Total	**208**	**100**
Years of Work Experience		
Below 4 Yrs	61	29.4
Between 4 – 7 Yrs	82	39.4
Between 8 – 10 Yrs	35	16.8
Above 10 Yrs	30	14.4
Total	**208**	**100**

Source: Field's Survey, 2021

The table 1 above showed the case summary of frequency regards the gender of the participants using the valid percentages of their responses. It indicated that 128 copies of the questionnaire were responded to and recovered from males with 61.5 %, while 80 copies of the questionnaire were regained from female signifying 38.5 %. This suggests that majority of the respondents were males. Therefore, the higher percentage of men in the Alimosho LGA was an indication that the number of males partaking in the local government's activities was more than female colleagues. The table 1 as well described the distribution of the participants by age. It showed that 31.3 % were between the age of 20 and 30 years, 29.8 % were of age 31- 40 years, 20.2 % were of 41-50 years, while 18.7 % were of ages 51 years and above. Hence, it could be inferred from the analysis that most of the workers in the local government were youths who were believed to be very much active or agile to give their best services to the workplace (Alimosho LGA) so as for the LGA to have a greater height.

More also, the distribution of respondents based on their educational qualifications clarified that 22.6 % respondents had SSCE Certificate, 20.2 % were NCE/OND Holders, 26.4 % had HND/BSc/BA degrees, while 17.3 % got Masters, then 13.5 % were categorized as others, that is, respondents with certificates not mentioned at all. This means that maximum number of the respondents were Graduates and persons who were expected to properly provide answers to the asked questions in the distributed questionnaire. This was duly premised on respondents' levels of literacy.

Then, the distribution of respondents by years of working experience of Civil Servants in Alimosho LGA, Lagos illustrated that 29.4 % of the respondents had spent 4 years or below in the local government. However, 16.8 % had between 4 and 7 years of working experience, whereas 14.4 %. had gotten between 8 and 10 years' working experience, then 39.4 % had been the staff members of the LGA. It can thus have inferred from this analysis that majority of the employees in the place of work had spent a considerable number of years working in the local government, and as a result, these workers were thought out to have possessed thorough knowledge on how things work in the local government.

TESTING OF THE STUDY'S HYPOTHESES

Hypothesis One

Ho_1: There is no significant relationship between national minimum wage and employee's welfare

Table 2: Summary of Regression Analyses on the Relationship Between National Minimum Wage and Employee's Welfare (n=208)

Variable	*B*	*SEB*	β	t	p
(Constant)	.948	.249		3.816	.000
National minimum wage	.737	.063	.535	11.723	.000
R		.685			
R^2		.343			
F		133.415*			

*p < .05. Dependent Variable: Employee's welfare

Source: Researchers' Computation, 2021

The Table 2 above explained the relationship between national minimum wage and employees' welfare in the Lagos State Civil Service, and specifically in Alimosho LGA. It was shown that national minimum wage variable on employees' welfare yielded a coefficient of a multiple correlation (R) and square (R^2) of .685 and .343 respectively. These values are statistically significant at 0.05 probability level. In other words, national minimum wage could account for 34.3% of the observed variance in the employee's welfare in the Lagos State civil service. The stated null hypothesis is rejected. This implies that there was a significant relationship between national minimum wage and employee's welfare in the Alimosho LGA, Lagos.

Hypothesis Two

Ho_2: There is no significant impact of minimum wage policy implementation on the employee's perceived quality of work life.

Table 3: Summary of Regression Analysis on the Relationship Between National Minimum Wage and Employees' Quality of Life (n=208)

Variable	*B*	*SEB*	β	t	p
(Constant)	-3.283	.272		-12.060	.000
National minimum wage	1.741	.068	.812	25.686	.000

R	.651
R^2	.433
F	659.790*

*p < .05. Dependent Variable: Employee's quality of life

Source: Researchers' Computation, 2021

The Table 3 illustrated the relationship between national minimum wage and employee's quality of life in the Lagos State civil service. It is shown that national minimum wage variable on employee's quality of life yields a coefficient of a multiple correlation (R) and square (R^2) of .651 and .433 respectively. These values are statistically significant at 0.05 probability level. This result implies that national minimum wage could account for 43.3% of the observed variance in the employee's quality of life in the Lagos State civil service. The stated null hypothesis is rejected. This implies that there was significant impact of national minimum wage on employee's quality of life in the Alimosho LGA, Lagos.

Findings of the Study

Resulting from the analysis of the link between national minimum wage and employee's welfare in the Lagos State's Civil Service; it could therefore be discovered that there was a significant relationship between national minimum wage and employee's welfare in the Alimosho LGA, Lagos (R^2=.343, F= 133.42, p <.05). This finding was contradictory to the outcomes of researches undertaken by Atseye, Takon and Ogar (2014), and Idiaye, Kuhn and Okoruwa (2018). Atseye, Takon and Ogar (2014) observed from the finding of their study that there was insignificant impact of national minimum wage on the socio-economic life of low income employees in the Calabar Municipal Council Area of Cross River State. While, the result of Idiaye, Kuhn and Okoruwa (2018)'s study confirmed that minimum wage policies did not result in a better household's welfare in Nigeria, but rather worsened the workers' welfare in the long run.

Also, the analysis of hypothesis two intended for the establishment of the impact of national minimum wage on employee's quality of life in the Alimosho LGA, it was found out that national minimum wage had an impact on the employees' quality of life in the Alimosho LGA, Lagos (R^2=.433, F= 659.790, p <.05). This result is in congruence with the finding of Hendra and Rezki (2015). The result of Hendra and Rezki (2015) indicated significant effect of wages on the workers' quality of work life in the studied area.

CONCLUSION AND RECOMMENDATIONS

Conclusion

Subsequent to the findings of the study, it could be deduced that offer of necessary encouragements to workers in any workplace in terms of good wages and salary payments coupled with adequate welfare packages is an impetus to enhanced workers' performance. This is due to the fact that these

offers impact immensely not only on the returns on investment made by the employers, but also by all other stakeholders. The adoption of short cuts and deceit by employers to deny workers of their entitlements or welfare benefits is capable of generating unnecessary and avoidable tensions in the place of work should the workers embark on the strike action. However, it could be concluded that national minimum wage had an effect on the employees' welfare in the Alimosho LGA, Lagos since it was established that national minimum wage had an impact on these employees' quality of life.

Recommendations

For Alimosho LGA to be more effective and to also record more success in national minimum wage implementation, the study recommended that:

i. Federal Government of Nigeria should always development good and an acceptable wage review policy, particularly when there is an upsurge in the prices of commodities in the market and where no equivalent rise in the workers' wages exists. While, this should be applicable to all the levels of government in the country, including the local Ones This is to guide in the fixing of wages and salaries through a democratic collective bargaining.

ii. Alimosho LGA is charged to take pro - active and innovative approach into its staff welfare as the local government authority can pay its employees more than what the law prescribed particularly if the members of staff are superlative work performers through their considerable hard work and productivity.

iii. The staff members of local government or their representatives should not be extreme or unreasonably difficult regards their approach concerning negotiation for better welfare since they and the authority of the LGA both own stakes in the local government. Therefore, the workers should as at when necessary figure out a modality that will be not only be mutually acceptable, but also beneficial.

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