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TRADE UNIONISM AND EMPLOYEES' WELFARE IN THE NIGERIAN MEDICAL ASSOCIATION

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ABSTRACT

Across the world, it has been acknowledged that trade unions are leading agents of class struggle and socio - economic transformation that represents the interests of the workforce against the mistreatments of the capitalists. Therefore, the study examines the effect of trade unionism on the workers' welfare of the Nigerian Medical Association (NMA) in Kwara State. The study utilized simple random sampling technique by administering questionnaire on the respondents so as to draw the required information. The descriptive statistics used included simple percentages and tables, while inferential statistics utilized was linear regression. The findings of the study established that trade union's actions do have significant effect on employees' wages and salaries; and also that trade union's membership has significant effect on employees' working conditions. The findings of the study indicated further that trade union's negotiation ability plays significant role in improving employees' job security among the medical staff of the Association. The study therefore recommends more encouragement for trade unionism in the Kwara State chapter of NMA.

Keywords: Employees' Effectiveness; Employees' Welfare; Industrial Relations; Medical Association; and Trade Unionism.

INTRODUCTION

In the modern-day business environment, particularly in the third world countries like Nigeria, trade unionism has turned out to be an indispensable tool in safeguarding industrial harmony and peace subsisting between the employee and his employer as this emerged so as to advance not only the working conditions of the workers, but to as well enhance their living standards. Globally, trade unions are considered the main agents of class struggle and socio – economic transformation that represents the workers' interest against the frequent mistreatments of the capitalists.

According to Griswold (2010), trade unions are the organizations of the workforces who are combined with a view to make known and as well achieve some aims which are inclusive of protecting the integrity of their trade, having safety at work, possessing enabling working conditions and at the same time accomplishment higher remuneration packages as this most often brought about the avenue in which bargain is made with employers. Conventionally, labour or trade unions are originated to safeguard and champion the cause of employees (Fashoyin, 2010). However, as a key social partner in the system of industrial relations, workers' union has gone a long way in helping to protect and project the views, interests, yearnings, and aspirations of employees so as to make their conditions and terms of employment better. These are done with the adoption of negotiation and collective bargaining techniques, which are seen as both effective and up-to-date machineries for the guaranteeing of industrial peace and harmony in the workplace, and also as an instrument that is made available to normalize the link combining employees, business owners, and the government

Aside the conventional obligation of getting improved deals for its members, trade union has to as well extend its duty to comprise the safeguarding of the workers' welfare and that of the general public at large (Alalade, 2004). In relation to Okechukwu (2016), trade unions have in the past forced fascist and dictatorial organizations through their tenacity and doggedness into agreeing to their requests and thus has resulted in steady enhancement of employees' conditions of work, improvement in members' remunerations, change in the policies and programmes of the workplace, installation of standard mandates, and adjustment of harsh economic policies which in turn have made such policies more benevolent and caring to the members of the general society economically.

According to Omolo (2006), trade unions globally are yet confronted with a numbers of problems irrespective of their remarkable achievement to their different organizations and quotas to national building and general economies, thus leading to poor welfare of the members and work deficit in the long run. Omolo (2006) stresses further that these have shown in employment's terms and conditions sparking to disquietedness or apprehension in the workplace. However, it appears that the major problem facing most trade unions in the workplaces in this part of the world including Nigeria is politicization of the association by employers or the management of organizations, all with the sole aim of crippling or weakening the unions for the good of the employers. Therefore, politicization through polarization of the unions is considered a serious defect of the trade union movements in most workplaces in Nigeria. As a result, the unions' leaders or executives are therefore more engrossed or gripped in toeing the lines of their employers rather than protecting members' interests as the obstinate ones who decide to do otherwise are threatened of being sacked over night or being denied of their benefits or entitlements in one way or the other. Consequently, unions cannot therefore be

expected to function effectively in achieving the primary aim of ensuring needed cares and wellness for the members on a sound basis under the guidance of such leaders. This could in addition cause the workers not to have a sense of importance to the organization and thus making them to see self-actualization in the workplace an illusion, with consequences of degeneration in morale and productivity.

Therefore, in a bid for this problem in the organizations throughout the country to be tackled without further delay and within a specific time range, for workers' unions to be given free hands to operate and fulfill their obligation of making the members' welfare a priority, hence this study. This study is therefore sets out to examine the effect of trade unionism on the employees' welfare with a focus on the Kwara State chapter of the Nigerian Medical Association, Ilorin.

Objectives of the Study

The broad objective of the study is to examine the effect of trade unionism on the employees' welfare in the Kwara State chapter of the Nigerian Medical Association, Ilorin, while specific objectives are to:

- i. examine the effect of trade union's actions on employees' wages and salaries;
- ii. determine how trade union membership affects an employee's working conditions; and
- iii. assess the roles of trade union in improving employees' job security in the Kwara State chapter of the Nigerian Medical Association, Ilorin.

Research Hypotheses

The formulated hypotheses for the study include:

H₀₁: Trade union actions do not have any effect on employees' wages and salaries.

H₀₂: Trade union membership does not affect employee's working condition.

H₀₃: Trade union negotiations play no role in improving employees' job security in the Kwara - State chapter of the Nigerian Medical Association, Ilorin.

LITERATURE REVIEW

Concept of Trade Unionism

A labour union otherwise known as a trade union refers the organization of workforces in the workplace who share this same agenda of attaining joint objectives in crucial matters such as terms and conditions of work. As a concept, trade union has been variously defined by different authors. According to Thomas (2011), trade union is a constant group of wage recipients who have the resolution to maintain in addition to improving the situations of more than six persons with the principal aim of constituting and regulating the relationship between employees and employers which may take account of negotiating on employees' remuneration and compensation, rules of work, procedures for complaints in the workplace, rules and regulations having to do with hiring, firing and elevation of employees together with safety at work. In the same manner, Odey and Young (2008) see trade unions as continuous and permanent democratic organization that workers voluntarily form with the intention of guaranteeing adequate protection for the members, and to as well enriching the situations of their works via mutual agreement, campaigning, lobbying, education and membership, and to as well offer operative and appropriate avenue for making employees' opinions known over the subsisting challenges in the society. Similarly, Dalhatu (2007) describes trade union as the association of

employees that provides medium in which joint agreement is adopted regularly to obtain enhancement or betterment in the remuneration and general work situations of employees.

Activities of Trade Unions

According to Mwathe, Gachunga and Waiganjo (2017), the key reason for trade unions' establishment is to re-establish the power balance between employers and employees, and to make these employees in the organization to have a common voice through which their grievances could be heard. This is also to give them greater influence over how they should undertake their works and to boost their inputs in the organizational decision-making in such a manner that this will be beneficial not only to themselves, but also to their employers. However, in an attempt to achieve these purposes, the unions' main activities within the associations must be effectively undertaken and carefully carried out as these comprise, but not limited to:

i. Purposeful Representation of the Employees' Interests to the Employers:

Generally, good unions with purposeful and selfless leadership at work are always pre-occupied with activities that will promote the general welfare of the members. The unions' executives ensure that they represent their members to their employers in a meaningful or purposeful manner. According to Armstrong (2006), this may be through collective bargaining or mutual agreement with the management of the organization in which the unions are formed.

ii. Possession of a Formidable and Common Say:

Another key activity of labour unions is ensuring collective voice through which members desires and yearnings are clearly communicated to and understood by employers.

iii. Engagement in Diverse Exercises to Press for Workers' Demands when Negotiations Fail:

As said by Griswold (2010), trade unions sometimes do not hesitate to engage in some exercises deemed necessary to promptly draw attention of the organizations' management teams to their requests. These, most times are in form of organization of demonstrations, picketing, embarking on strikes, and etc., all is with a view to attract the management's attention. These actions are opted for when all other made efforts by the unions have proved abortive. Griswold (2010) added that in the past, labour unions have influenced a lot not only organizations, but also governments of many countries as the key reason for their formation and development in the first place is to fight for the workers' welfare and rights in public and private establishments as these unions have always mounted pressures on the employers in the favour of the members.

iv. Having Work Arrangements with the Employer:

Jepkorir (2014) maintains that trade unions sometimes do arrange works for performance the employer in the organization. This is in as much employers and the unions' leaders come to agreement on the set targets, and whereby the unions also guarantee mobilization of their members for the realization of the set targets and on the ground that the employers are in readiness to offer compensation to the employees for the extra work done.

v. Partake in Politics:

Consistent with Pencavel (2009), trade unions are used into playing political roles where prominent leaders in the unions have opportunity of becoming members of political elite, and

where this has subsequently made it possible for them in some countries to turn politicians. The participation of trade unions through their leaders at different levels of national politics has enhanced the unions' ability to lobby for and place important social and labour legislations above the book's statute or nation's constitution. This is often due to the readiness of these people to make use of their power and sometimes their links to influence political decisions in their favour.

vi. Determine Job Standards:

In proportion to Griswold (2010), labour unions are formidable groups in the organization who are so influential not only to determine the workplace's job standards, but also to establish these purely for the advantage of the members.

Types of Trade Unions

In accordance to Jackson (1983), four main key employees' unions exist in the workplaces with a view to champion the cause of their welfare and ensure the protection of their rights. These include craft unions, industrial unions, the professional and white-collar unions, and general unions

i. Craft Unions:

Craft unions were the first and historically the oldest employees' unions in the organization as they could be tracked down to the classical unionism of the nineteenth century. These unions were characterized with the acquisition of particular expertise which were the foundation for organizations' effective performance and in which these aptitude could be recognized with the works that can easily be differentiated from those being undertaken by others. Examples of these include all the plasterers being affiliated with the plasterers' association; and every carpenter who is a member of carpenters' union.

ii. Industrial Unions:

In relation to Jackson (1983), the second category of unions in the workplace is industrial union out of which there are monopoly industrial union and single industry union. Monopoly industrial union is known for ensuring all workforces in one industry, while single industry union is used to organizing every employee in just an occupation, and usually limits its employment to that career. Industrial associations consist of levels of every labour forces in the organization, be it skilled or unskilled personnel. This is done so far these people are involved in a particular industry like steel, railroads, etc.

iii. Specialist Unions:

These unions are referred to as professional and white cola unions which are mainly bothered with skill - intensive employees or occupationally oriented personnel. As maintained by Jackson (1983), specialist unions are occupational unions that are differentiated from other associations on the basis that membership is purely premised on educational level of the individual. For examples, police, bank workers, teachers, engineers, accountants and so on.

iii. General Union:

This union is an open type as all employees regardless of their profession; position or geographic area can be allowed to join since there is no restriction to be a member. The union is generally large in size.

Advantages of Trade Unionism

In accordance to Jepkorir (2014), trade unionism is of great advantage to members as these include:

i. Being in the forefront during Negotiations with the Employer:

Trade unions are often in the vanguard of guiding and directing members when striking a deal pertaining to terms and conditions of work as a worker gains more through mutual bargaining than negotiating individually.

ii. Protection of Members Against Employers' Mistreatment:

Jepkorir (2014) asserts that one of the advantages of trade unionism is workers' representation and protection against any possible exploitation by their employers. Jepkorir (2014) maintains further that trade unions take up whatever concerns that the members may have and these issues are thoroughly discussed with the employers for possible solutions.

iii. Allowing Productivity Deals with Members:

Cote (2013) opined that good things about the unionization of employees in the workplace are not just being enjoyed only by the members of the unions, but are equally advantageous to the organization or organizations in which these unions are formed. This is so as the unions can afford reaching an agreement with the management of the organization on modalities for achieving the targeted outputs through performance of extra works.

iv. Enablement of Members to Access Educational Facilities:

According to Jepkorir (2014), trade unions in the organization most times make accessibility of their members to different educational facilities possible so to ensure that they get well trained for acquisition of requisite skills that can make them to be very much relevant at work.

v. Improvement of the Members' Economic and Social Conditions:

Beardwel and Claydon (2007) debate that labour unions are always in the vanguard of ensuring improved or better socio – economic conditions of their members that they claim representing. This is occasionally through sufficient representation on government's boards and committees seeing to the labor regulation and having to do with workers' issues. This was supported by Orji and Kabiru (2017) that trade unions in Nigeria are main agents of socio - economic change ever since the country's post-colonial era.

Major Problems Facing Trade Unions in the Organization

Jepkorir (2014) points out that trade unions globally are not problem - free despite all their efforts at safeguarding the members' welfare and undertaken activities toward harmonious relationship with the management of their respective organizations. These problems among other include:

i. Disunity among the Members: Nigerian trade unions are capable of changing things positively for the good of the workers as some of the members are well exposed and are good in governance. It is only that they are limited by disunity that is most often based on power tussle and selfish interests among the leaders as some executives desire to stay in elected offices indefinitely. This invariable often leads to violence and acrimony (Adefisayo, 2000).

ii. Financial Problem: Some trade unions in the country are struggling so hard financially to meet their obligations and financial commitments. This is not unconnected to the failure of some of the unions' members to pay their dues, and also as a result of misappropriation together with the embezzlement of the available fund by the key executives of the unions. However, a poor trade union cannot bargain effectively with the management or the employers (Adefisayo, 2000).

iii. **Poor Leadership:** Poor leadership is serious challenges bedeviling most trade unions in Nigeria as some of the executives do not have clear focus or direction for the unions. As stated by Adefisayo (2000), effective and dynamic leadership is a necessity in any trade union to carry out the union's policies and in the fulfillment of its set goals or predetermined objectives.

iv. **Nature of the Nigeria Labour Market:** As a result of the prevalence or high rate of joblessness in the country, the Nigeria labour market is already flooded with unemployed Graduates or people. Consequently, it may be very difficult for labour to bargain effectively as employers tend to dominate the labour market.

v. **Large Size of the Country:** Adefisayo (2000) maintains that the large size of the country constitutes so much challenge to labour unions in Nigeria in term of movement of the executives of the unions from one part of the country to the other. This is due to the bad nature of most roads and largeness in the size of the country. He adds that hence it is difficult to mobilize local unionists to support the national struggle.

Concept of Employees' Welfare

The concept of employees' welfare has been defined differently by diverse authors in various ways. For examples, welfare, consistent with Cowling and Mailer (1992) is a corporate commitment reflected in the expressed care for workplace's personnel at all levels so as to support their work and ensure an enabling environment for them. As defined by Regina, Susan and Mwajuma (2016), welfare programme is a universally broad concept denoting an individual's or a group's state of living in a desired relationship with the whole environment – economic, social and ecological. Sullivan (2010) refers workers' welfare as some non-wage benefits that are offered to the workers as these may comprise education fees benefits, financial assistance, transport benefits, childcare program, annual leave, family leave, and sick days.

In the description of the concept of employees' welfare, Manju and Mishra (2012) consider the concept as a broad term that specifies several benefits, services, and facilities given to workers by their employers with the intention of making their lives better and to ensure that they have happiness, contentment or satisfaction at work. To Lonah, Ogoti. and Munyua (2018), employee welfare is a term that describes different benefits, services and facilities that the organization make available for its workforces which may not necessarily measures need monetarily, but can be in any kind or forms that beneficial to the employees. Ayinde (2014) as well opines that employees' welfare is a bundle of benefits, services, and facilities that the workplace presents to the employees which may not necessarily be measured monetarily, but rather non – monetarily.

Types of Employees' Welfare Services

On the word of Nithyavathi, (2016), the management of any organization is bound to provide safety and welfare measures to its workforce as the employers' responsibility goes beyond just the payment of wages for services rendered by their staff, thus necessitate the employee's safety and welfare both on and off the job in the workplace to be given priority attention by the company owner or owners. Nithyavathi, (2016) adds that this will not only help to motivate the employees, improve their morale towards the performance of the organization's tasks, but it will as well helps to ensure employee's retention and create positive image for longer time period in the workplace as safe and healthy environment is a pre-requisite for any productive effort. He therefore categorized types of employees' welfare services into: i. Safety Services, ii. Health Services, iii. Counseling Services,

Theoretical Review

Industrial Democracy Theory

Sidney Webb and Beatrice Webb, the British reformers of the socialist wing developed industrial democracy theory close to the end of the 19th century. According to Devinatz (2011), trade unions or labour union is an extension of democracy into the workplace directly from the politics. Union in the organization is therefore considered to be the vehicle used by the workers to bring to bear their will or wills when it comes to getting enhanced remuneration, desired working conditions and improved labor contracts for the benefit of the members. It is therefore argued that individual – based whim is not sufficient enough to form a decision that is capable of being binding on all in the democratic societies, instead, worthy or acceptable decisions are gotten once every stakeholder in a system has agreed on policies and schemes that are beneficial to all individuals that make up such system. The Webbs therefore conclude that trade unions provide in the workplace opportunities through which employees under an umbrella can easily engage in discussions or dialogues, and negotiations with their proprietors so as to obtain favourable deals that can facilitate their free operation without victimization of the unions' leaders.

Empirical Review

In Nigeria, Collins (2013) carried out a study on effect of labour unionism on the organizational productivity in Jos International Breweries Plc. The study adopted chi-square as statistical tool in analyzing the obtained data. It was therefore established from the results research that unionization of the workforces in the organization has been so helpful in making individuals in the company to put in their best towards the organizational productivity knowing fully well that they would not be denied of their rights and that their interests would always be protected by the union. The finding also revealed that trade unionism in the company offers opportunity in which members have been able to bargain for better working conditions, enhanced wellbeing and have successfully been able to mobilize against the management's maltreatments.

Also, in Kenya, Gichaba (2013) researched on trade unions and employees' job security with a concentration on Kisii University, and descriptive research design was utilized for the study. The study used administered structured questionnaire on 809 staff of Kisii University who were made up of both the academics and non - academics of the Institution. The results of the study established that trade unions exert significant influence on the employees' conditions and terms of service, and job security at Kisii University.

Likewise, Odey and Owan (2014) studied trade unionism and workers' welfare in Nigeria with a focus on maritime workers. The study adopted one-way analysis of variance together with Pearson Product Moment Correlation statistics for the analysis of the gathered data. It was therefore found out that there was significant effect of the union's negotiation on the staff members' welfare in the organization.

METHODOLOGY

Descriptive survey design was adopted for this study due to its suitability to capture and describe the details of the relationship of various variables. The adopted data source was primary through the adoption of structured questionnaire, while related journals and textbooks were accessed and utilized. The questionnaire was administered to the respondents directly and

responses were immediately gotten, except where the respondents requested for more time. The questionnaire consists of two sections. The section I describes demographic information and educational background of the respondents, while the section II is separated into three parts namely: (i) an examination of the effect of trade union's actions on employees' wages and salaries; (ii) a determination of how trade union's membership affects employee's working conditions; (iii) an assessment of the roles of trade union in improving employees' job security in the Kwara State chapter of the Nigerian Medical Association, Ilorin.

The questionnaire was modified from the reviewed literature and validated by an expert in the field of study with enormous experience in questionnaire design. The questionnaire was structured in a manner that it could effortlessly be understood by the respondents and was as well designed in a close ended form using four Likert - scale with 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree. The Cronbach's alpha, that is, a measure of reliability of an instrument of all sub-scales is high with the coefficients that are between 0.80 and 0.94. Simple random sampling technique was therefore adopted for the study so as to ensure that all respondents in the study area have possibility of selection.

The population of the study comprised all the members of the Nigerian Medical Association, Kwara State Chapter, Ilorin. The study made use of a hypothetical sample due to inability to establish the total number of all the members of the association in the state. This was in line with the opinion of Attewell and Rule (1991), and Bradford and Cullen (2012) that hypothetical sample is suitable for use where population of the study could not be well-known. However, a total number of Two Hundred and Twenty (220) members of Kwara State chapter of the Nigerian Medical Association in Ilorin were sampled. This was in consistency with Hill, Brierley and McDougall (2003)'s view that a sample size of One Hundred (100) and above are substantial enough for good research findings. The obtained data through questionnaire were analyzed with SPSS (Statistical Package for Social Sciences). In the study, both descriptive and inferential statistics were used. The descriptive statistics involves simple percentages and frequency tables, while inferential statistical tool employed was linear regression.

RESULTS AND DISCUSSION

The results of the analysis of the study are presented from table 1 through 4. However, out of the total number of Two Hundred and Twenty (220) copies of questionnaire administered on the members of the Nigerian Medical Association, Kwara - State chapter, Ilorin. Two Hundred and Eight (208) copies were usefully filled and returned for use. Hence, the analysis was based on Two Hundred and Eight (208).

Table1. Socio-Demographic Characteristics of the Participants

Variable	Level	N	(%)
Gender	Male	97	46.6
	Female	111	53.4
	Total	208	100.0
Age (Years)	Under 25 years	50	24.2
	26-30 years	73	35.0
	36-45 years	46	22.0
	46 years and above	39	18.8
	Total	208	100.0
Educational Qualification	NCE/OND	27	13.0
	First Degree	21	10.1
	Master's Degree	118	56.7
	Others	42	20.2
Working Experience	Total	208	100.0
	Less than 2 years	58	27.9
	3-5 years	36	17.3
	6-10 years	57	27.4
	11 years and above	57	27.4
Departments	Total	208	100.0
	Emergency	57	27.4
	Surgery	29	13.9
	Maternity	7	3.6
	Medical Records	42	20.2
	Purchasing& Supplies	41	19.7
	Others	32	15.2
	Total	208	100.0

Source: Field Survey, 2020

Results in Table 1 show the demographic data of the medical staff in Kwara State. Gender distribution indicates that 53.4% of the respondents are female staff, while 46.6% are male staff. In terms of age category of the respondents, 24.2% of the selected medical staff are under the age of 25years, 35.0% are of 25-30 years, 22.0% are of age 31-36 years, while 18.8% are 37 years and above. Distribution according to educational qualification shows that 13.0% have NCE/OND, 10.3% have first degree, and 56.7% possess Master degree, while 20.2% indicated other qualifications. In terms of years of working experience of the participants, 27.9% have working experience that is less than 2 years, 17.3% have had between 3-5 years of working experience, and 27.4% have gotten 6-10 years, while 27.4% equally have 11 years and above working experience. Among the participants, 27.4% work in emergency department, 13.9% in surgery, 3.6% in maternity, 20.2% in medical records, 19.7% in purchase and supplies, while 15.2% work in other departments not listed or mentioned.

Testing of Research Hypotheses

Hypothesis 1: Trade union’s actions do not have significant effect on employees’ wages and salaries.

Table 2. Model Summary of Regression Analysis Showing the Effect of Trade Union on Employees’ Wages and Salaries

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	F	p
Trade Union Actions	.300	.090	.086	.411	21.825	.000

P < .05

Source: Authors’ Computation, 2020

Result in Table 2 shows the effect of trade union actions on medical employees’ wages and salaries in Kwara State. It is shown that variable of trade union actions yields a coefficient of regression (R) of .300 and a multiple correlation square (R^2) of .090. These values are statistically significant at 0.05 probability level. This implies that trade union actions do exert a significant effect on employees’ wages and salaries. Trade union actions variable could account for 9.0% of the observed variance in the employees’ wages and salaries. Since the p-value is less than 0.05, the stated null hypothesis is rejected. Therefore, the result concludes that trade union’s actions do have a significant effect on employees’ wages and salaries. This finding lends credence to the observation of Collins (2013) in his study that unionization of the workforces in the organization has been so helpful in making individuals in the company to put in their best towards the organizational productivity knowing fully well that they would not be denied of their rights and that their interests would always be protected by the union. The finding also revealed that trade unionism in the company offers opportunity in which members have been able to bargain for better working conditions, enhanced wellbeing and have successfully been able to mobilize against the management’s maltreatments.

Hypothesis 2: Trade union membership does not significantly affect employee’s working condition.

Table 3: Model Summary of Regression Analysis Showing the Effect of Trade Union Membership on Employees' Working Condition

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate	F	p
Trade Union Membership		.689	.475	.473	.632	200.220	.000

P < .05

Source: Authors' Computation, 2020

Result in Table 3 establishes the effect of trade union membership on medical employees' working condition in Kwara State. It is shown that trade unions' membership variable yields a coefficient of regression (R) of .689 and a multiple correlation square (R²) of .475. These values are statistically significant at 0.05 probability level. This implies that trade unions' membership exerts a significant effect on employees' working condition. Trade unions' membership variable could account for 47.5% of the observed variance in the employees' working condition. Since the p-value is less than 0.05, the stated null hypothesis is rejected. Therefore, the result concludes that trade union's membership significantly affect employees' working condition. The finding corroborates the result of the research undertaken by Odey and Owan (2014) which ascertained that the level of negotiation that union's members adopt in the Nigerian Maritime industry do go a long way in exerting significant influence on workers' welfare.

Hypothesis 3: Trade unions' negotiations play no significant role in improving employees' job security.

Table 4. Model Summary of Regression Analysis Showing the Influence of Trade Negotiations on Employees' Job Security

Model		R	R Square	Adjusted R Square	Std. Error of the Estimate	F	p
Trade Union Negotiation		.992	.984	.982	.314	133.518	.000

P < .05

Source: Authors' Computation, 2020

Result in Table 4 reflects the influence of trade unions' negotiations in improving job security of medical employees in Kwara State. It shows that trade unions' negotiations variable yields a coefficient of regression (R) of .992 and a multiple correlation square (R²) of .984. These values are statistically significant at 0.05 probability level. This implies that trade unions' negotiations play a significant role in improving employees' job security. Trade union negotiations variables

could account for 98.4% of the observed variance in the employees' job security. Since the p-value is less than 0.05, the stated null hypothesis is rejected. Therefore, the result concludes that trade unions' negotiations play a significant role in improving employees' job security among the medical staff in Kwara State. This result substantiates the finding of the study that was carried out by Gichaba (2013) which established that trade unions exert significant influence on the employees' conditions and terms of service, and job security at Kisii University, Kenya.

CONCLUSION AND RECOMMENDATIONS

Conclusion

Consistent with the findings of the study, it could be said or concluded that trade union in the Kwara State chapter of the Nigerian Medical Association is not only playing vital role in making significant and positive effect on members' wages and salaries, the union's membership has equally affected the employees' working conditions optimally. In fact, the unions' negotiation ability has previous played a meaningful role in safeguarding the members' job. These are along with the union's capability in maintaining or sustaining peaceful and pleasant industrial relations.

Recommendations

- i. trade unionism should be more encouraged in the Kwara State chapter of the Nigerian Medical Association. This is not only to facilitate improved general welfare and performance of the members, but to as well guarantee sustainable delivery of quality services in the state's health sector.
- ii. the leaders of the union should be bestowed with the requisite industrial relations' knowledge so as for them to be able to embrace best practices in the industrial relations and particularly as it pertains to the effective collective bargaining for better representation of the members' interests.
- iii. in the appointment of individuals to the union's leadership, possession of desired leadership qualities together with good characters should be the yardsticks. This is for the union to add additional value to the members in the course of carrying out their assigned tasks.
- iv. asides ensuring job security and guaranteeing of enhanced working conditions for the members, the Nigerian Medical Association in Kwara State should make the members' required training and adequate education its focus, particularly in the areas of collective bargaining and labour rights as these will go a long way in making the members better workforces.

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