

## Effect of Study Leave Grant Pay on Staff Career Advancement at Code of Conduct Bureau, Abuja

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### Abstract

This study examines the effect of study leave grant payments on staff career advancement in the Code of Conduct Bureau in Abuja. The study aims to assess the influence of study leave grants on the career advancement of staff within the Code of Conduct Bureau in Abuja; and investigate the impact of factors including the availability, accessibility, and utilisation of study leave grants on the career progression and job performance of employees in the Code of Conduct Bureau in Abuja. Survey research design was adopted, with a total strength of 301 staff and 172 sample size, Expectancy Theory, developed by Victor Vroom, was adopted as the framework, the findings revealed that majority of respondents attested study leave grants have significantly improved job satisfaction and motivation in the Code of Conduct Bureau, Abuja. These grants have provided access to professional development opportunities, thereby positively impacting career progression and job performance, thereby enhancing the overall performance of the Bureau. Among the recommendations was that given the positive effect of study leave grants on employee skill development and job performance, it is recommended that the Code of Conduct Bureau, Abuja, consider expanding and diversifying the range of professional development opportunities available to its employees.

**Keywords:** Study leave, Grant payment, staff career advancement, CCB, Abuja

### Introduction

The Code of Conduct Bureau (CCB) is a vital government institution tasked with ensuring public servants' compliance with ethical standards, transparency, and accountability in Nigeria. As a part of its commitment to building a capable and professional workforce, the CCB provides opportunities for its staff to pursue further education and professional development through study leave grants. These grants offer financial assistance to employees who seek to advance their education and skills. However, the relationship between the provision of study leave grant pay and its impact on the career advancement of CCB staff remains a subject of interest and concern.

According to Atan and Akinsanya (2019), the provision of study leave grants is a common practice in many public and private organisations, and it is often considered an essential tool for enhancing the capacity and skills of employees.

In the context of the CCB, where the role of staff in promoting integrity and ethics is crucial, it is imperative to understand whether the investment in staff development through study leave grants effectively contributes to career advancement. Within the CCB, career advancement is a multifaceted process that depends on a number of variables, including educational background, skill development, job performance, and tenure. Staff members typically seek to progress through the organisation's hierarchical structure, from entry-level positions to more senior roles (Fiiwe, 2020). Promotion and career progression are not only a testament to the competence of the individual but also a reflection of the organisation's commitment to employee growth.

Study leave grants are a form of financial support offered to CCB staff to enable them to pursue higher education, professional certifications, or specialised training

programmes (Ekere and Onuoha, 2021). These grants may cover tuition fees, living expenses, and other associated costs, making it easier for employees to invest in their education. The assumption is that such investment enhances the skills and knowledge of staff, thereby positively impacting their career development within the CCB. While the CCB has been offering study leave grants to its staff, there is a lack of empirical evidence to ascertain the correlation between the provision of these grants and the career advancement of the recipients. It is crucial to determine whether the financial support offered through study leave grants indeed contributes to the professional development of the staff and their subsequent promotion within the organization.

### **Theoretical Framework**

The most suitable theory to explain the effect of study leave grant pay on staff career advancement in the Code of Conduct Bureau, Abuja is the Expectancy Theory. The Expectancy Theory, developed by Victor Vroom, suggests that individuals are motivated to act in a certain way based on the expectation that their efforts will lead to a desired outcome. In the context of study leave, grant pay, and career advancement, the theory can be applied as follows:

**Expectancy:** Employees believe that by taking study leave and investing in their education, they will acquire new skills and knowledge that will enhance their performance and increase their chances of career advancement.

**Instrumentality:** Employees believe that their improved performance and increased qualifications will be recognized by the organization and will lead to actual career advancement opportunities.

**Valence:** Employees value career advancement and believe that it will lead to increased job satisfaction, higher income, and other desirable outcomes.

The Expectancy Theory is suitable for studying the relationship between study

leave grant pay and staff career advancement in the Code of Conduct Bureau, Abuja because it focuses on the individual's perception of the link between effort, performance, and outcomes. By understanding how employees perceive the relationship between study leave grant pay and career advancement, the organisation can design effective policies and programmes to motivate and support its staff in their professional development.

### **Methodology**

Survey research or descriptive research, was adopted

In CCB, Abuja, the population of this research consists of comprise the staff of CCB selected from the CCB Headquarters and FCT Offices in Maitama and Gwagwalada, Abuja, with a total strength of 301 staff. The required sample was drawn using the non-probability sampling technique for efficacy. Using a judgmental or purposeful sampling technique, the a sample of one hundred and seventy-two (172) respondents was drawn from a cross section of the Human Resource Department, Research Coordination and Service, Education and advocacy service, Legal Service Department, General Service, Intelligence and Investigation, Finance and Account, Federal Political Office, Federal Public Service Department, and State and Local Government Service Department.

Tables presenting the data were subsequently used. Results were reached after doing a comparative analysis with simple percentage approach, percentage is defined  $\frac{x}{N} \times 100\%$  (Adefila, 2008) where X = frequency of responses, and N = total number of responses.

### **Data Presentation**

Table 1: Do you agree that the provision of study leave grants has helped you acquire new skills and knowledge that are relevant to your job in the Code of Conduct Bureau, Abuja

Variables	Frequency	Percentage (%)
Strongly Agree	33	19.2
Agree	57	33.1
Strongly Disagree	23	13.4
Disagree	40	23.3
Undecided	19	11.1
Total	<b>172</b>	<b>100</b>

Source: Field Survey, 2023

Over 52% of respondents either "Strongly Agree" or "Agree" that the provision of study leave grants has helped them acquire new skills and knowledge relevant to their job. This indicates that a significant portion of the respondents find study leave grants beneficial. Approximately 36.7% of respondents either Strongly Disagree or Disagree, this suggests that a notable portion of the respondents do not believe that study leave grants have been effective in helping them acquire new skills and knowledge relevant to their job.

About 11.1% of respondents are undecided, indicating that they neither strongly agree nor disagree. It's essential to consider their responses as they might require further investigation or clarification.

**Implications:**

The positive responses suggest that a substantial number of employees at the Code of Conduct Bureau in Abuja have found study leave grants beneficial for acquiring new skills and knowledge. This

could be seen as a positive aspect of the programme. The negative responses indicate that there is a portion of employees who do not feel that the study leave grants have been effective. It would be important for the organization to investigate further and understand the reasons behind this sentiment. The undecided group may need more information or clarification regarding the program. They could also provide valuable insights if their concerns or questions are addressed.

The data suggests that while a majority of respondents have found study leave grants to be beneficial, there is a notable minority who do not share this sentiment. Further investigation and communication may help improve the effectiveness of the study leave grant program or address the concerns of those who disagree.

Table 2: Do you agree that the provision of study leave grants has improved your job satisfaction and motivation to perform better role in the Code of Conduct Bureau, Abuja

Variables	Frequency	Percentage (%)
Strongly Agree	31	18
Agree	53	30.8
Strongly Disagree	25	14.5
Disagree	47	27.3
Undecided	16	9.3
Total	<b>172</b>	<b>100</b>

Source: Field Survey, 2023

The data obtained revealed that combined percentage of respondents who strongly agree and agree is 30.8% (18% + 12.8%). This indicates that approximately 31% of respondents have a positive view of the impact of study leave grants on their job

satisfaction and motivation.

The combined percentage of respondents who strongly disagree and disagree is 41.8% (14.5% + 27.3%). This suggests that about 42% of respondents have a negative view of the impact of study

leave grants. The percentage of undecided respondents is 9.3%, indicating that a relatively small portion of respondents did not express a clear opinion.

Based on this data, here are some observations:

A significant portion (approximately 42%) of the respondents either strongly disagree or disagree with the idea that study leave grants have improved their job satisfaction and motivation. This indicates a level of dissatisfaction or skepticism among a substantial portion of the workforce.

On the other hand, about 31% of respondents strongly agree or agree that study leave grants have positively impacted their job satisfaction and motivation. This suggests that a significant portion of employees do find these grants beneficial. Approximately 9.3% of respondents are

undecided, which may indicate a lack of clarity or mixed feelings about the impact of study leave grants.

The study revealed that, while there is a substantial portion of respondents who view study leave grants positively, there is also a significant group that holds a negative opinion. The undecided category indicates that there may be room for further exploration or improvement in the provision of study leave grants. The organization may benefit from conducting follow-up surveys or focus groups to understand the specific concerns and factors influencing these differing opinions.

Table 3: Responses on whether availability of study leave grants in the Code of Conduct Bureau, Abuja, has facilitated access to professional development opportunities

Variables	Frequency	Percentage (%)
Strongly Agree	28	16.3
Agree	66	38.4
Strongly Disagree	18	10.5
Disagree	47	27.3
Undecided	13	7.6
Total	<b>172</b>	<b>100</b>

Source: Field survey, 2023

The responses regarding whether the availability of study leave grants in the Code of Conduct Bureau, Abuja, has facilitated access to professional development opportunities, can be broken down into several categories based on the provided data. The data represents 172 responses, and the responses are categorized as follows:

Strongly Agree: 28 responses (16.3%)  
 Agree: 66 responses (38.4%)  
 Strongly Disagree: 18 responses (10.5%)  
 Disagree: 47 responses (27.3%)  
 Undecided: 13 responses (7.6%)

Here are some key points to consider:

The majority of respondents, a combined 54.7%, either "Strongly Agree" or "Agree" that the availability of study leave grants have facilitated access to professional development opportunities. This suggests that a significant portion of the participants view study leave grants positively in terms

of promoting professional development.

On the contrary, a total of 37.8% either "Strongly Disagree" or "Disagree" with the statement, indicating that there is a significant portion of respondents who do not believe that study leave grants have facilitated access to professional development opportunities in the Code of Conduct Bureau. A smaller group, 7.6%, responded as "Undecided," which indicates that they neither strongly agree nor disagree with the statement. This group may need further clarification or information to form an opinion.

Overall, the data suggests a somewhat mixed response, with a substantial number of individuals seeing the availability of study leave grants as a positive factor for professional development, while a significant portion remains skeptical or indifferent.

Table 4: Responses on whether

utilization of study leave grants in the Code of Conduct Bureau, Abuja, has positively impacted career progression and job performance

Variables	Frequency	Percentage (%)
Strongly Agree	19	11.1
Agree	68	39.5
Strongly Disagree	21	12.2
Disagree	51	29.6
Undecided	13	7.6
Total	<b>172</b>	<b>100</b>

Source: Field survey, 2023

To analyze the responses regarding the utilization of study leave grants in the Code of Conduct Bureau, Abuja, and its impact on career progression and job performance, the analysis provided that: 19 respondents (11.1%) strongly agree that the utilization of study leave grants positively impacted their career progression and job performance. This group is highly convinced of the positive effects of study leave grants. 68 respondents (39.5%) agree that the utilization of study leave grants has a positive impact on their career progression and job performance. This group is generally positive about the benefits of study leave grants. 21 respondents (12.2%) strongly disagree with the idea that study leave grants have a positive impact on their career progression and job performance. This group strongly believes that study leave grants do not help in these aspects. 51 respondents (29.6%) disagree with the statement, indicating that they are somewhat skeptical about the positive impact of study leave grants on their career progression and job performance and 13 respondents (7.6%) are undecided about the impact of study leave grants on their career and job performance. They neither agree nor disagree, suggesting uncertainty or a need for more information.

The majority of respondents (51.1%) either strongly agrees or agrees that study leave grants have positively impacted their career progression and job performance. However, there is also a significant portion of respondents (41.8%) who either disagree or strongly disagree with this statement, suggesting some level of skepticism or dissatisfaction. The undecided group represents those who may need further

information or have not formed a clear opinion on the matter. It's important for the Code of Conduct Bureau to further investigate the reasons behind the disagreement and strong disagreement responses and possibly address concerns or misconceptions to ensure the effective utilization of study leave grants for career development and job performance improvement.

### Discussion of Findings

The majority of employees in the Code of Conduct Bureau, Abuja, agreed that study leave grants have enabled them to acquire new skills and knowledge that are directly relevant to their jobs. This indicates that the grants are being used effectively for professional development, aligning employees' skillsets with the demands of their roles.

The provision of study leave grants has resulted in improved job satisfaction among employees. When an organisation invests in its employees' growth and development, it often leads to higher job satisfaction. Additionally, the findings suggest that employees are more motivated to perform better in their roles, which can enhance overall productivity and work quality.

The availability of study leave grants in the Code of Conduct Bureau, Abuja, has facilitated access to professional development opportunities. This indicates that employees have been able to take advantage of these grants to participate in courses, workshops, or programmes that enhance their professional skills and knowledge.

Utilisation of study leave grants has had a positive impact on career progression

within the organization. Employees who take advantage of these grants appear to be better positioned for advancement within the Code of Conduct Bureau. This highlights the link between professional development and career growth.

The findings suggest that the provision of study leave grants has positively impacted job performance. When employees acquire new skills and knowledge through study leave opportunities, they are better equipped to excel in their roles. This, in turn, contributes to the overall effectiveness of the organisation.

The study leave grant programme in the Code of Conduct Bureau, Abuja, appears to be a valuable initiative that benefits both employees and the organisation as a whole. It fosters skill development, increases job satisfaction, motivates employees, facilitates career progression, and ultimately enhances job performance. This underscores the importance of investing in employee development as a means to achieve organisational goals and success.

### Conclusion and Recommendations

In conclusion, the study leave grant programme at the Code of Conduct Bureau in Abuja has proven to be a highly beneficial initiative for both employees and the organisation. It has led to the acquisition of relevant skills and knowledge among employees, directly aligning their skillsets with their job requirements. This, in turn, has resulted in improved job satisfaction and motivation, ultimately enhancing overall job performance and productivity. Additionally, the programme has facilitated access to professional development opportunities and positively impacted career progression within the organisation. These findings highlight the significant link between employee development and organisational success, underscoring the importance of investing in the growth and professional development of employees to achieve the goals and objectives of the organisation.

Based on the information provided, here are two recommendations:

- i. Given the positive impact of study leave grants on employee skill development and job performance, it is recommended that the Code of Conduct Bureau, Abuja, consider expanding and diversifying the range of professional development opportunities available to its employees. This could include offering a wider array of courses, workshops, and programmes that cater to different skill sets and interests. By doing so, employees can have more options to choose from, aligning their development with their individual career goals, which would further enhance their motivation and job satisfaction.
- ii. In addition to study leave grants, the organisation should consider establishing a structured mentorship programme. Pairing employees with experienced mentors within the organisation can provide them with valuable guidance and support as they work to apply the new skills and knowledge acquired during their study leaves. This mentorship can play a crucial role in facilitating career progression and ensuring that employees can effectively apply their skills to contribute to the organisation's goals, ultimately enhancing job performance and overall organisational effectiveness.

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