



## EFFECT OF FUEL SUBSIDY REMOVAL ON THE JOB PERFORMANCE OF LECTURERS IN TERTIARY INSTITUTIONS IN RIVERS STATE

Joy Adanma Mekuri-Ndimele (Ph.D.)<sup>1</sup> and Philip Festus Ukata (Ph.D.)<sup>2\*</sup>

<sup>1</sup>Department of Office Information and Management, Faculty of Management Sciences, Ignatus Ajuru University of Education, Port Harcourt.

Department of Office Technology and Management, School of Business and Administrative Studies, Captain Elechi Amadi Polytechnic, Rumuola, Port Harcourt, Rivers State, Nigeria.

\*Corresponding Author's Email: [ukata4mephilip@yahoo.com](mailto:ukata4mephilip@yahoo.com) or [phillip.ukata@portharcourtpoly.edu.ng](mailto:phillip.ukata@portharcourtpoly.edu.ng); Tel.: +2348038877937

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**ABSTRACT:** *The already hardship experienced due to poor salary and hyperinflation caused by fuel subsidy removal motivated this study, "Effect of fuel subsidy removal on the job performance of lecturers in tertiary institutions in Rivers state." Two specific objectives, research questions and three null hypotheses guided the study. A descriptive survey research design was adopted. From the population of 78 lecturers, census survey sampling was adopted. A four-point response options questionnaire was used for data collection, and it was validated by three experts. The reliability of the instrument was established using Cronbach's alpha which yielded alpha coefficients of 0.81 and 0.82. Mean was used to answer the two research questions, while one-way analysis of variance (ANOVA) and t-test were used to test the null hypotheses at a 0.05 level of significance. Findings revealed that the extent of the negative effect of fuel subsidy removal on research and publications, class attendance, invigilation and supervisory functions of lecturers was at a high level. It was concluded that the government did not do enough to mitigate the sufferings of lecturers before, during and after fuel subsidy removal via reviewing of salary upwards with the economic practicality. Among other things, it was recommended that the federal and state governments should review lecturers' salaries upward in accordance with the inflation and hyperinflation rates in Nigeria to enable lecturers to meet their family, research, publications and other duties. Parts of the funds from the fuel subsidy removal should be used for that purpose.*

**KEYWORDS:** Fuel subsidy removal, effect of fuel subsidy removal, job performance, lecturers, tertiary institutions.



## INTRODUCTION

During his inauguration on May 29, 2023, Nigerian President Ahmed Bola Tinubu declared that the "fuel subsidy" would be completely eliminated, claiming that the programme has "increasingly favoured the rich more than the poor." He went on to say that with resources running out, the subsidies could no longer be justified by its ever-rising expenses. Instead, we will reroute the money to support greater investments in jobs, public infrastructure, healthcare, education, and other areas that will significantly enhance the lives of millions of people (Yusuf, 2023), stated Mr. Tinubu. The Nigerian oil company, Nigeria National Petroleum Company Limited (NNPCL), reviewed the pump price of petrol just two days after the announcement, increasing it by more than 200 per cent from ₦189 per litre to between ₦480 and ₦570 per litre. Mele Kyari, the Group Chief Executive Officer of NNPCL, stated that "the adjustment of petrol prices with market rates will promote competition and efficiency in the oil market and drop prices naturally." pricing will continue to fluctuate to reflect market dynamics," he said. Officially, fuel subsidies were allowed by the budget through the end of June. However, Mr. Kyari stated that the government lacked the funds necessary to make that payment. "As a nation, the government can no longer afford to pay for fuel subsidies," Mr Kyari stated, pointing out that the government still owed NNPC ₦ 2.8 trillion in unpaid subsidies( Akpo, Chukwurah, Okpe, & Ugbadu, 2023; Yusuf, 2023).

### Fuel Subsidy Removal (FSR)

A type of government intervention known as fuel subsidies lowers the price of petrol by directly providing financial support to oil corporations, ultimately subsidising the product for end users. Nigeria is a major producer of crude oil in Africa, and the country's economy is heavily dependent on this resource. Fuel subsidies have existed in Nigeria since the 1970s. In an effort to lessen the impact of rising worldwide oil prices on Nigerians, the government often supplied fuel to the country's citizens at prices below cost. Fuel subsidies were institutionalised in 1977 with the passage of the Price Control Act (PCA), which made it illegal to sell certain goods, including gasoline for more than the regulated price.

This regulation was put into place by Olusegun Obasanjo's military government in an effort to lessen the effects of the 1970s global large inflation period, which was brought on by a global rise in energy prices (Ogwutum, 2023; Akpo et al., 2023) (Obi, 2023) favoured the elimination of subsidies since President Good luck Jonathan with his time as a member of the Economic Management Team. Obi (2023) categorically stated that since fuel subsidies are a form of organised crime, Nigerians stand to gain much from their eradication. He went on to say that people were basically robbing the nation of its resources and provided statistical evidence to support his argument that Nigerians do not use as much petroleum as they say we do. Nevertheless, he condemned the forceful removal of the petrol subsidy without plans in place to mitigate the suffering of Nigerians. The reduction of subsidies has caused misery and difficulties for Nigerians, he shouted, and the next administration would have enacted "various relieving policies" to alleviate the impact of that decision.



## Effect of Fuel Subsidy Removal (EFSR)

It was anticipated that the elimination of fuel subsidies would have positive effects, including increasing employment, reducing Nigeria's reliance on imported fuel, encouraging domestic refineries to produce more petroleum products, freeing up financial resources for other economic sectors, and directing funds towards the construction of vital public infrastructure. The other goals include lowering government borrowing, reducing corruption related to fuel subsidy payments, increasing competition, reviving domestic refineries, and easing pressure on the exchange rate, as well as minimising the budget deficit and creating a budget surplus in the near future.

The removal of fuel subsidies, however, could have unfavourable effects on the economy, including a short-term decline in GDP growth, an increase in inflation, poverty, fuel smuggling, and crime, as well as an increase in the cost of petroleum products with loss of jobs in the unorganised sector (Ozili & Obiora, 2023). The removal of fuel subsidies often leads to an immediate increase in fuel prices which Nigeria is experiencing in an unpalatable manner. This has set off a chain reaction that has resulted in inflation, hyperinflation, and stagflation, raising transit costs and driving up inflation overall. The stagnated salary and rising cost of products and services have reduced consumers' purchasing power. The high rate of unemployment, the high cost of rent, and the hourly geometric increase in all item prices with static earnings. Financial incentives, which are not specific to university instructors, are said to enhance employee performance, according to (Lares, Sosa-Fey, & Worley, 2020). Work performance and effectiveness are guaranteed when financial and other incentives are regularly used to encourage and reward excellence in the workplace.

One of the responsibilities of university lecturers is to prepare and deliver lectures, tutorials, workshops, and seminars. The job description of a university lecturer also includes developing curricula and course materials that are platform-neutral, working with other academics and lecturers to improve teaching strategies and expand knowledge, assigning and grading homework, assessments, and exams, and uploading results. It also includes conducting research and writing papers, proposals, journal articles, and books, attending and taking part in internal and external meetings, conferences, and other activities, supporting students and other colleagues, and supporting institutional training opportunities and initiatives. Looking at the above university lecturers' job descriptions, there is a need for them to be financially motivated to encourage their job performance (Akpo et al., 2023).

The removal of the fuel subsidy made it necessary for employers to provide financial incentives which can cover a lot of things if the amount is reasonable to university lecturers. These incentives could have included transport allowances, bonuses, salary-based allowances, work-based allowances, performance-related allowances, fringe benefits, gifts, food stocks, special finance allowances, travel allowances, special wage allowances, accommodations and many other benefits. This may be the reason

(Obasiki, 2023) announced that the government has raised the minimum salary paid to workers in Edo State from the approved ₦ 30,000 to ₦40,000. This could be the cause for the rise and promised to improve it even more if the state receives additional funding from the federal government due to the anticipated savings from the removal of the petrol subsidy. Obasiki claims that they are aware of the challenges brought about by this approach, which has increased travel costs and severely reduced state employees' pay. If appropriate steps are not



taken to lessen the financial hardships university lecturers suffer, the elimination of gasoline subsidies may have a severe effect on their effectiveness on the job. For this reason, the Edo State Government is now decreasing, for the time being at least, the number of workdays that civil and public servants must commute to their places of employment from five to three days per week. "Two days a week, employees will now work from home" (Yusuf, 2023).

### **Job Performance of Lecturers (JPL)**

The degree to which lecturers fulfil their duties in terms of teaching, research, development and community service tasks, responsibilities, and activities meant to support students' learning and help them reach their learning objectives is referred to as job performance. Scholars have defined the job performance of lecturers as the extent to which academic staff members of postsecondary institutions carry out a variety of responsibilities (including teaching, research, and community service) (Owan et al., 2020).

An additional definition of academic staff job performance is the correlation between instructional characteristics and students' success in and out of the classroom. Therefore, the withdrawal of fuel subsidies may have an impact on academic staff members' job performance through a variety of channels, including motivation to perform, job dedication, effectiveness as a teacher, and satisfaction. Accordingly, the impact that lecturers' work performance may have on students' and the country's educational outcomes is so great that it cannot be overstated (Akah et al., 2022). The lecturers' job descriptions that included performance requirements included creating course materials and curricula that are platform-neutral; working with other academics and lecturers to improve teaching strategies and increase knowledge; assigning and grading homework, exams, and assessments; conducting research and producing papers, proposals, journal articles, and books; and attending and taking part in internal and external meetings, conferences, and publications. A university lecturer's job description also includes helping students and colleagues, reading widely and producing published work in the field to keep current, and taking part in institutional training opportunities and initiatives.

### **Study Subjects and Moderating Variables (SSMV)**

The study's participants include lecturers, both male and female, with varying degrees of education and years of experience in state and federal public tertiary institutions in Rivers State. Years of teaching experience, level of education, and federal and state control schools are the moderating variables. This is due to the possibility that lecturers at federal institutions may be more affected by the removal of fuel subsidies on the job than those in state institutions due to salary disparities and other incentives. The level of education a lecturer had at the time of this investigation is used as a moderating factor in educational attainment. The following qualifications may be applicable: Doctor of Philosophy (PhD), Bachelor of Science (B.Sc.), Bachelor of Education (B.Ed.), Master of Science (M.Sc.), and Higher National Diploma (HND). Lecturers who work at these postsecondary educational institutions, which are owned by the federal and state governments. Rivers State University (RSU) is a state institution, whereas the University of Port Harcourt and the Federal College of Education (Technical) Omoku (FCET-Omoku) are federal universities. Ignatius Ajuru University of Education (IAUE), Kearsar Wiwa Polytechnic (KENPOLY) and Captain Elechi Amadi Polytechnic (CEAPOLY) are also state institutions. These institutions are used because of the availability of their data in relation to this study. The researchers decided to use these variables because they are likely to influence the topic, "Effect of fuel subsidy removal on the job performance



of lecturers in Rivers state tertiary institutions” For example, a lecturer with Doctor of Philosophy (PhD) may earn better than a lecturer with Master of Science and Bachelor of Science, while federal institution lecturers may or may not feel the effect of fuel subsidy removal on the job performance more than the state tertiary institutions, perhaps as a result of funding and other incentives (Ukata & Udeh, 2022).

Ukata and Okpokwasili, (2024) & Taiwo and Ade-Ajayi, (2015) averred that teachers' educational backgrounds can have a significant effect on the characteristics that are believed to affect effective teaching and learning. Further research by Taiwo and Ade-Ajayi supported the idea that teachers' educational backgrounds can affect their subject-matter expertise, pay, tool selection, use of effective teaching techniques, and classroom management abilities. Accordingly, Top Education Degrees, (2020), postulated that institutional ownership has a significant impact on lecturers' work performance. This may be due to the possibility that federal institutions offer better benefits, pay scales, work conditions, aids, labs, incentive programmes, worker-friendly policies, staff development initiatives, and better working conditions than state institutions (Ukata & Nmehielle, 2023).

Scholars (2013) confirmed that age and teaching experience are two characteristics that affect how well lecturers perform on the job since younger, more experienced lecturers are more likely to perform better and receive better pay than older, less experienced lecturers. The reasons stated above might or might not lessen the effect of the elimination of fuel subsidies on the lecturers' ability to do their jobs. Thus, they are used as relevant variables for this study.

### **Statement of the Problem (SP)**

The elimination of fuel subsidies by Nigerian President Ahmed Bola Tinubu during his inauguration on May 29, 2023, has made a great deal of people's misery and suffering worse. Since everyone attends the same market, lecturers are not exempt. The withdrawal of fuel subsidies has set off a chain reaction that has resulted in inflation, hyperinflation, and stagflation. Financial incentives, which are not specific to university lecturers, are said to enhance employee performance, according to (Lares et al., 2020). Job performance and effectiveness are inevitable when financial incentives are regularly used to reward and promote excellence in the workplace but the government does not seem to be paying attention to these. The lecturers do an excellent job in organising and delivering seminars, workshops, and lectures around the globe. Their job descriptions include teaching students in person, creating course materials and curricula that are accessible on multiple platforms, working with other academics and lecturers to improve teaching strategies and expand their knowledge, assigning and grading homework and assessments, and overseeing and invigilating examinations. In addition, they conduct research and write papers, proposals, journal articles, books, and other written works. They also assist students and other colleagues, read widely, and produce published work. They attend and participate in internal and external meetings, conferences, and workshops which may require finances.

According to the job description for university teachers mentioned above, to support their work performance, it seems they must be financially motivated (Akpo et al., 2023). The issue with this study is that, despite the financial difficulties that Nigerian lecturers already were facing as a result of their inadequate pay packages, the federal government of Nigeria removed fuel subsidies without taking any precautions to lessen the impact that this action would have on lecturers' ability to do their jobs. Moreover, despite relevant literature, it appears that there is a



lack of empirical information regarding the impact of eliminating gasoline subsidies on lecturers' work performance in Rivers State's higher institutions. So, this study is a new path which will provide empirical data to stakeholders as a remedial to the problem facing the Nigerian society.

### **Purpose of the Study (PS)**

The purpose of this study was to determine the effect of fuel subsidy removal on the job performance of lecturers in tertiary institutions in Rivers State. The specific objective of this study was to find out:

1. Effect of fuel subsidy removal on research and publications of lecturers in tertiary institutions in Rivers State
2. Effect of fuel subsidy removal on class attendance, invigilation and supervisory functions of lecturers in tertiary institutions in Rivers State

### **Research Questions (RQ)**

The following three research questions guided the study from the viewpoint of the lecturers, thus:

1. What is the extent of the effect of fuel subsidy removal on research and publications of lecturers in tertiary institutions in Rivers State?
2. To what extent is the effect of fuel subsidy removal on class attendance, invigilation and supervisory functions of lecturers in tertiary institutions in Rivers State?

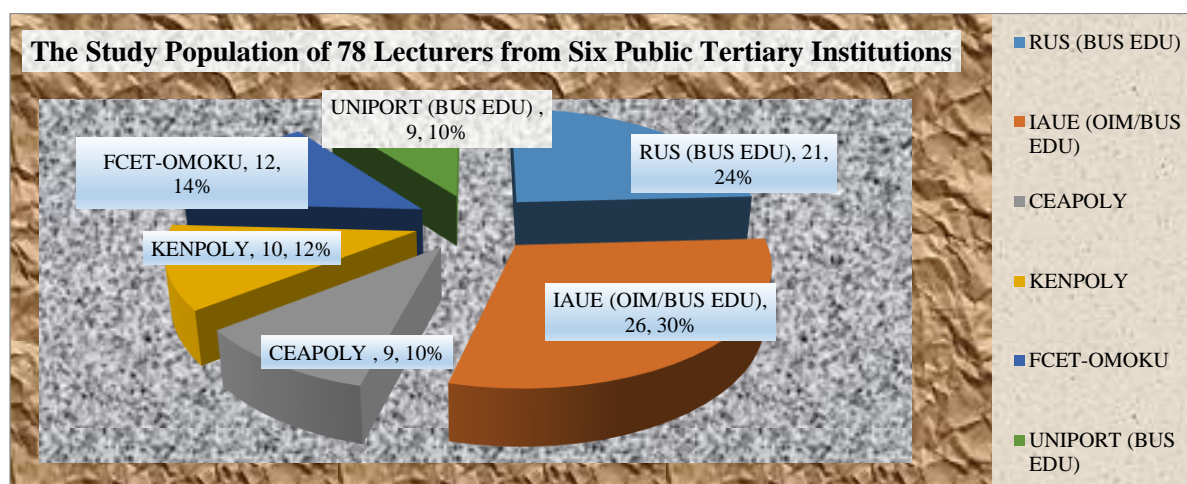
### **Hypotheses**

The following null hypotheses were tested at a 0.05 level of significance:

1. There is no significant difference in lecturers' mean ratings on the extent of the effect of fuel subsidy removal on research and publications based on (PhD, M.Sc. /M.Ed., and B.Sc./B.Ed./HND).
2. Lecturers do not differ in their mean ratings on the extent of the effect of fuel subsidy removal on class attendance, invigilation and supervisory functions based on institution ownership (federal and state).
3. Years of teaching experience (1-5, 6-10, and above 10 years) do not influence lecturers' mean ratings on the extent of the effect of fuel subsidy removal on research and publications.

## METHODOLOGY

The study used a descriptive survey research design to examine how the elimination of gasoline subsidies affected lecturers' performance at higher education institutions in the state of Rivers. The 78 lecturers from six public tertiary institutions in Rivers state, two polytechnics, three universities, and one college of education made up the study's population. The distribution of the population is shown in Figure 1 using Exploded Pie in 3-D.



**Figure 1: Source: (Researchers' creation 2024)**

Because the census survey had a manageable sample size, all 78 lecturers were included. A self-created, four-point response options questionnaire with the title "Effect of Fuel Subsidy Removal on the Job Performance of Lecturers (EFSR-JPL)" was the tool used to gather data. There are seven items in each of Clusters 1 and 2, utilising a real number limit scale of (4.50 to 500), high level (3.50 to 4.49), moderate level (2.50 to 3.49), and low level (1.50 to 2.49). Three specialists from the Nnamdi Azikiwe University's Faculty of Education in Awka validated the questionnaire's contents face-to-face. Ten University of Uyo academics who were not included in the study's population were used to test the instrument's internal consistency and reliability. The reliability coefficient was calculated using Cronbach's alpha, which produced alpha values of 0.81 and 0.82. The instrument's strong reliability coefficient values attest to its dependability. With the help of four research assistants who had received sufficient training on the procedures to be followed, the researchers individually delivered copies of the questionnaire to the respondents at their respective schools. Prior to beginning the study, the researchers went to all of the tertiary institutions and asked the pertinent Heads of Departments for permission. After visiting each school, the researchers and assistants gave the department heads the necessary amount of copies of the instrument so they could give them to the lecturers to complete. Five working days later, the researchers returned to pick up the completed copies.

Seventy-two copies of the instrument were filled out accurately, saved, and utilised to analyse the data. It took one month for the instrument to be validated, reliable, administered, and retrieved. The two study-specific objectives were addressed and the degree of homogeneity or heterogeneity in the respondents' viewpoints with respect to the questionnaire items and the aggregated mean were determined using the arithmetic mean and standard deviation. The three null hypotheses were tested at the 0.05 level of significance using the one-way analysis variance (ANOVA) and independent sample t-test. Since the ANOVA measured a single



categorical independent variable with three levels, it was utilised for the null hypotheses 1 and 3. Likewise, since null hypothesis 2 only included one independent variable and two levels, the independent sample t-test was utilised to test it. When the computed significant (Sig.) value, or p-value, was more than or equal to ( $\geq$ ) the alpha value of 0.05, the null hypothesis was accepted. The null hypothesis was rejected in any other case. Version 25 of the Statistical Package for Social Sciences (SPSS) was used to analyse the data

## RESULTS PRESENTATION (RP)

**Table 1: Respondents' mean ratings on the extent of effect of fuel subsidy removal on research and publications of lecturers**

					N = 72
S/N	Effect of fuel subsidy removal	research on	$\bar{X}$	SD	Remarks
publications					
1	Fuel subsidy removal has reduced the rate of	research for publications	3.60	.88	High Level
2	Due to fuel subsidy removal the rate of publishing	articles in national journals reduced	3.67	.92	High Level
3	Fuel subsidy removal has stopped me from	publishing articles in international journals	3.75	.81	High Level
4	Due to fuel subsidy removal, publishing articles in	h-index journals has ended	3.76	.78	High Level
5	Fuel subsidy removal stopped you from publishing	articles in i10-index journals	3.72	.85	High Level
6	Fuel subsidy removal has stopped textbook	publications	3.56	.84	High Level
7	Fuel subsidy removal has ended the chapter	contribution publication	3.47	.88	Moderate Level
<b>Aggregate Mean</b>			<b>3.64</b>		<b>High Level</b>

Table 1 demonstrates that the mean scores for six of the seven items regarding the effect of eliminating fuel subsidies on lecturers' research and publications ranged from 3.58 to 3.76, indicating a high level of effect. The remaining one has a modest level, with a mean score of 3.47. 3.64 was the aggregate mean, indicating a high level. This indicates that there was a high level of effect of the elimination of gasoline subsidies on lecturers' research and publications. The standard deviation, which varied from 0.78 to 0.92, indicates that respondents' opinions were homogeneous on the removal of fuel subsidies.





**Table 2: Respondents' mean ratings on the effect of fuel subsidy removal on class attendance, invigilation and supervisory functions of lecturers.**

S/ N	Effect of Fuel Subsidy Removal on class attendance, invigilation and supervisory functions	$\bar{X}$	SD	N = 72 Remarks
8	Due to fuel subsidy removal, attending classes was very difficult because high cost of fuel and transportation	3.57	.91	High Level
9	Attending meetings became difficult due to fuel subsidy removal	3.75	.86	High Level
10	Due to fuel subsidy removal, the number of times attending to projects students in the office was reduced	3.60	.88	High Level
11	Due to fuel subsidy removal, attending examination invigilation was difficult	3.67	.92	High Level
12	Due to fuel subsidy removal, the number of time visiting SIWES students were drastically reduced	3.75	.81	High Level
13	Due to fuel subsidy removal, the number of time of visiting teaching practice students were hugely reduced	3.76	.78	High Level
14	Fuel subsidy removal has affected my mobility in handling office functions negatively	3.72	.85	High Level
<b>Aggregate Mean</b>		<b>3.69</b>		<b>High Level</b>

Table 2 demonstrates that the mean scores for each of the seven items regarding the effect of the elimination of fuel subsidies on lecturer supervision, invigilation, and attendance ranged from 3.57 to 3.76, indicating a high level. 3.69 was the aggregate mean, indicating a high level. This indicates that there was a high-level effect of the elimination of fuel subsidies on lecturer supervision, invigilation, and attendance. The standard deviation, which varied from 0.78 to 0.92, indicates that respondents' opinions were homogeneous.

### Testing of Hypotheses (TH)

**Table 3: ANOVA summary of lecturers' mean ratings on the extent of the effect of fuel subsidy removal on research and publications based on (PhD, M.Sc. /M.Ed., and B.Sc./B.Ed./HND).**

Sources of Variance	Sum of Squares	of Df	Mean Square	F-cal.	Sig.	Decision
Between Groups	2.258	2	1.129	1.398	.483	Accept $H_{01}$
Within Groups	53.357	70	.877			
Total	55.615	72				

At degrees of freedom of 2 and 70, Table 3 displays a computed F-value of 1.39 with a significant (sig.) p-value of 0.48, which is higher than the alpha value of 0.05 ( $0.48 > 0.05$ ). Thus, it was decided to accept the null hypothesis ( $H_{01}$ ). This indicates that, when it comes to the degree to which the elimination of fuel subsidies has affected research and publications, lecturers' mean ratings show no discernible variation depending on their level of education.



**Table 4: The t-test of lecturers on mean ratings on the extent of the effect of fuel subsidy removal on class attendance, invigilation and supervisory functions based on (federal and state).**

Ownership	N	Mean	SD	Df	t-value	Sig.	Decision
State	53	3.86	.92	70	.83	.45	Accept H <sub>02</sub>
Federal	19	3.73	.87				

A computed t-value of 0.83 with a significant (sig.) p-value of 0.44 is displayed in Table 4; for 70 degrees of freedom, this value is higher than the alpha value of 0.05 ( $0.45 > 0.05$ ). Consequently, it was decided to accept the null hypothesis two. This indicates that there was no difference in the lecturers' opinions on the effect of eliminating fuel subsidies on class attendance, invigilation and supervisory functions based on institutional ownership.

**Table 5: ANOVA summary on how (1-5, 6-10, and above 10 years) do not influence lecturers' mean ratings on the extent of the effect of fuel subsidy removal on research and publications.**

Sources of Variance	Sum of Squares	Df	Mean Square	F-cal.	Sig.	Decision
Between Groups	2.258	2	1.429	1.478	.493	Accept H <sub>03</sub>
Within Groups	45.457	70	.777			
Total	46.515	72				

At degrees of freedom of 2 and 70, Table 5 displays a computed F-value of 1.47 with a significant (sig.) p-value of 0.49, which is higher than the alpha value of 0.05 ( $0.49 > 0.05$ ). Thus, it was decided to accept the null hypothesis (H<sub>03</sub>). This indicates that lecturers' mean ratings of the degree to which the elimination of fuel subsidies has affected research and publications are not affected by their years of teaching experience.

## DISCUSSION OF FINDINGS

The study's findings demonstrate the significant harm the elimination of fuel subsidies did to lecturers' research and publications. The findings were supported by Ozili and Obiora, (2023), who lamented the detrimental effects of the removal of fuel subsidies, which included a short-term decline in economic growth and an increase in poverty because of an increase in inflation and hyperinflation. The study's findings also show that the elimination of fuel subsidies had a significant detrimental impact on lecturer supervision, invigilation, and attendance. This result was consistent with the hypothesis made by Yusuf (2023), who lamented that the challenges of this policy have generated rising costs of transit and its severe impact on the wages of federal and state employees is enormous. Because of the difficulties they are encountering, the elimination of fuel subsidies has a negative influence on tertiary institution lecturers' job performances. "It was for that reason Edo State Government reduced the number of work days that civil and public servants will have to commute to their workplaces from five days to three days a week till further notice. "Workers will now work from home two days every week (Obasiki, 2023)." The action was to reduce the pains occasioned by the fuel subsidy removal.



The study's findings also show that, when it comes to the impact of fuel subsidy removal on research and publications, lecturers' mean ratings show no noticeable variation based on educational attainment. The results of this study disagreed with those of Taiwo and Ade-Ajayi, (2015), who found that perceived factors influencing effective teaching and learning might be greatly influenced by the educational background of teachers. Further research by Taiwo and Ade-Ajayi (2015) supported the idea that teachers' educational backgrounds can affect their subject-matter expertise, pay, tool selection, use of effective teaching techniques, and classroom management abilities.

This seems not so in this case. Despite the various educational attainments, the various governments at different levels differed in their salary packages, the inflation and hyperinflation rates had serious negative effects on the research and publications of the lectures.

Accordingly, the study's findings demonstrate that lecturers' mean ratings of the effect of eliminating fuel subsidies on class attendance, invigilation, and supervisory duties based on institution ownership were similar. The study's findings differed with Top Education Degrees (2020) which claimed that lecturers' job performance is significantly impacted by the ownership of their institutions. This is due to the possibility that federal institutions offer superior benefits, compensation, work conditions, aids, labs, incentive programmes, worker-friendly policies, staff development, and wage packages than state institutions. In this case, it seems not so because almost all the lecturers complained of the hardship. Despite institutional differences in remuneration packages prior to the loss of fuel subsidies, the nation's rates of inflation and hyperinflation have completely reversed the situation and placed academics in a precarious financial condition.

Lastly, the study's findings showed that lecturers' mean ratings of the degree to which the removal of fuel subsidies has affected research and publications was unaffected by their years of teaching experience. The study's findings contradicted Scholars (2013) asserted that age and teaching experience are two factors that affect how well lecturers perform on the job because younger, more experienced lecturers are more likely to perform at a higher level and earn more money than older, less experienced ones. Even with years of experience, the amount of harm that the removal of fuel subsidies has caused to lecturers attendance, invigilation, and supervisory duties remains incomprehensible, as many lecturers are finding it incredibly difficult to meet their basic needs let alone to meet their job demands.

## CONCLUSION

According to the study's findings, the government did not take sufficient action to lessen the suffering of lecturers prior to, during, and after the removal of fuel subsidies. It was also concluded that the removal of fuel subsidies had a significant negative effect on lecturers' meeting their family's needs, research and publications, as well as attendance to class and their ability to perform supervisory and invigilating duties due to high inflation and hyperinflation.



## RECOMMENDATIONS

Based on the findings and conclusion of the study, the following recommendations were made:

1. To enable lecturers fulfil their obligations to their families, research, and publications, the federal and state governments should re-examine and raise lecturers' salaries in line with Nigeria's rates of inflation and hyperinflation. For that reason, a portion of the proceeds from the reduction of fuel subsidies should be allocated. The government should also reduce the amount that political office holders receive in take-home pay and allowances in order to collect more money for tertiary institution operations and to maintain systemic equilibrium.
2. To end financial hardship, state and federal governments ought to offer university lecturers financial incentives. Free transport should be available, as well as soft loans for accommodation and vehicles. To help with class attendance, invigilation, and supervisory duties, the administration of higher education institutions should provide financial support to the lecturers from Internally Generated Revenue.

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