

Compliance with Labour Laws and Employee Resignations in Electrical Engineering Enterprises in Rivers State, Nigeria

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Abstract: The study investigated the relationship between labor laws compliance and the reduction of employee resignation. The objective of the study was to empirically determine how labor laws compliance relates to the reduction of employee resignation in electrical engineering firms in Rivers State in terms of forced resignation, inclusive resignation, and frustrated resignation. Therefore, the exploratory survey research design was adopted for the study. The study population consisted of eight hundred and forty-six (846) permanent staff from twenty-five (25) fully registered Electrical Engineering Firms in Rivers State. By employing the Krejcie and Morgan Sample Size Determination Table of 1970, the study's sample size consisted of two hundred and sixty-five (265) permanent staff from twenty-five (25) fully registered Electrical Engineering Firms in Rivers State. Considering the disparity in the staff strength of the organizations, Bowley's (1960) Population Appropriation Formula was applied to determine the sample unit for each of the firms. A total of two hundred and sixty-five (265) copies of the questionnaire were distributed, and the researcher could retrieve 253 copies of the questionnaire correctly filled. The data obtained from the field were analyzed using Spearman's Rank Order Correlation Coefficient and t-test with the aid of SPSS Version 22.0. In the study, three hypotheses were tested using Spearman Rank Order Correlation. The study found a significant positive relationship between labor laws compliance and the reduction of employee resignation in electrical engineering firms in Rivers State in terms of forced resignation, inclusive resignation, and frustrated resignation. The study concluded that labor laws compliance are labor tools organizations can utilize to reduce employee resignation, especially in terms of forced resignation, inclusive resignation, and frustrated resignation. The study recommended, among others, that electrical engineering firms should pay fair wages, overtime allowances, extra bonuses, and attractive salaries in order to boost employee satisfaction, which will bring about significant employee retention.

Keywords: Labor law Compliance, Employee Resignation, Forced Resignation, Inclusive Resignation, and Frustrated Resignation.

Background of Study

Resignation is the phrase used to describe the decision made by an employee to end their job. It is important to distinguish between this voluntary move and the employee's termination. There are several potential reasons for resigning, including: new job prospects; dissatisfaction at the existing employer; relocation; further education or professional growth; and others. Very few things aggravate managers more than when a top employee opts to work for a competitor rather than them (or even down the hallway to another department). Employee engagement initiatives are, therefore, often used to reduce the frequency of employee resignation. Many businesses make a concerted effort to create work cultures that increase job happiness, encourage people to find meaning in their work, reward and recognize employees for their efforts, and foster personal and professional growth. According to Roder (2019), it is possible to lower the number of employee resignations by developing an onboarding strategy that aids in assimilating new hires into the culture, establishing clear objectives and goals, recognizing talent, and maintaining open lines of communication.

Labor laws compliance (also known as industrial laws compliance) is the strict adherence of employers/organizations to the compensation, health/safety, and maternity laws in a particular nation or state that serve as a guide for employees and their employers in order to maintain a healthy, tranquil, performing, and productive work environment as well as society. Compliance with industrial regulations involves more than simply avoiding fines; it also entails keeping a safe and healthy workplace for all your employees and treating them fairly (Molchanov, 2017). You can create a sustainable, long-lasting firm by adhering to federal industrial legislation and local and state restrictions.

Aim and Objectives of the Study

The study aimed to investigate the relationship between labor laws compliance and the reduction of employee resignation in Electrical Engineering Firms in Rivers State. The specific objectives of the study include the following:

1. To determine the relationship between labor laws compliance and forced resignation in Electrical Engineering Firms in Rivers State.
2. To examine the relationship between labor laws compliance and inclusive resignation in Electrical Engineering Firms in Rivers State.
3. To ascertain the relationship between labor laws compliance and frustrated resignation in Electrical Engineering Firms in Rivers State.

Research Hypotheses

Based on the above objectives, the researcher formulated the below research hypotheses:

- Ho₁: There is no significant relationship between labor laws compliance and forced resignation in Electrical Engineering Firms in Rivers State.
- Ho₂: There is no significant relationship between labor laws compliance and inclusive resignation in Electrical Engineering Firms in Rivers State.
- Ho₃: There is no significant relationship between labor laws compliance and frustrated resignation in Electrical Engineering Firms in Rivers State.

Theoretical Framework

The study was strengthened using Equity Theory by John Stacey Adams. Adams' a workplace and behavioral psychologist who developed his job motivation theory in 1963. Adams' Equity Theory of motivation states that positive outcomes and high motivation levels can be expected only when employees perceive their treatment to be fair. The theory is hinged on the assumption below:

- The theory is built on the belief that employees become de-motivated, both about their job and employer, if they feel their inputs are more significant than the outputs.

From the premise above, it can be inferred that employees can react to that belief in a variety of ways, such as demotivation (typically to the extent the employee perceives the disparity between the inputs and the outputs exists), decreased effort, becoming displeased, or, in more extreme cases, perhaps even becoming disruptive. Like many of the more well-known theories of motivation (such as Herzberg's Two-Factor Theory and Maslow's Hierarchy of Needs), Adams' Equity Theory recognizes that minute and unpredictable factors influence a worker's evaluation and perception of their relationship with their work and employer. According to Adams' Equity Theory, there should be a fair balance between an employee's inputs (hard labor, skill level, acceptance, enthusiasm, etc.) and their outputs (salary, benefits, intangibles such as recognition, and so on). According to the notion, striking this equilibrium helps to ensure that a solid and fruitful relationship is developed with the employee, creating satisfied and motivated workers as a whole.

Labor Law Compliance

Federal and state governments both have robust labour laws in place. The purpose of labour law legislation is to safeguard employee rights, and employers must become more knowledgeable about these laws. You must abide by these regulations as a business owner, or serious financial repercussions might hurt your bottom line. Therefore, compliance with labour laws must always be a top priority for small businesses.

Labor (Industrial) laws mediate relations between employees, employers, unions, and the government. They are also referred to as labor laws or employment laws. Employee, employer, and union relationships are the tripartite relationship in collective industrial law. Individual industrial law is concerned with the rights of employees at work, including through the employment contract. Employment standards are social norms that, in some situations, can include technical requirements for the bare minimum socially acceptable working conditions permitted for employees or independent contractors. Industrial law is enforced by government organizations.

It is difficult to overestimate the significance of employee rights as defined by legislation (via industrial laws) (Dupper & Colin, 2016). The law protects employees regarding their payroll, hourly pay, safety, and fairness. In addition, the laws establish ways to inform workers of their rights and obligations and give them tools for retaliation when violations are discovered. The laws are also meant to help employers. The legislation upholds an employer's ability to employ staff and, if required, terminate them at will. Operational ambiguities are avoided by setting precise legal requirements and providing guidance materials to help employers fulfill their obligations. The advantages go far beyond the workplace. By establishing standards that limit child labor, lower the incidence of illnesses and injuries associated with the workplace, and offer procedures for treating the country's workforce fairly, our society becomes more civilized and compassionate.

This research defines labor law compliance as the strict adherence of employers/organizations to the compensation, health/safety, and maternity laws in a specific nation or state that serve as a guide for employees and their employers in order to maintain a healthy,

tranquil, performing, and productive work environment as well as society. Compliance with industrial regulations involves more than simply avoiding fines; it also entails keeping a safe and healthy workplace for all your employees and treating them fairly (Molchanov, 2017). As a result, you can create a sustainable, long-lasting firm by adhering to federal industrial legislation and local and state restrictions.

The main sources of employment laws in Nigeria include:

- a. the Constitution of the Federal Republic of Nigeria 1999 (as amended) (the “Constitution”);
- b. the Labour Act, Chapter L1, Laws of the Federation of Nigeria 2004 (“Labour Act”);
- c. federal laws enacted by the National Assembly (Nigeria’s national legislative houses) and the State laws enacted by the House of Assembly (the state legislative authority) of each state that relate to labour and employment, pension and workplace compensation including the following:
 - Employees’ Compensation Act 2010.
 - Factories Act, Chapter F1, LFN 2004.
 - Finance Act, 2021.
 - Industrial Training Fund, Chapter 19, LFN 2004 (as amended).
 - National Health Insurance Scheme Act, Chapter N42, LFN 2004.
 - National Housing Fund Act, Chapter N45, LFN 2004.
 - Nigerian Oil and Gas Industry Content Development Act 2010.
 - Pension Reform Act 2014.
 - Personal Income Tax Act, Chapter P8, LFN 2004 (as amended by the Personal Income Tax (Amendment) Act, 2011).
 - Trade Disputes Act, Chapter T8, LFN 2004.
 - Trade Unions Act, Chapter T14, LFN 2004 as amended by the Trade Union (Amendment) Act 2005.
 - National Industrial Court Act.
 - Nigeria Data Protection Regulation 2019 issued by the National Information Technology Development Agency.
- d. decisions of the Nigerian courts – case laws; and
- e. international conventions, treaties and protocols relating to labour, employment, workplace, industrial relations or matters connected therewith that have been ratified by Nigeria.

Employee Resignation

A resignation is a voluntary separation from a position of work (Winkle, 2019). In other words, the employee willingly leaves their job and informs the employer of their decision. Employees may be required to provide written notice of their resignation to their employer in the form of a letter (or email). Employees leave their jobs for various reasons, including retirement, pursuing a lifetime ambition of being a puppeteer, accepting a job offer from another company with a higher salary or better benefits, and moving to a new state or country. Suppose you are a manager or a member of the HR department. In that case, you might want to inquire politely about the employee’s intentions because the response may point to issues that need to be addressed within the organization. Nevertheless, above all else, your job is to be courteous and professional when an employee resigns.

Employee resignation is a situation that cannot be avoided in organizational life. However, regardless of how strongly they may be persuaded to stay, executives owe it to the company and themselves to take proactive measures each day to reduce the risks and be prepared to deal with those individuals who are determined to leave the company. This work measures employee resignation reduction in forced, inclusive, and frustrated resignation.

Measures of Employee Resignation

Forced Resignation: Even while everyone aspires to be the “ideal” employee, there isn’t such such thing, thus it’s impossible. When you can’t help but make errors at work, the best course of action is to take what you’ve learned and move on. Unfortunately, some of these problems may be repeated, which is bad for employers and has long-term effects for the business. Employers may encounter more issues from a single employee than they would want to from certain firms. Therefore, some might favour voluntary resignation to trying to change the situation, even even making it the more appealing choice if required. In contrast to a normal contract termination, doing so will be noted as a forced resignation.

Using pre-employment testing in the hiring process can reduce many problems that lead to forced resignation (Lauren, 2021). In addition, aptitude and skills assessments can indicate learning ability and the likelihood that a candidate will successfully finish

training; for instance, one of the significant reasons for involuntary turnover is that new hires do not absorb and implement the training they are given sufficiently.

Similarly, some personality tests can be used to determine whether a worker is likely to participate in unproductive work habits that could harm a company. Theft, being late, lying, and squandering time are a few instances of counterproductive workplace practices. Integrity tests can be used to determine whether a candidate is most likely to be a successful, dependable, and conscientious worker who is less likely to exhibit inappropriate behavior at work.

Inclusive Resignation: According to the idea behind this study, inclusive resignation is a state of resignation in which both the employee and the employer agree that the employee should resign from their position due to a physical or emotional struggle that has left a mark on the employee's life. Employees occasionally experience bodily mishaps that cause such severe physical harm that they cannot perform their job functions for the company. They will then face a complex job scenario that is uncomfortable for them and their employer. Some retire this way while still in the hospital, meaning they won't have to return to work after their stay. They may experience trauma due to accidents or other events, making it challenging to function at work. This suggests they no longer have the mental and emotional resources to manage their jobs, negatively impacting the organization's performance and production. Therefore, they must leave.

Occasionally, inclusive resignation occurs across all types of organizations. According to (Seung-Ho, 2019), one of the most challenging circumstances at work is having to fire an employee who has grown into a resource since there is no other option for the company. This is true since the company is frequently faced with emotional circumstances. They sincerely wish they could maintain such an employee, but business ethics forbid it. Sometimes an organization will implement a policy that will allow a specific employee to immediately get a substantial salary and a lifelong pension from the company. With this, the organization and the employee feel satisfaction and inner peace. By inclusive resignation, the employer and employee are both trying to be fair to each other; they have no choice but to let the employee go.

Frustrated Resignation: This happens when workers voluntarily leave their jobs due to unhappiness with their current positions (Boe *et al.*, 2018). There are several reasons why employees could decide to leave their jobs. For example, they might not be happy with their job or pay, want to change careers, or have already accepted another offer. In addition, frustrated resignation frequently occurs when competent workers leave their employment due to unpleasant roles the company or employer is playing towards them, as opposed to involuntary turnover, which typically entails employees being fired for subpar performance. As a result, a disgruntled employee's resignation can cost a company a lot of money because of the expenses involved in finding and hiring a replacement.

Frustrated resignation occurs when employees are highly dissatisfied with how the company treats them. Making an effort during the hiring process to ascertain an applicant's "work fit" or job suitability for a particular role is one strategy to reduce the frustrated resignation rate. Employers should make an effort to determine how likely it is that future workers will feel happy and content in their jobs. Companies may, for instance, give pre-employment personality tests to job candidates to see whether their personality attributes match the requirements of the position. Certain personality traits are better suited to particular job kinds. For instance, extroverted candidates might not enjoy working in a position with little opportunity for interpersonal engagement.

Frustrated resignation is the termination of employment by an employee due to prolonged, intolerable discomfort and unhappiness at their place of employment. According to Watlington *et al.* (2010), employees might become frustrated by the treatment (deliberate and inadvertent) they receive at work, just as bosses can be by their workers' performance. Such unease or discontent may originate from the management, coworkers, clients, or others. Even if it means losing them or the company, for such an individual, leaving that workplace is the only way to feel alive again. (Tracey & Hinkin, 2017).

Methodology

The exploratory survey research design was adopted for the study. The population of the study consisted of eight hundred and forty-six (846) permanent staff from twenty-five (25) fully registered Electrical Engineering Firms in Rivers State (Source: Rivers State Yellow Pages Directory). By employing the Krejcie and Morgan Sample Size Determination Table of 1970, the study's sample size consisted of two hundred and sixty-five (265) permanent staff from twenty-five (25) fully registered Electrical Engineering Firms in Rivers State. Considering the disparity in the staff strength of the organizations, Bowley's (1960) Population Appropriation Formula was applied to determine the sample unit for each of the firms.

The instrument for primary data was titled "Labor Laws Compliance and Employee Resignation Index" (LLC-ERI)," designed on 5 point rating scale with the following response options: Very Great Extent (VGE), Great Extent (GE), Low Extent (LE), and Very Low Extent (VLE). Cronbach's alpha via Statistical Package for the Social Sciences (SPSS) was used to ascertain the instrument's reliability. The least Cronbach's alpha level obtained was 0.75, which indicated a highly reliable coefficient. Based on Nunnally's (1978) criterion of 0.70, a reliability coefficient above 0.70 was considered to indicate good or reliable instruments.

A total of two hundred and sixty-five (265) copies of the questionnaire were distributed, and the researcher could retrieve 253 copies of the questionnaire correctly filled. In handling the data analysis, hypotheses were tested using Spearman's Rank Order Correlation Coefficient via the Statistical Package for Social Sciences (SPSS) version 20.0. The Spearman's (rho) correlation was used to analyze the relationship between independent and dependent variables at $P < 0.05$ (two-tailed test). The formula is presented below:

$$r = 1 - \frac{6\sum d^2}{n(n^2 - 1)}$$

Where:

\sum = Summation.

n = number of pairs of data

d = difference between the ranking in each data set.

Decision Rule: The tests of hypotheses will be considered two-tailed and carried out at a 95% confidence interval.

Results/Findings

- Ho₁: There is no significant relationship between labor laws compliance and forced resignation in Electrical Engineering Firms in Rivers State.
- Ho₂: There is no significant relationship between labor laws compliance and inclusive resignation in Electrical Engineering Firms in Rivers State.
- Ho₃: There is no significant relationship between labor laws compliance and frustrated resignation in Electrical Engineering Firms in Rivers State.

Table 1: Correlations between Labor Laws Compliance and Employee Resignation

		Labor Laws Compliance	Forced Resignation	Inclusive Resignation	Frustrated Resignation
Spearman's rho	Labor Laws Compliance	1.000	.691**	.838**	.724**
	Correlation Coefficient				
	Sig. (2-tailed)	.000	.000	.000	.000
	N	253	253	253	253
	Forced Resignation	.691**	1.000	.889**	.648**
	Correlation Coefficient				
	Sig. (2-tailed)	.000	.	.000	.000
	N	253	253	253	253
	Inclusive Resignation	.838**	.889**	1.000	.722**
	Correlation Coefficient				
	Sig. (2-tailed)	.000	.000	.000	.000
	N	253	253	253	253
	Frustrated Resignation	.724**	.648**	.722**	1.000
	Correlation Coefficient				
	Sig. (2-tailed)	.000	.000	.000	.000

N	253	253	253	253
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Source: SPSS Output

Column two of table 1 above shows an r-value of 0.691 at a significant value of 0.00, less than the chosen alpha level of 0.05 for the hypothesis relating to labor laws compliance and forced resignation. Since the significance level is less than the alpha level of 0.05, the null hypothesis (H_{01}), which states that there is no significant relationship between labor laws compliance and forced resignation in Electrical Engineering Firms in Rivers State, was rejected. This implies a strong positive relationship between labor laws compliance and forced resignation in Electrical Engineering Firms in Rivers State.

Column three of table 1 above shows an r-value of 0.838 at a significant level of 0.00, less than the chosen alpha level of 0.05 for the hypothesis relating to labor laws compliance and inclusive resignation. Since the significance level is less than the alpha level of 0.05, the null hypothesis (H_{02}), which states that there is no significant relationship between labor laws compliance and inclusive resignation in Electrical Engineering Firms in Rivers State, was rejected. This implies a solid positive relationship between labor laws compliance and inclusive resignation in Electrical Engineering Firms in Rivers State.

Column four of table 1 above shows an r-value of 0.724 at a significant value of 0.00, which is greater than the chosen alpha level of 0.05 for the hypothesis relating to labor laws compliance and frustrated resignation. Since the significance level is less than the alpha level of 0.05, the null hypothesis (H_{02}), which states that there is no significant relationship between labor laws compliance and frustrated resignation in Electrical Engineering Firms in Rivers State, was rejected. This implies a strong positive relationship between labor laws compliance and frustrated resignation in Electrical Engineering Firms in Rivers State.

These results showed that more organizations complying with labor laws such as compensation, health/safety compliance, and maternity compliance could significantly reduce forced resignation, inclusive resignation, and frustrated resignation.

Summary of Findings

The following findings were made from the above empirical analysis:

1. There is a strong positive relationship between labor laws compliance and forced resignation in Electrical Engineering Firms in Rivers State.
2. There is a strong positive relationship between labor laws compliance and inclusive resignation in Electrical Engineering Firms in Rivers State.
3. There is a strong positive relationship between labor laws compliance and frustrated resignation in Electrical Engineering Firms in Rivers State.

Discussion of Findings

Table 1 in the analysis revealed a strong positive relationship between labor laws compliance and forced resignation in Electrical Engineering Firms in Rivers State. This research implies, in a sense, that adhering to employees' health and safety demands can lower employee resignation, particularly forcible resignation. This is true because meeting employees' health and safety needs can help them feel strongly valued, improving their commitment and output. And to a considerable extent, a committed and productive employee is not far from a forced resignation. Given that the employee is performing well inside the company in terms of competition, this circumstance will likely close the door against a forced resignation. In Base's (2015) research, he found that there is overwhelming evidence connecting employee productivity and intention to stay with their health and safety. It also demonstrates how companies are becoming more aware of this connection and are motivated to enhance workers' health by enhancing benefit plans for workforce protection and health promotion.

Many businesses don't penalize workers who miss a certain number of work days due to illness. Some firms let workers collect unused sick time that can be used in the event of serious diseases. Others compensate workers for lost, sick time. Some businesses have focused on rewarding workers who don't take sick days by paying them well-paying supplementary wages (Bray, 2017). Companies that offer attractive extra benefits, such as health and safety packages, have an advantage over rivals in attracting and keeping brilliant employees over the long term (Capps & Harkey, 2016). The fringe benefits are that they inspire and motivate employees to produce more, operate more cohesively, and experience fewer turnovers (Christantus, 2017). At this point, it should be clear that adhering strictly to employees' needs for health and safety helps to boost their satisfaction and dedication, which will lead to greater productivity and employee turnover, potentially preventing every wave of forcible departure.

The test result in table 1 showed a solid positive relationship between labor laws compliance and inclusive resignation in Electrical Engineering Firms in Rivers State. Abiding by maternity leave policies inside the company is a powerful solution to excessive employee turnover. In support of this claim, Capps and Harkey (2016) discovered in a study on the effect of maternity leave on employee turnover that the time and other valuable benefits provided to nursing mothers allow them to reenergize and also increase their loyalty, commitment, and performance, among other things, within the company. It is clear that for many women, maternity leave is a time when they may relax and enjoy excellent treatment from their spouses and other family members in addition to taking care of their newborn. Giving them suitable months and all the necessary items would benefit both the company and the employees. The only reason they might not experience a psychological or emotional breakdown that could cost them their job is that. They might not need to engage in any arduous task that could result in an accident or a mental or emotional collapse if they have the necessary packages. According to Nathan (2018), some nursing women experience financial trouble, which is why some get into domestic or other accidents while attempting to support themselves and their infants. Many of these scenarios can be avoided, and inclusive resignation won't be necessary if businesses can ensure that proper maternity leave and its benefits are followed.

Maternity benefits productivity, employee loyalty, and even retention. These can give the organization enormous value, as savvy business owners know. Whether paid or unpaid, maternity leave may appear to be a cost in the business world. But in addition to attracting talent, maternity leave policies can offer significant advantages for businesses. Maternity absence can complicate matters for small- to medium-sized firms as well. It can be challenging to cover workload and shifts, but more and more businesses realize the value of offering maternity leave benefits as substantial as they can afford. Ordinary maternity leave (OML) is defined as the first 26 weeks, and extra maternity leave is defined as the second 26 weeks (AML). Employees may take up to 52 weeks (Morris, 2019). Different businesses, however, have the authority to determine how long a nursing mother should take off from work. However, giving a nursing mother her due time and other benefits is advantageous to the company because she will return to work feeling better rested and energized. Additionally, it is claimed that this employee has grown more devoted to the company. Additionally, the organization's worries about such employees leaving unexpectedly are minimal or nonexistent.

The analysis results in table 1 above revealed a strong positive relationship between labor laws compliance and frustrated resignation in Electrical Engineering Firms in Rivers State. In another sense, the implication of this finding is that adopting compensation by an organization, such as an electrical engineering firm, could reduce employee resignation, especially frustrated resignation. This further means that paying employees with enough salary, benefits, and other forms of remuneration will likely result in contented workers eager to stick with the company for a decent length of time. Effective performance is fundamentally dependent on the payment of decent salaries and wages. Accordingly, a study by Gneezy *et al.* (2015) discovered that establishing a solid and satisfying compensation structure results in an increase in employee intention to stay, which is caused by employee satisfaction. Therefore, it is crucial that employees' different requirements, particularly those related to their pay and other fringe benefits, can be met by their employers if they remain motivated to work for them.

Further, it is essential to remember that financial rewards frequently drive employees and that a worker's pay significantly impacts his productivity and his intention to remain with the company. Employees view their pay and benefits as a reflection of the value their employers and organizations place on them. Consequently, a worker's level of appreciation might directly affect his level of motivation as a whole (Woods, 2017). If a worker is content with his wage, he is likelier to work to his full ability. A person with greater pay feels more driven to do well at work to please his employer and keep his job. This suggests that financial and non-financial rewards, such as salaries, bonuses, and other forms of pay, provide workers with a sense of stability and accomplishment. As a result, an employee who receives timely and satisfactory pay will work hard to ensure increased production and will want to stay with the company for a respectable amount of time (i.e., there is an absence of frustrated resignation). Although money is frequently cited as the single most crucial variable in a person's decision to join, stay, or leave an organization, Bakledi and Al Saud (2017) contend that salary is insufficient to guarantee a person will remain loyal and content with the latter.

Conclusions

Based on the study's findings, it was concluded that labor laws compliance are labor tools organizations can utilize to reduce employee resignation, especially in terms of forced resignation, inclusive resignation, and frustrated resignation. Additionally, it was found that in Rivers State electrical engineering firms, remuneration, health/safety compliance, and maternity compliance significantly reduce employee resignations in terms of frustrated, forced, and inclusive resignation. This implies that these organizations are more likely to experience a significant decrease in employee resignation the more Electrical Engineering Firms and other sister organizations implement the instrument of attractive and satisfying compensation, health and safety benefits, as well as maternity leave and its packages. Companies that recognize this and follow it will be pleased with themselves long-term because they will observe high employee retention rates, contentment, and dedication.

Recommendations

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

1. Electrical Engineering Firms should pay fair wages, overtime allowances, extra bonuses, and attractive salaries to boost employee satisfaction, which will bring about significant employee retention.
2. Electrical Engineering Firms should organize appropriate and effective health benefit schemes that would adequately serve staff members' health and wellness goals to build teams of employees that can trust their health needs in their organizations.
3. Management of Electrical Engineering Firms should allot adequate maternity leave and due packages to heavily pregnant staff to give them enough time to take care of themselves and their newborn babies, promoting employee satisfaction and commitment.

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