

MODERN FACILITIES AND PERFORMANCE OF IMO STATE MINISTRY OF WORKS, IMO STATE, NIGERIA

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ABSTRACT: This study focused on modern facilities and performance of Imo State Ministry of Works. The major goal is to determine the extent the use of modern equipment can add value to organisations and employee work effectiveness/efficiency. Four research objectives and four corresponding research questions and hypotheses were formulated. Survey research design was used to collect data through primary source (questionnaire). The population/ sample were the entire 167 staff in the works department of the Imo State Ministry of Works. Content and face validity were used in the validation of the questionnaire; and test-retest reliability method was adopted. The data collected were analysed using Mean Statistics and Pearson Product Moment Correlation Coefficient (PPMCC), at the 0.05 level of significance, through Statistical Package for Social Sciences (SPSS version 21.0). It was found that modern power supply facilities enhance employee service delivery; there is significant relationship between ICT facilities and efficiency of work. Also, modern security and safety facilities enhance effective safety management and there is significant impact of construction lifts and cranes on the productivity of work. The researcher recommends that organisations should always acquire and use modern facilities like modern power supply facilities, ICT facilities, modern security and safety facilities and construction lifts/cranes so as to achieve improved performance. More so, there is need for organisations to train and retrain their workers so that they can effectively use the modern facilities in performing their functions in order to achieve improved productivity. The study concludes that modern facilities add positive values to the effectiveness and productivity of modern organisations like Imo State Ministry of Works.

Keywords: Modern Facilities, Performance, Efficiency of Work, Imo State Ministry of Works.

INTRODUCTION

The procurement and utilisation of modern facilities in Nigeria organisations started effectively after the country gained its independence in 1960. Before then, there were no organised programmes to enhance performance of organisations through the use of modern facilities. However, after independence, many organisations came into existence because of the establishment of many government institutions, and emphasis on industrialisation (Ihemereze & Ubah 2022a). The 1960-late 1980s saw the establishment of many public organisations, private sector organisations, creation of states, and establishment of government ministries at both federal and state levels. It was actually when the ministries were established that government started the procurement and utilisation of modern facilities which are to be used to improve organisational performance. At the state level, Imo State Ministry of Works was established.

Imo State Ministry of Works, Owerri was one of the State's ministries established by the military governor on February 3rd 1976, during the Murtala Mohamed/Obasanjo regime. The ministry of works in Imo state is one of the major ministries in the administrative structure/programme of Imo State government (Kohun, 2018). It is in charge of implementing Imo State government policies or execution of public projects in terms of awards of infrastructural contracts, supervision of infrastructural contracts/projects of the state government or even direct execution of such infrastructural projects (which may include construction of roads, building/construction of government house for schools, hospitals and offices etc).

To perform its functions well, modern facilities are needed in the ministry. The types of modern facilities needed for an organisation like Imo State Ministry of Works include steady power supply, ICT, security and safety facilities, and construction lifts and cranes etc.

Statement of the Problem

The establishment of public organisations (like the Imo State Ministry of Works) is aimed at achieving efficiency and effectiveness in execution and supervision of government projects. The above cannot be achieved if the employees do not have modern facilities to use and perform their functions. Notwithstanding the above, no organisation has all it needs to effectively function. On that basis, the Ministry of Works most-times may not have all the needed modern facilities which will help to achieve workers commitment in performing their functions, but they are expected to have the basic facilities. This is because when the employees do not have the basic facilities (like modern power supply facilities, ICT facilities, modern security and safety facilities, and construction lifts/cranes etc) to function, the implication is that the organisational goals may not be completely achieved. This problem has made the ministry to perform more of supervisory functions than execution functions. Based on that, this study focused on influence of modern facilities on performance of Imo State Ministry of Works.

Objectives of the Study

The main objective of this study is to examine modern facilities and performance of Imo State Ministry of Works. The specific objectives cover:

1. To find out the extent modern power supply facilities enhances employee service delivery.
2. To determine the relationship between ICT facilities and efficiency of work.
3. To identify the extent modern security and safety facilities enhances effective safety management.
4. To determine the impact of construction lifts and cranes on productivity of work.

Research Questions

Base on the objectives of the study, the following research questions were posed:

1. To what extent do modern power supply facilities enhance employee service delivery?
2. What is the relationship between ICT facilities and efficiency of work?

3. To what extent do modern security and safety facilities enhances effective safety management?
4. What are the impact of construction lifts and cranes on productivity of work?

Hypotheses

Based on the objectives of the study and research questions, the following research hypotheses guided the study.

H₀₁: Modern power supply facilities enhance employee service delivery.

H₀₂: There is significant relationship between ICT facilities and efficiency of work.

H₀₃: Modern security and safety facilities enhance effective safety management.

H₀₄: There is significant impact of construction lifts and cranes on productivity of work.

REVIEW OF RELATED LITERATURE

Modern Facilities

Modern facilities involve two words; “modern and facilities.” Modern is something new, recent and that which is current, and facilities are amenities or piece of equipment provided for a particular purpose. For Janaskova (2019), modern facilities are pieces of new or improved equipment that are provided for some particular organisational functions to achieve its goals. According to Owunna (2018), modern facilities are mainly 21st century equipments used to make organisational work very fast, easy, effective and efficient. When the ministry of work has the needed modern facilities like steady power supply, information communication technology (ICT) facilities, heavy duty construction equipments/machines etc, the organisation will practically engage in construction and maintenance functions and not only supervision of government contracts. The goal is to achieve organisational goal and improve productivity of work and effective service delivery. Lacap (2017) opined that modern facilities covered the entire digital and improved equipments used in modern organisations for construction, production, marketing of goods, storage, information sharing and distribution process. Here, such modern facilities may include but not restricted to computer system, CCTV camera, company vehicle, production of machine, power generation sources, security and safety gadgets, and many others. Facilities are considered essential and critical to modern organisational success. Modern facilities are man-made equipments used to improve organisational and employee performance. Modern Facilities consist of, but not limited to security, parking space, stable power, constant water supply and road networks. When organisations have the required modern facilities, they will achieve their goals, as it concerns performance.

Organisational Performance

For public sector organisation, performance is measured in terms of service delivery and organisational viability (Ihemereze & Ubah, 2022a). Performance is concerned with the overall growth of an organisation in terms of effectiveness, efficiency and productivity. The concept of performance is core to government institution because the major objective of

government is to achieve public good. Ugwu (2013) believed that performance depends on employee effectiveness and efficiency. This is true because when the workers do their work well, the organisation will achieve reasonable growth as it concerns high service delivery, high profit, increase productivity and organisational expansion. For organisational performance to be achieved, there must be improvement in productivity of work, efficiency/effectiveness in the organisation, positive relationship between management and workers, employee dedication to duties, and good utilisation of all organisational resources. Improve performance involves the efficiency of all the systems in the organisation through innovation.

The Extent Modern Facilities Influence Performance of Government Ministries

Modern facilities have many influences on organisational performance. For the purpose of this study, the modern facilities variable used are in line with the objectives of the study, thus:

- 1. Power supply facilities and service delivery:** Poor power supply is one of the challenges which have hindered the effectiveness of both private and public sector organisations (Ihemereze & Ubah, 2022b). In this case, service delivery cannot be achieved if there is no regular power supply in organisation. Effective power supply enables organisations to achieve their goals through effective service delivery. That is why modern organisations are not only relying on electric power generation but also has their own private power generation system. When there is constant power in the ministry, it makes staff to deliver effective service and therefore achieve their specific work and organisational objectives. The extent of power supply in an organisation determines the extent of employee service delivery in the organisation. This is because power supply, when regular and effective has positive value to employee productivity, work accomplishment and makes construction organisation to achieve their overall goals.
- 2. ICT facilities and efficiency of service:** There is emphasis on public sector efficiency which entails effective utilisation of finance, material and human resources to achieve improved/positive results. In this direction, availability and utilisation of ICT materials adds value to organisational good and therefore leads to efficiency of work. The ICT facilities like computer system, internet network, social media and many others help modern organisations to effectively communicate to all stakeholders (including government, partners, public, employees and management) and such communication makes the organisation to achieve desired goals. In this case, Ihemereze and Ubah (2022a) emphasised regular procurement and utilisation of ICT facilities so as to achieve effectiveness, productivity, employee commitment, effective information dissemination, employee awareness and overall organisational/ public good. If organisational goals must be achieve, there must be good information through ICT from the organisation. Through information and communication technology, many staff, public, government, management and other stakeholders get appropriate information from the ministry and such information add value to goal achievement. Such tools of ICT information system as cell phone and internet services, radio, and a wide range of digital devices and related tools, including cameras, a wide range of hand-held computing devices, if appropriately used, have a potential of raising level of performance in the organisation.
- 3. Modern security/safety facilities and effective safety management:** Employees will always prefer to perform their functions without injury or harm. That is why construction organisations like Ministry of Works must have to provide safety gadgets

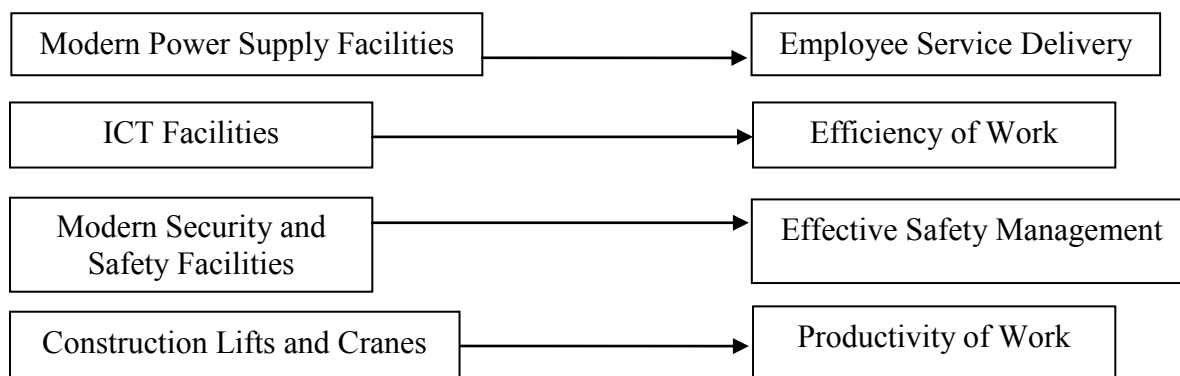
for site engineers so as to reduce incidences of work accidents, injury or death of employees. Safety gadgets makes workers to have interest in performing their function, promotes confidence in the organisation and therefore leads to organisational productivity through effective safety managements. More so, security gadgets are used to enhance safety of work equipments and materials. Such include installation of CCTV camera in strategic places, maintenance of cable wire in the fence and utilisation of other security approach. In the view of Ihemereze and Ubah (2022a), the extent of employee safety and security in the organisation determines the level of goal achievements. Choorichom (2011) stated that security and safety were identified as the most influential in determining organisational performance. Kovari and Zimanyi (2016) explained that security and safety have become a complex, multidimensional notion with a wide range of components belonging to its political security, public security, legal protection, safety in communication, environmental security and so on. The authors stressed further that the issue of security and safety has undergone a significant change from a more or less passive factor to an active element (Kovari & Zimanyi, 2016). The issue of security becomes important in the light of ministry and industry in order to protect their belongings, and the achievement of their industry.

4. **Construction lifts/cranes and productivity of work:** Construction lifts and cranes are part of modern facilities which add values to organisational effectiveness and improve productivity especially for construction organisations like the Ministry of Works. Construction cranes and lifts are equipments used to remove heavy objects, equipments or materials from an unwanted place to the place where they are needed and will be utilised. Such construction lifts and cranes aid the Ministry to carry heavy work equipments from one place to the other so as to achieve the construction objectives. The goal of such equipments is to maintain sanity and order in the work environment and achieve improved performance and overall organisational effectiveness. In this direction, Swato (2017) was of the view that every organisation in the construction industry should procure and utilise modern lift and cranes so as to make its work easy, achieve productivity, enhance effectiveness and overall service delivery. To achieve the goal of the organisation, many construction companies have lifts and cranes, which they use to carry heavy objects. In this direction, company lifts and cranes are part of the instruments and strategy to enhance high performance.

Conceptual Model

Independent Variables

Dependent Variables



Source: The Researcher, 2022

Empirical Studies

Janoskova (2019) focused on facility management as an important competitive advantage of companies in international environment, in Kenya. The survey method was used. The data collected were analysed using simple percentage and Pearson product moment correlation coefficient. It discovered that if companies want to be competitive in an international market environment, they need to develop more efforts. The development of science and technology allows companies to use modern technology.

Ibezim (2020) investigated the nature of relationship between marketing facilities and product performance with a special focus on the Food and Beverage Industry in Nigeria. The study used primary data gathered from 284 randomly selected staff of ten selected companies. These companies were quoted on the Nigerian stock exchange. To do this, the questionnaire was adopted as research instrument. The data gathered were subjected to regression analysis. The results show that marketing strategy has impact on product performance of the observed firms. More so, of all the factors considered, production facilities, distribution facilities, and others were found to be important.

Kumar & Malik (2018) focused on an empirical study of factors affecting marketing facilities and satisfaction from India. The study therefore employed descriptive survey research design, and questionnaires were used as the instrument of data collection. Out of the 200 copies of questionnaire distributed, only 194 were returned and used. The data collected were analysed using simple percentage and frequencies, and the hypotheses were tested using the Chi-square test. It discovered that facilities contributed in no small measure to the customers' satisfaction. The study indicated that when a customer is satisfied, the likelihood of repeat patronage is certain.

Kumar & Malik (2016) worked on the nexus between facilities of hotel and satisfaction in Indian hospitality business. The work used quasi experimental method and analyzed data using the ANOVA. It found that there is disparities between what Indians refer to as facilities that satisfied them and what other people see as facilities that ensure their patronage of a hotel. The disparity in the perception of facilities that can ensure satisfaction may be as a result of the fact that the two countries are at different stages of social, cultural and economic development.

Owunna (2018) focused on computer facilities and business growth. The study used survey method. The researcher distributed questionnaire to a total of 126 respondents. The hypotheses were tested using the Analysis of Variance Statistical tool (ANOVA). Findings indicated that the use of computer added value to business growth.

Musa (2017) researched on impact of modern equipments on product innovation in beverage firms in Kano, Nigeria. Three research objectives, three research questions and three hypotheses guided the study. More so, 45 senior staff were sampled from 3 companies. Descriptive survey research design was employed and questionnaire served as the instrument of data collection. The data collected were analysed using simple percentage and Chi-square test. The findings revealed that use of modern equipments enhance production efficiency.

Udegbe (2021) researched facilities and new product development in Nigeria manufacturing sector. The work is a survey study. The research sample consisted of 5 Nigerian

manufacturing industries. The samples in this study were selected using convenience sampling method; and 40 copies of the questionnaire were administered in each of the 5 manufacturing industries that served as sample. Data were analysed with the use of statistical methods such as factor analysis, correlation analysis and reliability analysis. Validity and reliability test indicate that all variables were valid and reliable. Based on the data analysis, the findings observed that the use of modern facilities promoted new products development for production firms.

Sideky (2018) focused on the impact of facilities on product rebranding: evidence from Malaysia. Survey research design was adopted, and questionnaire was used as the instrument of data collection. The population and sample cover the entire 78 management staff in 8 beverage firms. The data collected were analysed using simple percentage and Pearson product moment correlation coefficient. The findings revealed that the use of modern facilities leads to product.

Research Gap

There are subject, geographical and content gaps in this work. Past studies have actually covered some related areas of this work. But, the major subject matter has not been covered.

The subject gap: None of the past studies covered the exact dependent and independent variables (i.e. modern facilities and performance) in this work. Some covered aspects of independent variable, while others covered aspects of dependent variable.

Geographical gap: Most of the past studies were not done within the South-East regions of Nigeria and none of the works used public sector organisation like Imo State Ministry of Works. Some of the past studies were done outside the Nigerian environment, thereby neglected Nigeria.

Content gap: The indices covered in this work were not covered by past researches. The indices for both dependent and independent variables include modern power supply facilities and employee service delivery; ICT facilities and efficiency of work; modern security and safety facilities and effective safety management; and construction lifts/cranes and productivity of work.

For that, research gap exist and there is need for this study. This study focused on influence of modern facilities on performance of Imo State Ministry of Works.

Theoretical Framework

This research adopts the theory of competitiveness as the framework of analysis. This theory was developed by Benson in 1989. It stated that increasing competition is as a result of globalisation. The theory states that an organisation should seek for things – employees, products, equipments etc – which give it a competitive advantage and go for them. In this case, the use of modern facilities (equipments) at work is one of the strategies for organisations (like Ministry of Works) to achieve its goals, hence such facilities will lead to work efficiency, effectiveness, productivity, and the achievement of overall goals of the institution. This means that the use of modern technologies to ensure the effectiveness of organisation will enhance goal achievement. For construction organisations like Ministry of

Works to achieve its goals, they must adapt to new technologies, ensure the quality of work, and achieve the goal of government. Competitive theory was adopted because it focuses on the use of improved technology like modern power supply facilities, ICT facilities, modern security and safety facilities, and construction lifts/cranes in organisations the Ministry of Work to achieve its goals. An organisation that uses the above facilities is likely to have competitive advantage over other organisations.

Research Methodology

The survey research design was used so as to collect data through primary source, using questionnaire. The population covers the entire 167 senior staff in the Works Department of the Imo State Ministry of Work. For the fact that the population is not too large, the researcher used census enumeration method; hence the population (167) is the same as sample. The work used 4-point Likert scale. Each research question/objective was used to develop 3 questionnaire items, making 12 questionnaire questions in all. The questionnaire items were validated using Content and Face Validity methods. More so, Test Re-Test Method of reliability was applied and confirmed through Pearson's Product Moment Correlation Coefficient statistic and a reliability index of 0.87 was obtained. Ubah, Nnamdi, Okwara, Makbere and Ochienta, (2021) recommended 75% level of acceptance of correlation results in reliability test; hence the result was accepted. The data collected in this study were analysed using mean statistic. Mean statistic was used to determine the level of agreement and disagreement of the respondents in each questionnaire item for construct variables. Any mean up to 2.50 and above is accepted as positive, while below is seen as negative. The hypotheses were tested using Pearson Product Moment Correlation Coefficient (PPMCC). Pearson Product Moment Correlation Coefficient (PPMCC), at the 0.05 level of significance, through Statistical Package for Social Sciences (SPSS version 20.0) was used to test the hypotheses.

DATA PRESENTATION AND ANALYSIS

Research question one: To what extent do modern power supply facilities enhance employee service delivery?

Table 1: Responses on if modern power supply facilities enhance employee service delivery.

S/N	Modern power supply facilities and employee service delivery	SA	A	D	SD	N	EX	X	Dec
1	Use of solar power can enhance effectiveness of work	71	52	29	0	152	498	3.3	Positive
2	Use of private power source enhance efficiency of service and employee performance	29	37	16	70	152	329	2.3	Negative
3	Regular electric power supply can enhance security of working equipments and organizational growth	56	50	27	14	152	442	2.9	Positive
	Grand mean							2.8	

Analysis of data from table 1 revealed that at a mean average of 2.8 (N = 152), respondents studied confirmed that modern power supply facilities enhances employee service delivery.

Research question two: What is the relationship between ICT facilities and efficiency of work?

Table 2: Responses on the relationship between ICT facilities and efficiency of work

S/N	ICT facilities and efficiency of work	SA	A	D	SD	N	EX	X	Dec
4	Use of modern communication gadgets leads to effective communication	73	49	25	5	152	494	3.3	Positive
5	Availability of CCTV camera leads to security of materials	63	67	22	0	152	497	3.3	Positive
6	Use of modern ICT give employee confidence to work effectively	57	55	24	16	152	457	3.0	Positive
	Grand mean							3.2	

Analysis of data shows that at a mean average of 3.2 (N = 152), respondents studied indicated that there is significant relationship between ICT facilities and efficiency of work.

Research question three: To what extent do modern security and safety facilities enhances effective safety management?

Table 3: Responses on if modern security and safety facilities enhances effective safety management.

S/N	Modern security/safety facilities and effective safety management	SA	A	D	SD	N	EX	X	Dec
7	Use of safety wear reduce accident	61	56	35	0	152	482	3.2	Positive
8	Use of security equipments enhances safety	75	33	37	7	152	480	3.2	Positive
9	Safety facilities leads to safety consciousness	59	58	35	0	152	480	3.2	Positive
	Grand mean							3.2	

It could be seen from table 3 above that at a mean average of 3.2 (N = 152), respondents studied confirmed that modern security and safety facilities enhances effective safety management.

Research question four: What are the impact of construction lifts and cranes on productivity of work?

Table 4: Responses on the impact of construction lifts and cranes on productivity of work

S/N	Construction lifts/cranes and productivity of work	SA	A	D	SD	N	EX	X	Dec
10	Use of modern construction lifts leads to accomplishment of more work	73	49	25	5	152	494	3.3	Positive
11	Regular use of construction cranes enhance employee performance	63	67	22	0	152	497	3.3	Positive
12	Modern construction machines adds values to effectiveness of work	57	55	24	16	152	457	3.0	Positive
	Grand mean							3.2	

Analysis of data from table 4 revealed that at a mean average of 3.2 (N = 152), respondents studied confirmed that there is significant impact of construction lifts and cranes on productivity of work.

Testing of Research Hypotheses

H₀₁: Modern power supply facilities enhance employee service delivery.

Table 5: Pearson correlation for hypothesis one.

H ₁	Modern power supply facilities enhance employee service delivery	Pearson Correlation = 0.80 Sig = 0.05 N = 152 Grand mean = 2.8	VALID
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The table above reveals that modern power supply facilities enhance employee service delivery. The Pearson correlation result is 0.80, and the significance value is 0.05 which directly indicates acceptance of alternative hypothesis. For that, modern power supply facilities enhance employee service delivery.

H₀₂: There is significant relationship between ICT facilities and efficiency of work.

Table 6: Pearson correlation for hypothesis two

H ₂	There is significant relationship between ICT facilities and efficiency of work	Pearson Correlation = 0.87 Sig = 0.05 N= 152 Grand mean = 3.2	VALID
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The results above show the Pearson correlation to be 0.87. This shows that there is positive relationship. The sig is 0.05, making the relationship statistically significant. This means that there is significant relationship between ICT facilities and efficiency of work.

H₀₃: Modern security and safety facilities enhance effective safety management.

Table 7: Pearson correlation for hypothesis three

H ₃	Modern security and safety facilities enhance effective safety management	Pearson Correlation = 0.87 Sig = 0.05 N = 152 Grand mean = 3.2	VALID
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From the table above, the Pearson correlation is 0.87. It means there is a relationship. The significance result reads 0.05, meaning the alternative hypothesis is positive. Therefore, modern security and safety facilities enhance effective safety management.

H₀₄: There is significant impact of construction lifts and cranes on productivity of work.

Table 8: Pearson correlation for hypothesis one

H ₄	There is significant impact of construction lifts and cranes on productivity of work	Pearson Correlation = 0.87 Sig = 0.05 N = 152 Grand mean = 3.2	VALID
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The table above reveals that there is significant impact of construction lifts and cranes on productivity of work. The Pearson correlation result is 0.87, and the significance value is 0.05 which directly indicates acceptance of alternative hypothesis. For that, there is significant impact of construction lifts and cranes on productivity of work.

Summary of the results for Hypotheses Testing

S/N	Hypotheses	Statistical Tools Applied (Software R studio)	Result
H ₁	Modern power supply facilities enhance employee service delivery	Pearson Correlation = 0.80 Sig = 0.05 N = 152 Grand mean = 2.8	VALID
H ₂	There is significant relationship between ICT facilities and efficiency of work	Pearson Correlation = 0.87 Sig = 0.05 N= 152 Grand mean = 3.2	VALID
H ₃	Modern security and safety facilities enhance effective safety management	Pearson Correlation = 0.87 Sig = 0.05 N = 152 Grand mean = 3.2	VALID
H ₄	There is significant impact of construction lifts and cranes on productivity of work	Pearson Correlation = 0.87 Sig = 0.05 N = 152 Grand mean = 3.2	VALID

DISCUSSION OF FINDINGS

Based on data analysis, it was discovered that:

1. Modern power supply facilities enhance employee service delivery.
2. There is significant relationship between ICT facilities and efficiency of work.
3. Modern security and safety facilities enhance effective safety management.
4. There is significant impact of construction lifts and cranes on productivity of work.

For the first results, it is on record the effective that power supply is the solution to achievement of organisational goals. In this case, Ihemereze and Ubah, (2022b) opined that when a firm enjoys improved power supply, it helps to improve all round performance. This is in line with the theory of competitiveness; hence the Ministry of Works cannot achieve its objectives in service delivery for project supervision and execution without power supply in both its offices and in the site. Power supply here gives the ministry a competitive advantage to function well.

For the second results, the impact of ICT in organisational effectiveness cannot be neglected. Ihemereze and Ubah (2022a) assert that ICT facilities can make organisations to achievement global competitiveness and improve its market scope. Here, ICT facilities could be used to reach the government, employees, other organisations and members of the public. The results promote the theory used as the Ministry of Works can achieve effective service delivery, productivity, employee effectiveness, and efficiency of work through the use of ICT facilities.

For the third results, many organisations today are utilising security and safety facilities to make sure they are as effective as possible. Choorichom (2011) opined that the neglect of safety and work security facilities encourage high level of industrial accident and poor performance. The results give cognisance to the theory of competitiveness because the Ministry of Works can only achieve employee safety and security when it procures equipments and its employees use such safety equipments on regular basis, for field work.

For the last results, it's good for every organisation, like the Ministry of Works, to have the needed work equipment and facilities, if it must achieve its goals. According to Swato (2017), the use of modern equipment leads to accomplishment of more work. Ministry of Works cannot engage in construction/maintenance of road, etc, without the use of construction lifts and cranes.

Implication of Findings

There are many implications of the findings of this study. The implication of the first findings is that the management of the Ministry of Works and government will do the needful by providing regular electric power so as to achieve the goal of the ministry. More so, the implication of the second findings is that the staff of the ministry will be trained on the best ways to use available ICT facilities to enhance efficiency of work. For the third findings, the implication is that workplace accident will reduce during site work when there is effective safety management and provision of safety gadgets. For the last findings, the implication is that there will be availability of construction lifts and cranes, and that will make the ministry to be effective in construction/ maintenance functions, and not only supervision.

Conclusion

Organisations that want to achieve performance must always use modern facilities in their system. This work concludes that modern facilities add positive value to the effectiveness and productivity of modern organisations, like Imo State Ministry of Works. For that, public sector organisation, like the Ministry of Work, must try as much as possible to procure and utilise modern facilities in its system.

Recommendations

Based on the findings, the following recommendations were made:

1. Organisations (like Ministry of Works) should always acquire and use modern facilities like modern power supply facilities so as to achieve effective service delivery.

2. The government should provide different kinds of ICT facilities for the Ministry of Work so as to enhance effective communication and efficiency of work.
3. There is need to provide safety gadgets for employees and regularly give them safety training so as to avoid/reduce workplace accident.
4. There is need for Ministry of Works to make construction lifts/cranes available, and train their workers so as they can use them effectively and achieve improved productivity.

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