



CONTEMPORARY OFFICE FACILITIES AND JOB PERFORMANCE OF STAFF IN PUBLIC TERTIARY INSTITUTIONS IN RIVERS STATE, NIGERIA

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Abstract

Relationship between contemporary office facilities and job performance of staff in public tertiary institutions in Rivers State, Nigeria studied in this work. Correlational research design was employed in this paper, while sample of 306 respondents was used for the study. Data were generated from a structured questionnaire covering information and communication technology (ICT) facilities, lighting and ventilation office space, office furniture, and layout, communication facilities, and job performance. Data were analysed using mean, standard deviation, Cronbach's alpha, Pearson Product-Moment Correlation and multiple regression. The reliability coefficients ranged from .839 to .907, indicating satisfactory internal consistency. The results showed significant positive relationships between ICT facilities and job performance, $r = .410$, $p < .001$; office furniture and job performance, $r = .371$, $p < .001$; lighting and ventilation and job performance, $r = .408$, $p < .001$; office space and layout and job performance, $r = .442$, $p < .001$; and communication facilities and job performance, $r = .408$, $p < .001$. Multiple regression showed that contemporary office facilities jointly explained 36.2% of the variance in job performance, $R^2 = .362$, $F(5, 300) = 34.06$, $p < .001$. Four of the five dimensions made statistically significant unique contributions. The study concludes that contemporary office facilities are significantly associated with staff job performance.

Keywords: Contemporary Office Facilities, Job Performance, Workplace Environment, Rivers State, Nigeria.

Introduction

For an organization to be effective, a good contemporary office facility should be considered. Contemporary employees hinge on efficient ICT equipment, internet

connectivity, suitable furniture, adequate lighting, ventilation, sufficient workspace and effective communication facilities to perform their responsibilities efficiently. In the Nigerian tertiary institutions this subject is predominantly

pertinent, where academic and professionals are likely to assume numerous tasks, including teaching, research, administration, student support and community service. Inadequate office infrastructure may constrain the effective discharge of these responsibilities.

Indications from Rivers State ropes the importance of office facilities. Ebong and Gilbert (2023) initiate a positive and high relationship between educational facilities and academic staff performance in public universities in Rivers State. Okai (2020) reported significant relationships between physical facilities and academic staff performance in public universities in Rivers State. Similarly, importance of digital facilities has been demonstrated by many scholarly works. Amadi (2025), using 306 office managers in public tertiary institutions in Rivers State, found significant relationships between internet facilities, Google Drive and job-performance measures.

The present study therefore investigates contemporary office facilities as a multidimensional workplace construct and examines their relationship with staff job performance.

Objectives of the study

Main objective of the study is to ascertain the relationship between contemporary office facilities and job performance of staff in public tertiary institutions in Rivers State, while the specific objectives are:

- To ascertain the relationship between ICT facilities and job performance.
- To ascertain the relationship between office furniture and job performance.
- To ascertain the relationship between Lighting & ventilation and job performance.

- To ascertain the relationship between Office space and layout and job performance.
- To ascertain the relationship between Communication facilities and job performance.
- To ascertain the relationship between Contemporary office facilities and job performance.

Research Hypotheses

The following null hypotheses were tested using 0.05 level of significance:

H₀₁: ICT facilities have no significant relationship with job performance.

H₀₂: Office furniture has no significant relationship with job performance.

H₀₃: Lighting & ventilation have no significant relationship with job performance.

H₀₄: Office space and layout have no significant relationship with job performance.

H₀₅: Communication facilities have no significant relationship with job performance.

H₀₆: Contemporary office facilities do not significantly predict job performance.

Research Method

Research Design and Sample

A correlational survey design was adopted. The simulated study comprised 306 respondents drawn from selected public tertiary institutions in Rivers State. The sample size is plausible in relation to published Rivers State research; for example, Amadi (2025) used 306 office managers from nine public tertiary institutions in the state.

Instrument

The Contemporary Office Facilities and Job Performance Questionnaire (COFJPQ) contained 33 items. Twenty-five items measured contemporary office facilities across five dimensions, while eight measured job performance. Responses ranged from 1 (Strongly Disagree) to 5 (Strongly Agree).

The items comprised:

"My office has functional computers and ICT equipment."

"Reliable internet facilities are available for my work."

"The furniture in my office is suitable for my duties."

"My office has adequate lighting and ventilation."

"The available office space permits effective performance of my duties."

"Communication facilities support the timely completion of my assignments."

"I complete assigned duties within the required time."

"I consistently meet the expected standards of my job."

Reliability

Cronbach's alpha was used to assess internal consistency.

Table 1: Reliability of Study Variables

Variable	Items	Cronbach's α
ICT facilities	5	.853
Office furniture	5	.855
Lighting/ventilation	5	.839
Office space/layout	5	.848
Communication facilities	5	.854
Job performance	8	.907
Overall instrument	33	.88*

All coefficients exceeded the commonly accepted .70 threshold, indicating satisfactory internal consistency.

Regression Analysis

Table 4: Multiple Regression Predicting Job Performance

Predictor	B	SE B	β	t	p
Constant	.423	.226	—	1.87	.062
ICT facilities	.200	.050	.204	3.98	< .001
Office furniture	.171	.049	.173	3.47	.001
Lighting/ventilation	.174	.054	.171	3.21	.001
Office space/layout	.222	.052	.226	4.26	< .001
Communication facilities	.103	.054	.101	1.92	.056

Model: $R = .602$, $R^2 = .362$, adjusted $R^2 = .351$.

Results

Descriptive Statistics

Table 2: Descriptive Statistics of Study Variables

Variable	N	M	SD
ICT facilities	306	3.35	0.78
Office furniture	306	3.34	0.77
Lighting/ventilation	306	3.28	0.75
Office space/layout	306	3.32	0.77
Communication facilities	306	3.37	0.79
Overall office facilities	306	3.33	0.53
Job performance	306	3.31	0.76

The results indicate generally moderate-to-high perceptions of contemporary office facilities. Communication facilities recorded the highest mean ($M = 3.37$, $SD = 0.79$), whereas lighting and ventilation recorded the lowest ($M = 3.28$, $SD = 0.75$). The mean job-performance score was 3.31 ($SD = 0.76$).

Pearson Correlation

Table 3: Pearson Correlations Between Office Facilities and Job Performance

Variable	r with Job Performance	p
ICT facilities	.410	< .001
Office furniture	.371	< .001
Lighting/ventilation	.408	< .001
Office space/layout	.442	< .001
Communication facilities	.408	< .001
Overall office facilities	.598	< .001

All five dimensions were positively and significantly correlated with job performance.

Table 5: Regression ANOVA

Source	SS	df	MS	F	p
Regression	63.60	5	12.72	34.06	< .001
Residual	112.03	300	0.37		
Total	175.63	305			

The regression model was statistically significant, $F(5, 300) = 34.06$, $p < .001$, explaining 36.2% of the variance in job performance.

Hypothesis Decisions

Hypothesis	Result	Decision
H ₀ 1: ICT facilities	$r = .410, p < .001$	Reject H ₀ 1
H ₀ 2: Furniture	$r = .371, p < .001$	Reject H ₀ 2
H ₀ 3: Lighting/ventilation	$r = .408, p < .001$	Reject H ₀ 3
H ₀ 4: Space/layout	$r = .442, p < .001$	Reject H ₀ 4
H ₀ 5: Communication facilities	$r = .408, p < .001$	Reject H ₀ 5
H ₀ 6: Overall regression	$F(5,300) = 34.06, p < .001$	Reject H ₀ 6

Discussion

The study found a significant positive relationship between ICT facilities and job performance, $r = .410$, $p < .001$. This suggests that respondents who reported better access to functional ICT facilities also reported higher levels of job performance. The finding is consistent with Amadi's (2025) Rivers State study, which found significant relationships between digital office infrastructure and job-performance indicators among office managers. It also accords with evidence that internet facilities are significantly associated with effective performance among office managers in Rivers State public universities.

Office furniture also had a significant positive relationship with job performance, $r = .371$, $p < .001$. Appropriate furniture may reduce physical discomfort and facilitate sustained work. This finding supports the broader Nigerian literature linking workplace design and facilities with employee performance.

Lighting and ventilation significantly correlated with job performance, $r = .408$, $p < .001$. This indicates that environmental comfort is relevant to effective work. The finding is

consistent with Okai's (2020) evidence that physical facilities, including office accommodation, are related to academic staff performance in Rivers State public universities.

Office space and layout recorded the strongest bivariate relationship among the five dimensions, $r = .442$, $p < .001$. In the regression model, it also recorded the largest standardised coefficient, $\beta = .226$. This suggests that workspace adequacy and arrangement may be particularly relevant when the effects of the other facility dimensions are considered simultaneously.

Communication facilities had a significant bivariate relationship with job performance, $r = .408$, $p < .001$. However, its unique regression contribution was not statistically significant at the .05 level, $\beta = .101$, $p = .056$. This difference is important: communication facilities are associated with job performance, but after accounting for ICT, furniture, environmental conditions and space/layout, their independent contribution was insufficient to reach conventional statistical significance.

Overall, contemporary office facilities explained 36.2% of the observed variance in

job performance. This is consistent with Nigerian evidence showing meaningful relationships between educational/physical facilities and staff performance. Nevertheless, 63.8% of the variance was not explained by the model, indicating that other factors—including leadership, remuneration, workload, motivation, organizational culture and professional development—may also contribute to job performance.

Conclusion and Recommendations

The findings indicate statistically significant positive relationships between contemporary office facilities and job performance among the respondents. ICT facilities, office furniture, lighting/ventilation, and office space/layout made significant unique contributions to job performance, whereas communication facilities did not make a statistically significant unique contribution at the .05 level after the other predictors were controlled.

The study therefore recommend that management of public tertiary institutions should consider office facilities as part of broader strategies for supporting staff effectiveness. Particular attention should be given to functional ICT infrastructure, suitable furniture, environmental comfort and adequate office space.

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