

upper([Original Research])

Effect of Technological Change Adoption on Employee Performance of Food, Beverage and Tobacco Manufacturing Firms in Enugu State, Nigeria

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[Abstract]

The study examined the effect of technological change adoption on employee performance of food, beverage, and tobacco manufacturing firms in Enugu State, Nigeria. The specific objectives were to; examine the effect of invention on increasing productivity; ascertain the effect of innovation on product quality; and investigate the extent effect of imitation on service quality of food, beverage, and tobacco manufacturing firms in Enugu State, Nigeria. A survey design was adopted for the study. The population of the study was 2,530; while the sample size was 345. The instrument used for data collection was a questionnaire. The findings revealed that Invention has a significant effect on increased productivity of food, beverage, and tobacco manufacturing firms in Enugu State with ($F=238.378$, $p\text{-value} = 0.000a$); it was also found that Innovation has a significant effect on product quality of food, beverage, and tobacco manufacturing firms in Enugu State with ($F=178.438$, $p\text{-value} = 0.000a$). Imitation has a significant effect on service quality of food, beverage, and tobacco manufacturing firms in Enugu State ($F=66.268$, $p\text{ value} = 0.000a$). The study concluded that invention, innovation and imitation had a significant effect on increased productivity, product quality and service quality. It was recommended that managers of manufacturing firms should engage in employee material invention, employee innovativeness and employee imitating what others have done to perfect their own organization as well as encourage employees to always fight towards maximizing high level of productivity.

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