

**EFFECT OF TECHNOLOGICAL INNOVATION ON EMPLOYEES'  
PERFORMANCE IN THE OIL AND GAS SECTOR: A STUDY OF  
ODENL Ltd, LAGOS**

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**(14AC016342)**

**SEPTEMBER, 2021**

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LAGOS**

**BY**

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**A DISSERTATION SUBMITTED TO THE SCHOOL OF POSTGRADUATE  
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BUSINESS MANAGEMENT, COLLEGE OF MANAGEMENT AND SOCIAL  
SCIENCES, COVENANT UNIVERSITY.**

**SEPTEMBER, 2021**

**ACCEPTANCE**

This is to attest that this dissertation is accepted in partial fulfilment of the requirements for the award of the degree of Master of Sciences in Industrial Relations and Human Resources Management in the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

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## **DECLARATION**

I, **BOLODEOKU, BOLANLE PRECIOUS (14AC016342)**, declares that this research was carried out by me under the supervision of Dr. Ebeguki E. Igbinoba of the Department of Business Management, College of Management and Social Sciences, Covenant University, Ota, Nigeria.

I attest that the dissertation has not been presented either wholly or partially for the award of any degree elsewhere. All sources of data and scholarly information used in this thesis are duly acknowledged.

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**Signature and Date**

## CERTIFICATION

We certify that this dissertation titled “**EFFECT OF TECHNOLOGICAL INNOVATION ON EMPLOYEES’ PERFORMANCE IN THE OIL AND GAS SECTOR: A STUDY OF ODENL Ltd, LAGOS**” is an original work carried out by **BOLODEOKU, BOLANLE PRECIOUS (14AC016342)**, in the Department of Business Management, College of Management and social sciences, Covenant University, Ota, Ogun State, Nigeria, under the supervision of **Dr. Ebeguki E. Igbino**. We have examined and found this research work acceptable as part of the requirements for the award of a Master of Science in Industrial Relations and Human Resource Management.

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## **DEDICATION**

This research work is dedicated to God, the giver of wisdom and knowledge, who sustained me all through this program. From the beginning to the end, He has been my strength, my glory and the lifter of my head through the completion of my research.

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## **ABBREVIATIONS**

DIT- DIFFUSION INNOVATION THEORY

GDP – GROSS DOMESTIC PRODUCT

HR – HUMAN RESOURCE

HRM - HUMAN RESOURCE MANAGER

IU- INTENTION OF USER

PEOU- PERCIEVED EASE OF USE

PU- PERCIEVED USEFULNESS

ODENL- OCEAN DEEP DRILLING ESV NIGERIA LTD

OECD- ORGANISATION FOR ECONOMIC COPERATION ANDD DEVELOPMENT

TAM – TECHNOLOGICAL ACCEPTANCE MODEL

TRA -THEORY OF REASONED ACTION

TPB- THEORY OF PLANNED BEHAVIOUR

## ABSTRACT

This study examines the effect of technological innovation on performance of employees in the Nigerian oil and gas sector, upstream segment. The purpose of the study was to determine if technological innovation was adopted in ODENL plc and the oil and gas sector in Nigeria. Also, if technological innovation has contributed to the performance of employees which in a large extent would yield high organisational productivity. The population of the study used in this study was 124, being the total staff strength of offshore workers ODENL plc, while the sample size was same with the offshore population with the use of complete enumeration method. A mono method approach was used, specifically quantitative method, using a structured questionnaire to generate the primary data. The study used descriptive type of survey design while t-statistics was adopted for hypotheses testing. The study analyzed data collected through the use of SPSS while structural equation modelling (SMART-PLS) was used to predict the influence between each independent variable on all dependent variable constructs. The result of the study revealed that technological innovation has significant effect of ( $<0.05$ ) on the performance of employee's oil and gas sector in Nigeria. Specifically, results showed that perceived ease of use on technology contributes more to employee satisfaction while organisational support had the least, perceived usefulness of technology contributes more to employee satisfaction while employee's commitment had the least, perceived behavioural control contributes more to employee's productivity while employee's commitment had the least, and lastly, psychological adoption contributes more to organisational support while employee's satisfaction had the least. However, the findings depicted that null hypothesis was rejected and there was a significant effect between technological innovation and employee performance.

**Keywords:** Oil and gas sector, employee performance, structural equation modelling, technological acceptance model, theory of diffusion innovation.