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HIGH RATE OF INFLATION AND ADULT WORKERS' PRODUCTIVITY IN THE SOUTHERN SENATORIAL DISTRICT OF CROSS RIVER STATE, NIGERIA

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Abstract

This study investigated high rate of inflation and adult workers' productivity in Southern senatorial district of Cross River State, Nigeria. To achieve the stated objectives of the study, four research questions and four research hypotheses were formulated to direct the study. The survey research design was adopted for the study. A sample of 225 was drawn from the population of 2.250 workers using simple random sampling technique. An instrument titled: High rate of inflation and adult workers' productivity questionnaire (HRIAWPQ). The hypotheses were analyzed using pearson product moment correlation coefficient and tested at 0.05 level of significance and 223 degrees of freedom. It was discovered that rise of food items, rise of

fuel price, rise in transportation and rise in manufacture goods significantly relate to workers' productivity. Insecurity in the work place, high inflation rate are powerful factors influencing workers' productivity and performance in their workplace. It was recommended among others that the government should reduce the cost of purchasing power of people by regulating market prices to cushion the effect of buying power of the Naira.
Keywords: Inflation, Adult workers, Productivity.

INTRODUCTION

In general, inflation is the persistent rise in the general price level. The prices of most goods and services rise steadily but not necessarily at the same rate. During an inflationary period, there is too much money in circulation, and too much money chases fewer goods and services. In other words, a larger quantity of money purchases fewer commodities. The value of money therefore falls during inflation. When inflation involves a slow but steady rise in the general price level, it is known to as creeping, chronic or persistent inflation. But if the price level increases at a very rapid rate, it is known as galloping inflation or hyper-inflation. Periodic price increases (which do not persist) are not regarded as inflation. Periodic increases and falls in the general price level lead to a condition of 'price instability". A period of rising prices deliberately caused by the government is known as reinflation.

The inflation will reduce the purchase power of the workers and this will cause reduction on the demand on the market as a whole. When demand shrink, companies will see themselves producing too much of their products. The products won't be sold so easily and inventors' \\ill rose. After this, many companies will start to reduce its production and then the downsizing of business will start, causing unemployment. This is difficult to see on the real world, because in countries that show a high inflation (like Argentina), the Government works to prevent the rise on unemployment rate. When workers get wages above their productivity, inflation soon or later appear, and the adjustment will be necessary. In Brazil this is happening, the inflation got more than 10%. in 2015 and more than 6% in 2016 and we almost didn't expand our GDP because the demand shrinked a lot (Dan,

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2018). Imagine inflation suddenly increases from 2°o to 5% in the first country. (Firms are much better in noticing for predicting) the higher inflation than are workers. Firms will very soon realize they can increase prices a bit, without losing sales. On the other hand, workers tend not to notice that while their wages are the same, all the prices are higher (or they may notice, but unable to do anything about it quickly). In other words, relative wages fall (the ratio of nominal wages to the general level of prices declines). Firms will try to make use of the lower relative wages and employ more workers (as labour has become cheaper). Or they ask existing workers to put in more overtime. In any case, employment increases and unemployment decreases (Dritsakis, 2014).

In the cae of Nigeria being an importer of many commodities, a fall in the foreign exchange earnings and a depletion of foreign exchange reserves imply a reduction in the ability to import goods and services and consequently a fall in the standard of living. A decline in the receipts from oil has implications for domestic revenues since the former constitute a large proportion of these revenues. The ability of government to maintain existing services or to create new ones would, therefore, be adversely affected. No doubt, the government has taken some steps like the elimination of dollar purchase privileges for importers of 40 items. Such as rice, cement, toothpick, private planes, poultry, meats, margarine, wheelbarrows, textiles and soaps. The government has on the other hand, caused serious poverty in the land by herself by widening the gap between rich and poor creating more economic hardship (Ugwuala, 2013). Nathaniel and Iwuchukwu state that “Economically, the gap between what Marx and Engels describes as the ‘two great hostile camps’ is on daily increase” (2023; 497).

In broad terms productivity can be seen as the ratio between output and factor inputs, such as men, machines, materials, technology and management. However, because of the difficulty in the measurement of the contribution of the various factor inputs in quantitative terms, measurement of productivity has been confined to specific factors. Nigerian workers are said to have poor attitude to work resulting in low productivity. Commenting the low productivity

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of Nigerian' employees. Eze (2014) observed that many achievement-oriented, shrewd observers of Nigerian people at work have always come out with a common impression that generally Nigerian workers are lazy, slow, sleepy, reluctant to act, unconcerned, and deceitful in their approach. These workers are said to lack the zeal, the briskness and the momentum of hard working people; and generally, they dislike to hear anybody talk about efficiency, dedication, honesty, competence, determination and productivity all of which characterize achievement of people in a production oriented society (Ekpenyong, 2016).

In Nigeria, the issue of increased productivity has attracted the attention of the productivity, price and incomes board (PPIB), with as much concern as that of wage development, although productivity awareness in Nigeria is not a recent event. The various wage commissions, have examined the subject to some extent. However, these efforts tended to preclude the organizational machinery necessary for a national or sectoral campaign to stimulate productivity consciousness among firms and industries.

According to Eze (2014), the quantity of goods and services available within the economy, which is largely determined by the level of production, affects the value of money. If more goods and services are available while the supply of money remains constant, the value of money will increase. This is because more commodities can be bought with a given sum of money.

On the other hand, a decrease in the quantity of available good and services, (as a result of a decrease in the level of productivity, etc. would lead to a fall in the value of money. This is because a given quantity of money will purchase fewer goods and services (Ekpenyong, 2016).

According to Ugochukwu (2015), in advancing the PPIB view Obasanjo told leaders of the Nigerian labour congress in 1989 that the most effective way of increasing income is through increase in productivity. Effort to increase income and general welfare must therefore be grounded very firmly in productivity increases. If increases in incomes are not related to productivity increases they will be short-lived as increases in prices will result in lower real incomes, and rapid rates of inflation and inflationary expectation will affect the course of economic development adversely.

Anyanwuocha (2018), maintained that the causes of inflation are as follows:

- Excessive deficit-financing and rapidly increasing government expenditure: There is deficit-financing by government if it spends more money than it receives through tax and other sources. In order to finance the various development projects, the government could borrow more money, or the Central Bank will print more money to meet government expenditure. Sometimes money is spent on projects which are non-productive. These increase the amount of money in circulation. If the increasing amount of money is not matched by increased productivity, prices will increase. In Nigeria, increased government expenditure was a major cause of inflation in the late 1970s.
- Excessive bank lending: Excessive creation of bank credits increases the supply of money. If the increased supply of money is not matched by increased supply of commodities, prices will rise. If it persists, inflation will result.
- Increases in wages and salaries of workers: Trade Unions are on a constant fight for increased wages and salaries. So many wage review commissions have been set up. In Nigeria, for instance, the salary of workers has been on a constant increase due to the influence of the various trade unions.

  In 2020, there was an upward review of workers salaries in Nigeria following the introduction of the Minimum Wage Act. Sometimes, the higher wages are not matched by increased productivity. Consequently, the increased earnings result in excess of demand over supply. Hence, prices rise. Sometimes when businessmen see that workers’ salaries have been increased, they push up the prices of their goods.

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There is low domestic productivity in both the industrial and agricultural sectors: Because of the problems associated with industrial development such as lack of capital, lack of adequate manpower, poor infrastructure, etc. the production of manufacturers goods is handicapper. There is a shortage of supply relative to demand and the prices of manufacturers goods are high.

Also, low productivity in the agricultural sector has led to a shortage of essential foodstuffs – garri, rice, yams, etc. This is due to problems of agricultural development such as poor organic conditions, limited use of modern farming techniques, shortage of agricultural labour, poor transportation etc. Shortage of these foodstuffs results in higher prices.

- Poor Storage Facilities: This is especially true of agricultural products. Lack of adequate storage facilities for perishable crops – tomatoes, oranges, yams, plantain, etc. cause much of these crops to get spoilt and be wasted. There is therefore the tendency for these products to be very scarce during off-seasons. Their prices are therefore high during the periods of shortage of supply. The rise in price may persist for some time.
- Population increase: In many West African countries, the rate of population growth is very high. This means increased demand for goods and services since the number of consumers' increases.

  The higher demand brought about by high population growth rate is not matched by increased food supplies. Food supplies tend to decrease in the face of the rural-urban migration, destruction of pests, etc. Hence, there is an increase in prices.
- There is also a shortage of essential items brought about: by a poor distributive system and port congestion. In many West African countries, there is inadequate development of transportation network.

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Some areas are almost inaccessible. The poor distributive system results in a shortage of commodities in areas where they are needed. Prices are therefore high.

A poor distributive system may also result from the presence of too many middlemen between producers and consumers. Sometimes the middlemen hoard their goods in order o raise prices. Again, because of the presence of too many of them before goods reach consumers, their prices become very high. Port congestion also results in a scarcity of imported items and their prices rise.

- War and civil strife in some West African countries: During the time of war, efforts are concentrated on the production and purchasing of war equipment. The priority is winning the war. The production of many essential commodities becomes neglected. Also, the frequent civil strife diverts the attention of the government and producers from the production of consumer goods to the maintenance of law and order. As a result of all these, there will be a shortage of essential commodities.

Compton and Golden (2018) in their study on assessing the evidence about work support benefits and low-income families asserted that most workers, including household heads supporting families, are locked in low-wage jobs that don't play enough to make ends meet. In 2017, the 20th-percentile hourly wage (that is, the wage at which 20 percent of wage earners earn less and 80 percentage earn more) was only \$11.40. This was only 5.7 percent higher than it was in 1979, after adjusting for inflation. In fact, compensation (wages and benefits) for the typical non-supervisory worker grew nearly six times as slowly as net productivity did between 1979 and 2016, the latest data available show. Workers are being more productive but their hard work isn't fully translating into shared economic growth. The erosion in the federal minimum wage — which stands at \$7.25 per her hour and is not adjusted for inflation — has contributed to low-wage workers" economic hardship. The minimum wage peaked in inflation-adjusted value in 1968. when it was equal to

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$9.90 in 2017 dollars. Over the last five decades, the federal government has allowed inflation to erode the value of the minimum wage by approximately 27 percent. If not for minimum wage increases in 21 states and the District of Columbia in 2017, wages at the 2()th percentile that year would have likely been even lower. Increasing the minimum wage and ensuring that it keeps pace with inflation going forward can improve earnings at the bottom of the wage scale and better ensure broad-based wage growth.

In a related study carried out by Arikpo, Ulayi, Olabisi & Anipi (2023), investigates the cost of living and worker's productivity in Cross River State Nigerian. To achieve the selected objective of the study, four research questions and four research hypotheses were formulated too direct the study. The survey research design was adopted for the study. A sample of Two hundred and twenty five (225) was drawn from the population of Two thousand two hundred and fifty (2,2250) worker using simple random sampling technique. An instrument title: High-Cost Living and Worker' Productivity Questionnaire (HCLWPQ). The hypotheses were analyzed using Pearson product moment correlation and tested at 0.05 level of significance and 223 degrees of freedom. It was also discovered that high rent, high cost of food, high transportation and worker' health significantly relate to workers' productivity, Based on the finding, it was concluded that high cost of living effect workers' productivity. The high cost of food reduces workers' productivity. High rent, high transportation rate and worker's health are powerful factors influencing workers' productivity and performance in their workplace. It was recommended among others that the government should reduce the cost of living by regulating market prince to cushion the effect of buying power in the Naire in Nigeria,

The failure of economic growth to adequately reach low-wage workers disproportionately affects women — especially Latinas — and African Americans. People earning at or below the minimum wage make up a larger share of these communities than of other communities. The common claim that raising the minimum wage sharply reduces employment for low-wage workers is one of the most extensively studied issues in empirical economics. The bulk of the evidence indicates that such impacts on employment for the size of past minimum-wage increases are modest if they exist at all, and that such wage increases would provide a net earnings gain to low-wage workers as a group and thus serve as a policy tool that pushes back against rising inequality.

James (2013) carried out a study to investigate the impact of job security on employee productivity in Enugu State. Systematic sampling technique was employed for the study. A sample of 200 workers was drawn from six (6) Local Government Areas of Enugu State. Logistic regression was used to test the hypotheses and the hypotheses were tested at 0.05 level of significance and 198 degrees of freedom. The result shows a significant impact of job security on employee productivity.

Zekeriya (2018) opined that, the government may print more money to finance the war. There will therefore be more money available than there are essential items. Prices therefore increase. The great reliance on imported items by many countries as a result of low domestic production could lead to imported inflation. Inflation in the Western world and some other countries from where these commodities are imported results in the higher landing prices of such goods. This could therefore generate inflation within he economy since such goods have to be sold at higher prices. The prices paid by producers for labour, land and capital goods have been on the increase. They pay more wages, rent, and interest. They, therefore, increase the prices of their goods and services in order to maintain their profit margins and inflation occurs. A number of measures have been used to control imports such as outright bans, use of quotas etc. These lead to scarcity of these commodities and the prices of the locally manufactured substitutes are high because they are scarce.

Productivity growth has played a crucial role in maintaining country competitiveness and long-term economic growth while also controlling high cost of living. Therefore, inflation-targeting central banks and governments aiming to improve the competitiveness of their economy closely follow movements in labour productivity and the affecting factors of labour productivity. From the macroeconomic perspective, changes in productivity have been associated with

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movements in real wages and cost of living in the theoretical and empirical literature. In this framework, an analysis of the interrelationships among productivity, real wages and inflation is critical for authorities who plan structural reforms to enhance productivity and for policy makers who aim to control high cost of living.

Anyanwuocha (2018) highlighted that the effect of inflation in a country as follows:

- It leads to increased earnings and higher profits on the part of businessmen. Because of the increase in the prices of their goods or services, they earn higher revenue. They make very high profits, especially at the initial stages, when wages and other costs are still lagging behind output prices.
- There will be increased investment: The higher profits made by businessmen encourage them to increase the level of investment in order to produce more and make still higher profits. The rising prices and increased profits expectations act as a boost to business confidence, especially if the inflation is moderate and expected to continue for a long time. They invest more to take advantage of the situation. The increased investment leads to increased output.
- There will be increased employment: Business expansion which is encouraged by inflation (especially mild inflation) leads to greater employment of the factors of production. More labour and other factors of production will be employed, thereby reducing the rate of unemployment in the economy. Factors of production which were working below capacity will now be used to full capacity.
- There is a transfer of real earnings from creditors to debtors: Borrowers and those who pay rent and fixed interest charges gain. There is a fall in the real value of loans to be repaid and the burden of making fixed payments is made lighter by

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inflation. In real terms (in terms of what money can buy) the borrower repays less than he borrowed and those who make fixed payments such as rent and interest pay less. This is why investors may be encouraged to borrow money to expand business since interest to be repaid will have a lower value.

On the other hand, creditors and lenders and those who receive fixed payments (rent and interest) on their assets lose. This is because the value of the money which they receive will be less than they were receiving before inflation. Lending may therefore be discouraged.

- Inflation redistributes incomes: People on fixed incomes such as teachers, judges, pensioners, etc. suffer a reduction in their real incomes. The amount of goods and services which their incomes can buy will fall because of a fall in the value of money. There may therefore be a fall in their standard of living since they may no longer be able to consume as much in the way of goods and services as they were consuming before inflation. The peasants become worse off during inflation.

On the other hand, inflation favours shareholders, businessmen, and others whose incomes are not fixed as well as some workers who are privately employed. They become better off. Inflation therefore redistributes income from the salaried workers and peasants to businessmen, entrepreneurs and shareholders.

- Inflation may lead to an adverse balance of payments:

During inflation, increases in domestic prices affect the prices of exports. But the prices of imports become relatively cheaper. Inflation tends to encourage imports and discourage exports. The country may spend more money on imports than is received from exports. The balance of payments position may be worsened.

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Inflation discourages saving, thereby leading to low capital formation. During inflation, money is not a good store of value. The real value of assets such as saving deposits and life assurance policies falls. The fall in the value of money of money discourages saving. Since people are discouraged from saving, less capital is mobilized.

Again, people have less money to save because they spend more money on goods and services because of the higher prices paid.

- A prolonged high rate of inflation may lead to loss of confidence in the country's currency, and a consequent collapse of the monetary unit. This was the case in Germany in 2023 when the German mark became worthless due to galloping inflation. It was used as wallpaper for decorating houses since I had little or no value. The people preferred to use cigarettes which were relatively scarce as money until a new currency was introduced.
- Inflation reduces the burden of the National Debt. The real value of money borrowed by the businessmen falls. This is equivalent to a reduction in the National Debt.

First, efficiency wage theory argues that causality runs from real wages to productivity. Second, marginal productivity theory and bargaining theory state that causality runs from productivity to real wages. There are also two theoretical views that attempt to explain the causal ordering between productivity and cost of living. The basic theoretical view suggests that causality runs from productivity to high cost of living. The alternative theoretical view argues that causality flows from cost of living to productivity. On the empirical side, there are many studies analyzing the relationship between productivity and real wages. Similarly, several studies have analyzed the linkage between productivity and cost of living (Perry, 2012).

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According to Dan (2018), a fiscal policy involves the use of government tax (or income) and expenditure policies to regulate the economy. It includes the following:

(i) Taxation Policy: The government could increase taxes on income. This reduces the disposable income of people. Consequently, there will be a reduction in their demand for goods and services. The reduced demand would lead to fall in prices assuming that the supply does not fall.

(ii) In order to control inflation, the government could increase its borrowing from the public, and at the same time spend less or its revenue. This could be done by issuing government securities like bonds, stocks, and treasury bills. When people purchase these, they pay money to the government. This helps to reduce the amount of money in circulation and therefore helps to check inflation.

(iii) Inflation could be controlled by reduction of government expenditure and use of the budget-surplus. The budget-surplus involves the government spending less money than is received through various sources. The government should reduce expenditure, especially on non-productive projects. This would reduce the amount of money flowing into the economy. If the supply of money is reduced, inflation will be curbed.

ElginandKuzubas (2012) analyzed the relationships using a comprehensive set of cointegration techniques for the Australian manufacturing sector. These researchers focused on both the long-run relationship and the causal links. Overall results from the studies focusing on developed countries show that there is a positive and strong relationship between productivity and real wages, while there is a negative relationship between productivity and cost of living. Nonetheless, there is no strong consensus regarding the direction of

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causality among productivity, real wages and cost of living in the empirical literature.

Purpose of the study

The main purpose of this study was to examine high rate of inflation and adult workers' productivity in Southern Senatorial District of Cross River State, Nigeria. Specifically, the study sought to:

i. Examine whether rise of food items relate with adult workers' productivity.
ii. Determine whether rise of fuel price relate with adult workers' productivity.
iii. Examine whether rise in transportation relate with adult workers' productivity.
iv. Ascertain whether rise in manufacture goods relate with adult workers' productivity.

Research questions

The following research questions were stated to direct the study;

i. To what extent does rise of food items relates with adult workers' productivity?
ii. To what extend does rise of fuel price relates with adult workers' productivity?
iii. To what extend does rise in transportation relates with adult workers' productivity?
iv. To what extend does rise in manufacture goods relates with adult workers' productivity?

Statement of hypotheses

The following research hypotheses were stated to guide the study:

i. There is no significant relationship between rise of food item and adult workers' productivity.

ii. There is no significant relationship between rise of fuel price and adult workers' productivity.
iii. There is no significant relationship between rise in transportation and adult workers' productivity.
iv. There is no significant relationship between rise in manufacture goods and adult workers' productivity.

METHODOLOGY

The research methodology design adopted for this study was survey research design. Survey research design involves the collection of data to accurately and objectively describe existing phenomena. It can also be described survey research design as the design in which it is directed towards determining the nature of a situation as it exists at the time of investigation. He further described it as a type of research that studies large and small population by selecting and studying samples chosen from the population to discover the relative incidence, distribution, interrelations of sociological and psychological variables. It is therefore very useful in opinion and attitude studies. It depends basically on questionnaires and interviews as means of data collections. It is economical in the sense that the study representing the samples will permit inference from the general population that could be too expensive to study as a whole.

The research area is Cross River South which is one of three Senatorial district in Cross River State in South-South geo-political zone of Nigeria. The population of this study comprised all the adult workers in Southern senatorial district of Cross River State.

The sample of this study was to make up of two hundred and twenty five (225) workers drawn from southern secretarial district of Cross River State. The sample represents 10% of the population under study.

The instrument used for data collection was a questionnaire designed by the researcher. The questionnaire titled: high rate of inflation and adult workers. Productivity Questionnaire (HRM) consists of two section A and B. Section A had information on the respondents demographic variables while section B had 25 items

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covering the independent variables. The items were structured on a four liker point scale basis of strongly agree (A), disagree (D) and strongly disagree (SD). The questionnaire was designed such that the respondent's response appropriately to items as it applies to them.

Validity of an instrument refers to \the degree to which an instrument measure what it is intended to measure or the extent which time and accurate what of a trait is probable. The ensure that the instrument is valid; it was prepared by the researcher. The researcher expunged areas that were not necessary and needed to be deleted. All corrections suggested were make and the items reorganized and approved by the supervisor. The instrument used for this was validated by the supervisor.

Reliability refers to the degree of consistency that an instrument demonstrates in measuring what it does. To determine the reliability of the instrument (questionnaire) a trail testing was done using thirty (30) workers drawn from the population who were not part of the study ,to be used. Test retest method of reliability estimate of the instrument was used. Here the research gave the same group of respondents the questionnaire to complete. The score for the sets administration were corrected. This method gives the instrument reliability across time.

The questionnaire was the main instrument for data collection. The questionnaire was administered by the researcher from one office to another. Th respondents were informed of the exercise and essence of giving objective responses to the items. They were also told to be honest in their responses to the item as the information obtained would be treated with all amount of confidentiality and used for the research purpose only.

After collecting the questionnaire codes/scores were assigned to each of the item for ease of data preparation. A coding schedule is prepared as follow; Strongly agree (SA) 4, Agree (A) 3, Disagree (D) 2, Strongly disagree (SD)1.

The methods of data analysis depended on each hypothesis. Each hypothesis of the study was re-stated here and the variables in it

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were identified. The statistical analysis technique for testing, is given. All the hypotheses will be tested at 0.05 level of significance.

RESULTS

The study hinged on high rate of inflation and adult workers' productivity in Calabar municipal council of Cross River State, Nigeria. The independent variable of this study was economic recession while the dependent variable was workers' productivity. The sub-variables were rise of food items, rise of fuel price, rise in transportation, rise in manufactured goods. The respondents' demographic information were sex, age, qualification, marital status and employment status. The data obtained were analyzed and presented accordingly in the following section.

Presentation of result

The four hypotheses were analyzed using pearson product correlation coefficient (r) and tested at 0.05 level of significance and 98 degrees of freedom. The result is presented below:

Hypothesis one

There is no significant relationship between rise of food items and adult workers' productivity. This hypothesis was analyzed using Pearson Product correlation coefficient (r) and tested at 0.05 level of significance and 223 degrees of freedom. The result is presented in Table 1 below:

TABLE 1
Pearson product moment correlation coefficient analysis of the relationship between rise of food and adult workers' productivity (N225)

Variables	$\bar{x}$	SD	r-cal
Rise of food items	17.895	55.572	
			0.761*
Adult Workers' productivity	18.066	5.963	

Significant at 0.05, df = 98, critical r = 0.197

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The result above shows that the calculated r - value of 0.761* was greater than the critical r - value of 0.197 at 0.05 level of significance and 223 degrees of freedom. By this-result, the null hypothesis was rejected and it was concluded that there was a significant relationship between rise of food items and adult workers" productivity.

Hypothesis two

There is no significant relationship between rise in fuel price and workers' productivity. This hypothesis was analyzed using Pearson product correlation coefficient (r) and tested at 0.05 level of significance and 223 degrees of freedom. The result is presented in Table 2.

TABLE 2

Pearson product moment correlation coefficient analysis of the relationship between rise of fuel price and adult workers' productivity

(N225)

Variables	**$\bar{x}$**	**SD**	**r-cal**
Rise in fuel price	17.974	5.107	
			0.843*
Adult Workers' productivity	18.066	5.963	

Significant at 0.05, df = 223, Critical r = 0.139

The result in Table 2 indicate that the calculated r - value of 0.843* was greater than the critical r - value of 0.139 at 0.05 level of significance and 223 degree of freedom. By this result, the null hypothesis was rejected and the conclusion was that rise in fuel price and Adult workers' productivity.

Hypothesis three

There is no significant relationship between rise in transportation and adult workers' productivity. The result of this hypothesis was presented in Table 3 below. This hypothesis was analyzed using Pearson product correlation coefficient (r) and tested at 0.05 level of significance and 223 degrees of freedom.

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TABLE 3
Pearson product moment correlation coefficient analysis of the relationship between rise in transportation and adult workers' productivity
(N225)

Variables	x̄	SD	r-cal
Rise of transportation	17.586	4.567	
			0.756
Workers' productivity	18.066	4.963	

Significant at 0.05, df = 223, Critical r = 0.139

The result above shows that the calculated r - value of 0.756* was greater than the critical r - value of 0.139 at 0.05 level of significance and 223 degrees of freedom. By this result, the null hypothesis was rejected. This implies -that rise in transportation significantly relate with secondary-workers' productivity.
Hypothesis four
There is no significant relationship between rise of manufactured goods and adult. workers' productivity. The result of this hypothesis was presented in Table 4 below. This hypothesis was analyzed using Pearson product correlation coefficient (r) and tested at 0:05 level of significance and 223 degrees of freedom.

TABLE 4
Pearson product moment correlation coefficient analysis of the relationship between rise of manufacturing goods and adult workers' productivity
(N225)

Variables	x̄	SD	r-cal
Rise of manufacture goods	17.895	4.642	
			0.658
Workers' productivity	18.066	5.963	

Significant at 0.05, df = 223, Critical r = 0.139

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The result above shows that the calculated r-value of 0.756* was greater than the critical r-value of 0.139 at 0.05 level of significance and 223 degrees of freedom. By this result, the null hypothesis was rejected and it was concluded that rise of manufacture goods significantly relate with adult workers' productivity.

Discussion of findings

The result shows a significant relationship between high inflation rate and adul workers' productivity. This result is confirmed by the findings of Elgin and Kuzubas (2012) who analyzed the relationships using a comprehensive set of cointegration techniques for the Australian manufacturing sector. These researchers focused on both the long-run relationship and the causal links. Overall results from the studies focuses on developed countries show that there is a positive and strong relationship between productivity and inflation. Nonetheless, there is no strong consensus regarding the direction of causality among productivity real wages and inflation in the empirical literature.

Compton and Golden (2018) in their study on assessing the evidence about work support benefits and low-income families asserted that most workers, including household heads supporting families, are locked in low-wage jobs that don't play enough to make ends meet. In 2017, the 20th-percentile hourly wage (that is, the wage at which 20 percent of wage earners earn less and 80 percentage earn more) was only \$11.40. This was only 5.7 percent higher than it was in 1979, after adjusting for inflation. In fact, compensation (wages and benefits) for the typical non-supervisory worker grew nearly six times as slowly as net productivity did between 1979 and 2016, the latest data available show. Workers are being more productive but their hard work isn't fully translating into shared economic growth. The erosion in the federal minimum wage — which stands at \$7.25 per her hour and is not adjusted for inflation — has contributed to low-wage workers" economic hardship. The minimum wage peaked in inflation-adjusted value in 1968. when it was equal to \$9.90 in 2017 dollars. Over the last five decades, the federal government has allowed inflation to erode the value of the minimum wage by approximately 27 percent. If not for minimum wage

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increases in 21 states and the District of Columbia in 2017, wages at the 2()th percentile that year would have likely been even lower. Increasing the minimum wage and ensuring that it keeps pace with inflation going forward can improve earnings at the bottom of the wage scale and better ensure broad-based wage growth.

In a related study carried out by Arikpo, Ulayi, Olabisi & Anipi (2023), investigates the cost of living and worker's productivity in Cross River State Nigerian. To achieves the selected objective of the study, four research questions and four research hypotheses were formulated too direct the study. The survey research design was adopted for the study. A sample of Two hundred and twenty five (225) was drawn from the population of Two thousand two hundred and fifty (2,2250) worker using simple random sampling technique. An instrument title: High-Cost Living and Worker' Productivity Questionnaire (HCLWPQ). The hypotheses were analyzed using Pearson product moment correlation and tested at 0.05 level of significance and 223 degrees of freedom. It was also discovered that high rent, high cost of food, high transportation and worker' health significantly relate to workers' productivity, Based on the finding, it was concluded that high cost of living effect workers' productivity. The high cost of food reduces workers' productivity. High rent, high transportation rate and worker's health are powerful factors influencing workers' productivity and performance in their workplace. It was recommended among others that the government should reduce the cost of living by regulating market prince to cushion the effect of buying power in the Naire in Nigeria,

The failure of economic growth to adequately reach low-wage workers disproportionately affects women — especially Latinas — and African Americans. People earning at or below the minimum wage make up a larger share of these communities than of other communities. The common claim that raising the minimum wage sharply reduces employment for low-wage workers is one of the most extensively studied issues in empirical economics. The bulk of the evidence indicates that such impacts on employment for the size of past minimum-wage increases are modest if they exist at all, and that such wage increases would provide a net earnings gain to low-wage workers as a group and thus serve as a policy tool that pushes back against rising inequality.

Zekeriya (2018) examined the interrelationships among productivity, real wages and inflation in the Turkish manufacturing industry for the period of 1988:1 to 2012:2. To that end, this paper employs both co-integration analysis and a Granger causality test. This paper finds that inflation has a greater effect on labour productivity than do real wages. Furthermore, the Granger causality test shows that there is a strong feedback between labour productivity and inflation, suggesting policy makers targeting inflation should follow labour productivity. This test suggests that there is no causal link running from productivity to real wages in the Turkish manufacturing industry. This absence of a link is largely due to lower bargaining power and structural problems, including high unemployment, a huge tax burden on wages and the large share of the informal sector.

Conclusion / Recommendation

In conclusion, High rate of inflation significantly relate to adult workers' productivity. The rise of food items reduce adult workers' productivity. Rise of fuel price is a powerful factor influencing adult workers' productivity and performance in their workplace. Rise in transportation, rise in manufactured goods are determinants to adult workers' productivity since the available manpower is over stretched in the office.

The following recommendations ere stated following the outcome of the finding;

i The government should reduce the cost of food items by regulating market prices to cushion the effect of buying power of the Naira.

ii The government and all employers of labour should strengthen their job policies that will favour adult workers even upon retirement.

iii The government should control rise in price of manufacture goods in order to reduce the high inflation rate in the country.

iv The government should create more jobs particularly in the agricultural sector to reduce youth unemployment.

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