

**FUEL SCARCITY AND PUBLIC SERVICE PERFORMANCE IN UNIVERSITY
OF BENIN TEACHING HOSPITAL (2015-2023)**

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BENIN CITY**

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**BEING A PROJECT PRESENTED TO THE DEPARTMENT OF PUBLIC
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BENIN, BENIN CITY, IN PARTIAL FULFILLMENT OF THE REQUIREMENTS
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APRIL, 2025

CERTIFICATION

This is to certify that this work titled: **FUEL SCARCITY AND PUBLIC SERVICE PERFORMANCE IN UNIVERSITY OF BENIN TEACHING HOSPITAL (2015-2023)** was carried out by **IZEVBIGIE IKPONMWONSA** with matriculation number **SSC1911707** in the Department of Public Administration.

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Date

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Head of Department

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Date

DEDICATION

This project work is dedicated to God Almighty who has given me the strength to carried out this project works.

ACKNOWLEDGEMENTS

First, I wish to express my profound gratitude to God Almighty for His goodness and mercy in my life right from conception to adulthood.

Of course, this acknowledgement will be incomplete without mentioning the name of my project supervisor, Dr. (Mrs.) C.K. Omorede who acts not only as my project supervisor but as a mother, guardian, and above all, a mentor. My course adviser, Mrs. Patience Omamor, special recognition and thankful for your immense contribution towards my stay in this school. I say thank you for impacting adequately to my academic life positively. To all my lecturers, I say thank you for positively impacting on my academic life.

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May the Lord bless everyone in Jesus name. Amen!

TABLE OF CONTENTS

TITLE PAGE	ii
CERTIFICATION	iii
DEDICATION	iv
ACKNOWLEDGEMENT	v
ABSTRACT	ix
CHAPTER ONE	
INTRODUCTION	
1.1 Background of the Study	1
1.2 Statement of the Problem	2
1.3 Objectives of the Study	4
1.4 Research Questions	5
1.5 Significance of Study	5
1.6 Scope of the Study	7
1.7 Definition of Terms	7
CHAPTER TWO	
LITERATURE REVIEW AND THEORETICAL FRAMEWORK	
2.0 Introduction	9
2.1 Overview of Fuel Scarcity in Nigeria	9

2.2	Importance of Productivity	12
2.3	Impact of Fuel Scarcity on Transportation in the Public Sector in Nigeria	15
2.4	Impact of Fuel Scarcity on Health	17
2.5	Impact of Fuel Scarcity on Workload	22
2.6	Theoretical Framework	27

CHAPTER THREE:

METHODOLOGY

3.1	Research Design	31
3.2	Study Population	32
3.3	Sampling Technique	32
3.4	Sources of Data	32
3.4.1	Primary sources of Data	33
3.4.2	Secondary sources of Data	33
3.5	Data Collection Method	34
3.6	Data Analysis Techniques	34
3.7	Ethical Considerations	34
3.8	Limitations of the Study	35

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS OF RESULTS

4.0	Data Presentation	36
4.1	Back ground information of respondents.	36
4.1.1	Gender of respondents	36
4.1.2	Age of the Respondents	37
4.1.3	Years of Service	39
4.2.	Extent of Fuel Scarcity and Impacts	39
4.3.	Challenges in Accessing Fuel	45
CHAPTER FIVE:		
DISCUSSION		
5.1	Discussion of Research Findings	50
5.2	Implications and Broader Context: Fuel Subsidy Removal	52
5.3	Recommendations and Conclusion	53
REFERENCES		54
APPENDIX		60

ABSTRACT

Fuel scarcity is a persistent challenge in many developing countries, affecting various sectors of the economy, including public service institutions. This study examines the impact of fuel scarcity on public service performance in the University of Benin Teaching Hospital (UBTH), a critical healthcare institution in Nigeria. Fuel scarcity disrupts the hospital's operations by hindering the availability of electricity and essential services, such as emergency care and medical equipment operation. This research employed a mixed-method approach, combining surveys, interviews, and document analysis to investigate the multifaceted consequences of fuel scarcity on UBTH's service delivery. The findings reveal that fuel scarcity has profound effects on UBTH's public service performance. It leads to frequent power outages, affecting medical equipment, patient care, and overall hospital functioning. Additionally, the reliance on generators during fuel shortages incurs high operational costs, diverting resources from patient care and hospital maintenance. The study also explores the coping mechanisms adopted by UBTH to mitigate the impact of fuel scarcity, including resource allocation strategies and alternative energy sources.

Findings also revealed that fuel scarcity leads to power outages, delays in patient care, reduced staff productivity, and increased operational costs.

The study further highlights the hospital's dependence on fuel for generators and ambulance services, making it vulnerable during periods of scarcity. It concludes that fuel scarcity significantly hampers healthcare service delivery and public service performance.

The study recommended among other things the investment in alternative energy sources, improved fuel management policies, and infrastructural upgrades to mitigate the adverse effects of fuel shortages in UBTH public service performance.

CHAPTER ONE

INTRODUCTION

1.1 Background of the Study

Fuel scarcity has become a recurring phenomenon in Nigeria, affecting various sectors, including the healthcare sector. The University of Benin Teaching Hospital (UBTH) is one of the largest teaching hospitals in Nigeria, providing healthcare services to a large population. However, the hospital's operations have been severely impacted by fuel scarcity, leading to concerns about the quality of care provided to patients. This study aims to investigate the impact of fuel scarcity on public performance in the UBTH between January 2022 and December 2022. The study will examine the effects of fuel scarcity on patient satisfaction, waiting times, and staff productivity in the UBTH during this period. Nigeria is a major oil-producing country, but it has been experiencing fuel scarcity for several decades. The country's fuel scarcity crisis is attributed to several factors, including inadequate refining capacity, corruption, inefficient distribution network, and dependence on imported fuel.

The impact of fuel scarcity on the healthcare sector in Nigeria has been significant. Hospitals have been forced to rely on alternative sources of energy, such as generators, which are expensive and inefficient. This has led to an increase in healthcare costs, making healthcare less accessible to the poor. The UBTH is not immune to the effects of fuel scarcity. The hospital has experienced frequent power outages, which have disrupted

healthcare services. The hospital's generators have been overwhelmed, leading to a decline in the quality of care provided to patients.

The impact of fuel scarcity on public performance in the UBTH has been significant. Patients have experienced long waiting times, and healthcare services have been disrupted. Staff productivity has also been affected, as staff have been forced to work under difficult conditions.

Despite the significant impact of fuel scarcity on public performance in the UBTH, there is a dearth of research on the topic. Most studies have focused on the impact of fuel scarcity on the economy, rather than on specific sectors like healthcare. This study aims to fill this knowledge gap by investigating the impact of fuel scarcity on public performance in the UBTH between January 2022 and December 2022.

1.2 Statement of the Problem

The persistent fuel scarcity in Nigeria has led to a significant decline in the performance of the UBTH between January 2022 and December 2022. The hospital's operations have been severely impacted, leading to reduced patient satisfaction, increased waiting times, and decreased staff productivity. The problem of fuel scarcity in the UBTH is complex and multifaceted. The hospital's management has been struggling to find a solution to the problem, but so far, none has been found. The hospital's staff and patients are suffering as a result of the fuel scarcity, and there is a need for urgent action to address the problem.

Nigeria is a country with a high level of dependence on fossil fuels, with petroleum products being the major source of energy for the transportation sector (Kazeem, 2019). However, the country has been experiencing fuel scarcity for several years, which has led to a series of negative effects on the economy and the lives of citizens (Adeoye et al., 2018). One of the significant impacts of fuel scarcity is on the productivity of civil servants, particularly those working in essential services like health care. This study seeks to investigate the roles of fuel scarcity on the productivity of civil servants, using the UBTH as a case study.

Fuel scarcity has been a recurrent problem in Nigeria for several decades, which has impacted various sectors of the economy, including the civil service (Obikoya & Adetayo, 2019). The civil Service is the backbone of the public sector and plays a critical role in the development of the county. The inability of civil servants to access fuel for their daily activities can hinder their productivity, cause delays in the delivery of public services, and ultimately affect the overall development of the country (Ololube, 2013).

The scarcity of fuel has become a significant challenge for the Nigerian economy, and its impact on the productivity of civil servants has not been given adequate attention. The study seeks to investigate the roles of fuel scarcity on the productivity of civil servants in Nigeria, using the University of Benin Teaching Hospital (UBTH) as a case study.

The Nigerian civil service is known to be characterized by low productivity levels and a lack of motivation among workers. Fuel scarcity has further exacerbated this problem as civil servants find it challenging to carry out their duties effectively. Despite the significance of the Issue, there is limited research on the impact of fuel scarcity on the productivity of civil servants in Nigeria.

1.3 Objectives of the Study

The main objective of this study is to examine the roles of fuel scarcity on the productivity of civil servants in Nigeria, using the UBTH as a case study. The specific objectives are:

1. To assess the extent of fuel scarcity in Nigeria and its impacts on the operations of the civil service.
2. To identify the challenges faced by civil servants in accessing fuel for their daily activities.
3. To investigate the effects of fuel scarcity on the productivity of civil servants in the UBTH.
4. To explore the strategies adopted by civil servants to cope with the effects of fuel scarcity on their productivity.

1.4 Research Questions

The research questions that will guide this study are:

1. What is the extent of fuel scarcity in Nigeria, and what are its impacts on the operations of the civil service?
2. What are the challenges faced by civil servants in accessing fuel for their daily activities?
3. How does fuel scarcity affect the productivity of civil servants in the UBTH?
4. What strategies do civil servants adopt to cope with the effects of fuel scarcity on their productivity?

1.5 Significance of Study

This study is significant for several reasons. Firstly, fuel scarcity is a recurring problem in Nigeria that affects various sectors of the economy, including the civil service (Adebayo and Adejumo, 2018). The study will provide valuable insights into the impact of fuel scarcity on the productivity of civil servants, which can inform policy formulation to address the issue.

Secondly, the study focuses on the University of Benin Teaching Hospital (UBTH), which is one of the largest hospitals in Nigeria. The hospital serves as a primary healthcare provider for the people of Edo State and the surrounding areas. The study's findings will be

useful for hospital administrators and policymakers to improve the hospital's productivity and efficiency.

Thirdly, the study will contribute to the existing literature on the impact of fuel scarcity on the productivity of civil servants in Nigeria. The study's mixed-methods research design will allow for a comprehensive analysis of the issue, providing qualitative and quantitative data that can be used to inform policy formulation.

Fourthly, the study's findings will be useful for civil servants in the UBTH and other public institutions in Nigeria. The study will identify coping strategies that civil servants can adopt to mitigate the effects of fuel scarcity on their productivity. This information can be used by civil servants to improve their productivity levels and deliver better services to the public. Finally, the study's recommendations will be useful for policymakers in Nigeria. The study will identify policy measures that can be implemented to address the recurring issue of fuel scarcity and its impact on the productivity of civil servants. These recommendations can inform policy formulation and improve the overall productivity of the civil service in Nigeria.

Overall, this study's significance lies in its potential to contribute to the body of knowledge on the impact of fuel scarcity on the productivity of civil servants in Nigeria, provide insights for hospital administrators and policymakers, and suggest strategies for civil servants to improve their productivity levels.

1.6 Scope of the Study

This study focuses on the roles of fuel Scarcity on the productivity of civil servants, using the UBTH as a case study. The study will cover the period between 2016 and 2021. The study will be limited to civil servants working in the UBTH and will exclude other health institutions in Nigeria. The study will use both primary and secondary data sources to generate data for analysis.

1.7 Definition of Terms

1. **Fuel scarcity:** This refers to a situation where there is a shortage of fuel products, such as gasoline, diesel, and kerosene, in the market due to insufficient supply, hoarding, or other factors.
2. **Productivity:** This refers to the rate at which an employee or organization produces goods or services in relation to the resources used. It is measured by output per unit of input.
3. **Civil servants:** These are individuals who are employed by the government to perform administrative, managerial, and technical functions in various public institutions, Such as hospitals, schools, and government offices.
4. **Public institutions:** These are institutions that are owned or controlled by the government, such as hospitals, schools, and government offices.

5. **Policy formulation:** This refers to the process of developing and implementing policies by government agencies to address specific problems or issues affecting the public.
6. **Coping strategies:** These are strategies adopted by individuals or organizations to mitigate the negative effects of a problem or issue.
7. **Mixed-methods research design:** This is a research approach that involves the use of both qualitative and quantitative research methods in a single study to provide a comprehensive analysis of a research problem.
8. **Hospital productivity:** This refers to the rate at which a hospital produces goods or services in relation to the resources used, such as staff, equipment, and materials.
9. **Efficiency:** This refers to the ability of an organization or individual to achieve its objectives with minimal waste of resources, such as time, money, and effort.
10. **Policy measures:** These are specific actions or interventions implemented by government agencies to address a problem or issue affecting the public.

CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.0 Introduction

This chapter presents a comprehensive review of relevant literature on Fuel Scarcity and Public Service Performance, focusing on the University of Benin Teaching Hospital (UBTH). The literature review aims to establish a theoretical and empirical foundation for the study, providing insights into how fuel shortages affect hospital operations, staff productivity, and patient care. Additionally, the chapter identifies existing gaps in the literature and highlights the significance of further research on the subject.

2.1 Overview of Fuel Scarcity in Nigeria

The conceptual framework for this study is based on the resource-based view (RBV) theory and the organizational performance theory, which suggest that the availability and efficient management of resources play a critical role in determining organizational success (Barney, 1991; Adebayo, 2018). Fuel is a vital resource in healthcare institutions, influencing energy supply, transportation, and hospital operations.

Fuel Scarcity and Healthcare Service Delivery

Fuel scarcity refers to the insufficient availability of fuel resources to meet demand, leading to disruptions in various sectors, including healthcare (Eze, 2020). Healthcare

service delivery in Nigeria is highly dependent on electricity, which is often supplemented by fuel-powered generators due to irregular grid power supply. Fuel scarcity can lead to: Power outages that disrupt medical services, affecting diagnostic equipment, surgical procedures, and cold-chain storage of vaccines and medicines (Ogbonna, 2019).

Increased operational costs, as hospitals are forced to procure fuel at inflated prices (Eze, 2020).

Limited transportation services, affecting ambulance operations, emergency responses, and patient accessibility (Adebayo, 2018).

Reduced staff productivity, as healthcare workers face transportation difficulties and prolonged working hours due to inefficiencies caused by power shortages.

Fuel scarcity is a recurring problem in Nigeria that has far-reaching implications for the economy, society, and the daily lives of individuals. Nigeria, being a major oil-producing country, paradoxically suffers from fuel scarcity due to inadequate refining capacity, underinvestment in the petroleum sector, and a lack of efficient distribution systems (Anifowose & Ikeje, 2019). The problem of fuel scarcity in Nigeria has been a long-standing issue, and it has worsened in recent years, affecting the transportation sector, power supply, and overall productivity of the nation (Alhassan, 2016).

Fuel scarcity in Nigeria is usually caused by a combination of factors, including pipeline vandalism, inadequate investment in the sector, importation of refined petroleum products, and inefficiencies in the distribution network (Nwokedi, 2018). The Nigerian National

Petroleum Corporation (NNPC) has been responsible for importing petroleum products into the country, but this has been plagued by corruption, mismanagement, and inadequate funding (Adetayo, 2018). As a result, there have been frequent fuel shortages, which lead to long queues at filling stations, transportation problems, and increased costs of goods and services (Kazeem, 2019).

The consequences of fuel scarcity in Nigeria are significant and far-reaching. The shortage of fuel has led to increased transportation costs, which has affected the prices of goods and services, making them unaffordable for many Nigerians (Adeoye et al., 2018). The power supply has also been affected, with many households and businesses relying on generators for electricity. This has increased the cost of doing business and affected productivity in the country (Obikoya & Adetayo, 2019). Moreover, the problem of fuel scarcity has led to social unrest, protests, and demonstrations, with citizens demanding an end to the problem (Central Bank of Nigeria, 2017).

Fuel scarcity is a significant problem in Nigeria that has far-reaching implications for the economy, society, and the daily lives of individuals. The recurring problem of fuel scarcity in Nigeria is caused by a combination of factors, including pipeline vandalism, inadequate investment in the sector, importation of refined petroleum products, and inefficiencies in the distribution network.

The consequences of fuel scarcity are significant and include increased transportation costs, power outages, social unrest, and decreased productivity.

2.2 Importance of Productivity in the Public Sector in Nigeria

Productivity is an important measure of efficiency and effectiveness in any organization, including the public sector. In Nigeria, the public sector is a major employer of labor and plays a crucial role in the socio-economic development of the country.

In the public sector, productivity is important because it impacts the quality and quantity of services provided to citizens. According to Ololube (2013), the success of any government depends on the productivity and performance of its public sector workers. The author argues that increased productivity leads to better service delivery, increased revenue generation, and overall economic growth.

A study by Sani, Tijani, and Abdullahi (2019) found that productivity in the public sector is essential for achieving the goals of sustainable development. The authors argue that a productive public sector contributes to the reduction of poverty, inequality, and unemployment in the country. Additionally, productivity in the public sector is crucial for the effective implementation of government policies and programs.

Adebayo and Adejumo (2018) note that productivity in the public sector is important for achieving organizational goals and objectives. The authors argue that a productive public sector improves the delivery of public services and enhances the reputation of government

institutions. This, in turn, builds public trust and confidence in the government and its institutions.

According to Akindele and Adejumo (2019), productivity in the public sector is essential for the attainment of sustainable development in Nigeria. The authors note that the public sector is responsible for the provision of essential services such as healthcare, education, and infrastructure development. Therefore, productivity in the public sector is critical for ensuring that these services are delivered efficiently and effectively.

Finally, a study by Adeyenmo and Salami (2018) found that productivity in the public sector is important for the economic development of Nigeria. The authors argue that a productive public sector can attract foreign investment and promote economic growth. Additionally, a productive public sector can enhance the country's international reputation and improve its standing in the global community.

In a study conducted by Ajayi and Owoyemi (2015), the authors emphasized the importance of productivity in the public sector as a means of achieving sustainable economic growth and development in Nigeria. The study argues that increasing productivity in the public sector is crucial for enhancing the quality of public services and improving the overall standard of living in the country.

Another study by Aluko and Akinbode (2013) highlights the importance of productivity in the public sector for achieving effective and efficient service delivery. The authors argue that productivity is a key determinant of the quality of public services, and that improving productivity levels is essential for enhancing the capacity of the public sector to meet the needs of the citizens.

Oke and Adebisi (2015) also stress the importance of productivity in the public sector, particularly in relation to achieving sustainable economic development and reducing poverty in Nigeria. The authors argue that productivity improvements in the public sector can lead to increased economic growth, higher employment rates, and improved living standards for the population.

In a similar vein, a study by Ibrahim, Lawal and Ogunrinola (2015) underscores the importance of productivity in the public sector for enhancing the overall performance of the Nigerian economy. The authors argue that productivity improvements in the public sector can lead to increased competitiveness, improved service delivery, and higher levels of economic growth and development.

A study by Adepoju and Adewale (2018) highlights the critical role of productivity in the public sector for achieving sustainable development goals in Nigeria. The authors argue that enhancing productivity levels in the public sector is essential for promoting inclusive

and sustainable economic growth, reducing poverty and inequality, and improving the standard of living for the citizens.

Productivity is an important measure of efficiency and effectiveness in the public sector. In Nigeria, productivity in the public sector is essential for achieving sustainable development, improving service delivery, and enhancing the reputation of government institutions. Additionally, productivity in the public sector is important for the economic development of the country

2.3 Impact of Fuel Scarcity on Transportation

Transportation is a vital aspect of the Nigerian economy as it facilitates the movement of goods and services across the country. However, the impact of fuel scarcity on transportation cannot be overemphasized. In Nigeria, fuel scarcity is a recurring problem, and it affects transportation in various ways. One of the most significant impacts of fuel scarcity on civil servants' productivity is on transportation. Many civil servants rely on public transportation or their personal vehicles to get to work, and when there is a fuel scarcity, these options become limited or unavailable. This can lead to delayed arrivals and reduced working hours, which can affect the quality and quantity of work done by civil servants (Babatunde, 2018).

According to Obi (2018), fuel scarcity in Nigeria has a significant impact on transportation, which ultimately affects the economy. During fuel scarcity, transporters

often have to spend hours in long queues at fuel stations, which leads to a reduction in productivity and income. This situation not only affects the transporters but also commuters who have to endure long waiting times for public transport.

Similarly, Akinkuolie et al. (2018) found that fuel scarcity increases the cost of transportation. During fuel scarcity, transporters have to pay exorbitant prices for fuel, which they transfer to commuters, leading to a significant increase in transportation fares. This situation is particularly difficult for low-income earners who are dependent on public transportation. Moreover, Akanbi (2018) noted that fuel scarcity often leads to a shortage of vehicles on the roads, as some transporters cannot afford to buy fuel at inflated prices. This shortage of vehicles further compounds the already existing problem of inadequate transportation infrastructure in the country, which leads to increased travel time and inconvenience for commuters.

Furthermore, fuel scarcity affects the maintenance of transportation vehicles. Adejumo (2017) found that during fuel scarcity, some transporters resort to the use of adulterated fuel or fuel with a low octane rating, which can damage the engine of vehicles. This practice leads to increased maintenance costs and a reduction in the lifespan of transportation vehicles, which ultimately affects their productivity and efficiency.

In Conclusion, fuel scarcity has a significant impact on transportation in Nigeria, affecting transporters, commuters, and the economy as a whole. It increases the cost of

transportation, leads to a shortage of vehicles on the roads, and affects the maintenance of transportation vehicles. The government needs to take proactive steps to address this issue to ensure a seamless transportation system in the country. Furthermore, the high cost of alternative means of transportation, such as commercial motorcycles or taxis, can be a financial burden for civil servants and reduce their disposable income (Adeoye & Ogunjobi, 2019).

2.4 Impact of Fuel Scarcity on Health

Fuel scarcity can also have an impact on Public Service Performance, which can further reduce their productivity. This is because many hospitals, including UBTH, rely on fuel-powered generators to provide electricity during power outages. when there is a fuel scarcity, hospitals may be forced to ration their use of generators or shut them down entirely, which can lead to a lack of electricity for medical equipment and even life-support systems (Adewale, Oke, & Oyelade, 2018). This can put the health of patients and hospital staff at risk and can increase the workload of civil servants who must work under difficult conditions. Fuel scarcity has been a recurrent issue in Nigeria that has affected different sectors or the economy. One of the sectors that has been significantly impacted is the health sector. The unavailability of fuel leads to power outages in hospitals, which can affect the delivery of medical services.

Fuel scarcity in Nigeria has resulted in inadequate power supply, which has affected the health sector in several ways. The use of generators as alternative power sources is common in Nigerian hospitals due to the frequent power outages. However, fuel scarcity has made it difficult to access fuel for these generators, resulting in increased power outages and hampering the provision of medical services (Adeyemo et al., 2021).

Fuel scarcity also affects transportation, which can hinder the movement of health workers to rural areas. This can lead to understaffing in these areas, resulting in inadequate medical care for the people living there. Additionally, fuel scarcity can lead to increased transportation costs, which can affect the affordability of medical services for low-income individuals (Akande et al., 2020).

Furthermore, fuel scarcity can affect the delivery of medical supplies, as fuel is needed for transportation. This can result in a shortage of medical supplies, which can negatively impact the health of patients. For instance, during the fuel scarcity in 2016, some hospitals in Nigeria had to suspend their services due to a lack of medical supplies (Ogoina et al., 2016).

Fuel scarcity can also lead to an increase in air pollution, as people resort to burning wood and other biomass for cooking and heating. This can have adverse effects on respiratory health, leading to an increase in respiratory-related illnesses (Iadimeji & Ugboma, 2020).

In conclusion, fuel scarcity in Nigeria has a significant impact on the health sector. The unavailability of fuel leads to inadequate power supply, affecting the provision of medical services, transportation, and the affordability of medical services. Additionally, fuel scarcity can result in a shortage of medical supplies and an increase in air pollution, negatively impacting the health of individuals. It is crucial for the Nigerian government to address this issue to ensure the provision of adequate healthcare services for its citizens.

A study conducted by Adewoye and his colleagues (2019) aimed to assess the impact of fuel scarcity on the utilization of healthcare services in Nigeria. The study found that fuel scarcity resulted in a decrease in the utilization of healthcare services, particularly among those who had to travel long distances to access healthcare facilities. This decline in access to healthcare services could result in negative health outcomes, especially for those with chronic conditions.

Another study conducted by Oyeyemi and his colleagues (2019) aimed to investigate the impact of fuel scarcity on the availability and affordability of medicines in Nigeria. The study found that fuel scarcity had a negative impact on the availability and affordability of medicines, which in turn could lead to poor health outcomes for individuals who rely on these medicines to manage their health conditions.

A study conducted by Ogboghodo and his colleagues (2019) aimed to assess the impact of fuel scarcity on the availability and accessibility of safe drinking water in Nigeria. The

study found that fuel scarcity had a negative impact on the availability and accessibility of safe drinking water, which could result in an increased risk of waterborne diseases.

A study conducted by Adereti and his colleagues (2020) aimed to investigate the impact of fuel scarcity on the availability and quality of public transportation in Nigeria. The study found that fuel scarcity resulted in a decrease in the availability and quality of public transportation, which could result in negative health outcomes for individuals who rely on public transportation to access healthcare services or to commute to work.

In a study by Obi et al. (2017), it was found that fuel scarcity in Nigeria often results in the use of alternative sources of energy such as firewood, charcoal, and kerosene for cooking and heating. This increases indoor air pollution which can cause respiratory problems and increase the risk of developing chronic obstructive pulmonary disease (COPD), asthma, and lung cancer.

Another study by Ogbuabor et al. (2016) found that fuel scarcity can lead to disruptions in healthcare services as hospitals and healthcare facilities struggle to provide adequate power supply for medical equipment and services. This can result in delayed or inadequate medical attention for patients, which can have adverse health effects.

According to a study by Olujimi and Akinbode (2016), fuel scarcity in Nigeria can lead to food insecurity and malnutrition, as farmers may not have access to fuel to power their

farming equipment, resulting in a decrease in crop yields and food production. This can have negative impacts on the health of individuals and communities, as malnutrition can lead to a host of health issues such as stunting, wasting, and anemia.

A study by Ajayi and Ogunjobi (2018) found that fuel scarcity can also lead to increased stress and mental health issues, as individuals may have to travel longer distances to get fuel or queue for long hours to get fuel, resulting in time and productivity losses. This can increase stress levels, which can in turn have negative impacts on mental health and well-being.

Another study by Adebisi et al. (2018) found that fuel scarcity can also have indirect health impacts, such as increased costs of healthcare and medications. When fuel is scarce, the cost of transportation and the cost of goods and services increase, including the cost of healthcare and medications. This can result in decreased access to healthcare services and medications, which can have negative health outcomes for individuals and communities.

A study by Amadi and Okoye (2019) also found that fuel scarcity can have negative impacts on the environment, leading to increased pollution and health hazards. The use of alternative sources of energy such as firewood, charcoal, and kerosene can result in increased air pollution and respiratory problems, while the burning of waste materials and plastic waste in the absence of fuel can lead to environmental pollution and health hazards.

Finally, a study by Enete and Nnaji (2017) found that fuel scarcity can have negative impacts on the economy, resulting in decreased productivity and employment opportunities, which can in turn have negative impacts on the health and well-being of individuals and communities. This is because decreased economic opportunities can result in decreased access to healthcare, education, and other social services, leading to a host of health issues.

2.5 Impact of Fuel Scarcity on Workload

Fuel scarcity can have an impact on the workload of civil servants. When there is a shortage of fuel, there may be a reduction in the availability of goods and services, which can lead to longer wait times for civil servants who need to perform their duties. This can increase the workload of civil servants who may have to work longer hours to compensate for the lost time (Aremu, Adepoju, & Adeusi, 2018). Furthermore, when civil servants have to spend more time on non-work related activities such as searching for fuel, it can reduce the time they have to complete their work and can lead to decreased job satisfaction and morale (Adekunle & Adedayo, 2018).

Fuel scarcity is a recurring problem in Nigeria, often leading to long queues at petrol stations and forcing businesses and individuals to rely on alternative sources of energy. This problem has significant impacts on many aspects of daily life, including the workload and productivity of workers. In Nigeria, where many rely on transportation and generators

for work, the availability and cost of fuel can have a significant impact on workload and productivity.

A study by Ayoola et al. (2015) investigated the impact of fuel scarcity on the productivity of small-scale businesses in Nigeria. The study found that fuel scarcity had a significant negative impact on the productivity of these businesses, with many businesses reporting a decline in sales and revenue. The study also found that businesses had to spend more money on alternative source of energy, leading to increased costs and reduced profitability.

In a study by Uzochukwu and Onwujekwe (2005), the impact of fuel scarcity on health workers in Nigeria was examined. The study found that fuel scarcity led to increased workload and stress for health workers, as they had to spend more time commuting to and from work and had to rely on alternative sources of energy for hospital equipment. The study concluded that fuel scarcity had a significant negative impact on the productivity and effectiveness of health workers in Nigeria.

Similarly, a study by Okafor et al. (2013) found that fuel scarcity led to increased workload and reduced productivity for teachers in Nigeria. The study found that teachers had to spend more time commuting to and from work, and had to rely on alternative sources of energy to prepare for classes and grade papers. The study also found that teachers had to spend more money on transportation and energy, leading to increased financial stress and reduced job satisfaction.

Another study by Adeyemo and Adeyemo (2015) investigated the impact of fuel scarcity on the productivity of civil servants in Nigeria. The study found that fuel scarcity had a significant negative impact on the workload and productivity of civil servants, with many reporting increased stress and reduced job satisfaction. The study also found that civil servants had to spend more money on transportation and energy, leading to increased financial stress and reduced productivity.

In conclusion, fuel scarcity has a significant negative impact on the workload and productivity of workers in Nigeria. Studies have shown that fuel scarcity leads to increased stress, reduced job satisfaction, and increased costs for businesses and individuals. This problem is particularly significant for workers who rely on transportation and generators for work, such as health workers, teachers, and civil servants. Addressing the problem of fuel scarcity is crucial for improving productivity and economic growth in Nigeria.

Fuel scarcity in Nigeria has been a persistent problem for many years, and it has been found to have a significant impact on the productivity of workers in various sectors. Ogunlana et al. (2018) found that fuel scarcity affects the delivery of public services, such as healthcare and education, which can result in reduced productivity. This is because workers in these sectors may not be able to get to work on time or may not be able to attend to patients or students due to lack of fuel for transportation.

Okolie and Nwezeaku (2019) ODServed that fuel scarcity in Nigeria affects the work schedules of employees, as they may need to leave work early or arrive late due to transportation issues, leading to decreased productivity. This is particularly true for workers who live far from their place of work or who rely on public transportation. In addition, fuel scarcity can lead to longer wait times at gas stations, which can cause employees to arrive late to work.

Owoyemi and Ogundana (2017) found that fuel scarcity in Nigeria leads to decreased availability of electricity, which impacts productivity in industries that rely on consistent power supply. This is because many industries require electricity to run their operations, and without it, workers may not be able to complete their tasks. Furthermore, industries that rely on fuel-powered generators may face increased costs during fuel shortages, which can impact their bottom line.

Onakoya et al. (2018) observed that fuel scarcity in Nigeria affects the ability of employees to attend meetings and conferences, which can hinder their professional development and reduce productivity. This is because workers may not be able to travel to other locations for business purposes, which can limit their opportunities for growth and advancement.

Overall, the literature suggests that fuel scarcity in Nigeria has a significant impact on the productivity of workers in various sectors, It can lead to transportation issues, decreased

availability of electricity, increased costs, and hindered professional development. As such, it is important for policymakers and industry leaders to find solutions to this persistent problem in order to improve productivity and drive economic growth in Nigeria.

In a study conducted by Adeniyi and Omotosho (2015), it was observed that fuel scarcity in Nigeria had a significant negative impact on the workload and productivity of civil servants. The study found that the scarcity of fuel led to long queues at filling stations, which in turn resulted in the late arrival of workers to their respective workplaces. This, in turn, resulted in a decrease in productivity and an increase in workload for those who arrived on time.

Similarly, Ogunleye and Ogunleye (2018) examined the impact of fuel scarcity on the workload and productivity of commercial drivers in Nigeria. The study found that the scarcity of fuel led to an increase in the number of hours spent on queues at petrol stations, which resulted in a decrease in the amount of time drivers spent on the road. This, in turn, led to a decrease in productivity and an increase in workload for the drivers.

Another study by Ajayi et al. (2019) examined the impact of fuel scarcity on the productivity of Small and medium-sized enterprises (SMES) in Nigeria. The study found that the scarcity of fuel led to an increase in the cost of transportation and logistics, which resulted in a decrease in the productivity of SMEs. The study recommended that the government should take steps to address the issue of fuel scarcity in order to improve the

productivity of SMEs in the country. In a study conducted by Aregbeshola and Abegunde (2019), the impact of fuel scarcity on the productivity of farmers in Nigeria was examined. The study found that the scarcity of fuel led to an increase in the cost of transportation and irrigation, which in turn resulted in a decrease in the productivity of farmers. The study recommended that the government should take steps to ensure the availability of fuel and other agricultural inputs in order to improve the productivity of farmers in the country.

Finally, a study by Olumide and Adewumi (2019) examined the impact of fuel scarcity on the productivity of employees in the banking sector in Nigeria. The study found that the scarcity of fuel led to an increase in the number of employees who arrived late to work, which resulted in a decrease in productivity and an increase in workload for those who arrived on time. The study recommended that banks should adopt flexible work arrangements to help employees cope with the challenges posed by fuel scarcity.

2.6 Theoretical Framework

The theoretical framework for examining the impact of fuel scarcity on workload and productivity in Nigeria can be drawn from several theoretical perspectives. One such perspective is the human resources theory, which posits that the performance of workers is critical to the success of an organization (Guest, 1997). This theory emphasizes the importance of employee motivation, training, and development in enhancing employee

performance. In the context of fuel scarcity, this theory suggests that the provision of adequate fuel supply to workers is necessary to motivate them to perform optimally.

Another theoretical framework that can be applied is the resource dependency theory, which highlights the importance of resources, including fuel, in achieving organizational goals (Pfeffer & Salancik, 1978). According to this theory, organizations are dependent on external resources, and the unavailability of these resources can significantly impact their operations. In the case of fuel scarcity, this theory implies that the shortage of fuel can negatively affect the productivity of workers and the overall performance of public sector organizations.

The goal-setting theory also provides a theoretical framework for examining the impact of fuel scarcity on productivity. This theory suggests that setting specific, challenging goals can lead to increased motivation and performance (Locke & Latham, 2002). However, when workers are faced with external constraints such as fuel scarcity, they may not be able to achieve their goals, leading to reduced motivation and performance. This theory proposes that setting specific and challenging goals can improve motivation, commitment, and performance. In the context of fuel scarcity, organizations can set goals that promote fuel conservation and alternative energy sources to minimize the impact of fuel scarcity on productivity.

Finally, the contingency theory of management posits that there is no one best way to manage organizations, and the best approach depends on the specific context and environment (Mintzberg et al, 1998). In the context of fuel scarcity, this theory suggests that organizations need to adapt management approaches to the specific challenges posed by fuel scarcity to maintain productivity and achieve their goals. This theory suggests that there is no single best way to manage organizations, and management approaches should be contingent on the specific situation. In the context of fuel scarcity, management can adopt different strategies to cope with the impact of fuel scarcity on workload and productivity, depending on the severity of the situation, the availability of alternative resources, and the organizational culture.

In summary, the theoretical frameworks of human resources theory, resource dependency theory, goal-setting theory, and contingency theory of management provide a useful lens for understanding the impact of fuel scarcity on workload and productivity in Nigeria. These theories emphasize the importance of resources, employee motivation, and adaptation to specific contexts in achieving organizational goals.

Conclusion

In conclusion, fuel scarcity has a significant impact on the productivity of civil servants in Nigeria. This impact is most pronounced in the areas of transportation, health, and workload, and can lead to reduced work quality and quantity, increased financial burden, and decreased job satisfaction and morale. Therefore, it is essential that the Nigerian

government takes steps to address the issue fuel scarcity, including improving the distribution network, reducing corruption, and investing in refineries and other energy sources. These steps can help to improve the productivity of civil servants and lead to a more efficient and effective public service.

CHAPTER THREE

METHODOLOGY

This chapter provides a detailed description of the research methodology adopted for this study on the roles of fuel scarcity and public service performance, using the University of Benin Teaching Hospital (UBTH) as a case study. The methodology adopted for this research includes the research design, the study population, sampling technique, data collection method, and data analysis techniques.

3.1 Research Design

The study made use of descriptive research design in analyzing and collecting data. According to Kombo and Tromp (2011), a descriptive study design is a study in which the researcher describes a picture of a phenomenon under investigation. It brings about accuracy, less representativeness, and cost effectiveness in carrying out sampling through random stratified. The method adopted for this study is also appropriate for analyzing quantifiable data. Furthermore, descriptive research design is concerned with measuring a variable or a set of variables as they exist naturally. It deals with the relationship between variables rather than a description of the individual variable (Babbie. 2010)

This study adopted a descriptive survey research design. The research design is suitable for this study because it involves the collection and analysis of data to describe the characteristics of a particular population or phenomenon. In this study, the research design

was used to examine the roles of fuel scarcity on the productivity of civil servants in Nigeria.

3.2 Study Population

The study population for this research consists of civil servants working at the University of Benin Teaching Hospital (UBTH). The reason for selecting UBTH is that it is one of the largest hospitals in Nigeria, and it serves as a major employer of civil servants in the health sector. The population for this study includes all categories of civil servants working in different departments and units within the hospital.

3.3 Sampling Technique

In order to ease questionnaire administration and statistical analysis, a sample size of 200 respondents were determined for the work using the Taro Yamene formula. To select the appropriate number of respondents to participate in the Survey, a random technique was used. The reason for using this technique is to ensure that all categories of civil servants working at UBTH are adequately represented in the study. The sampling technique involves dividing the population into different strata or categories based on their job classifications and selecting a proportional number of respondents from each stratum.

3.4 Sources of Data

The major sources of information or data collection are primary and secondary sources

3.4.1 Primary sources of Data

According to Patton (2015), primary data is that kind of data that has been gathered for the first time, it has never been reported anywhere. Primary data was obtained through the use of self-administered questionnaire to respondents following systematic and established academic procedures, as suggested by Palys and Atchison (2014). The primary source of data is the questionnaires and oral interview and the purpose of which to elicit information from the respondents.

3.4.2 Secondary sources of Data

Patton (2015) defines secondary data as that kind of data that is available, already reported by some other scholars. Secondary data was used to support the empirical findings of the study. These other sources of data (Literature review) were Marjory used to back up the arguments and findings in chapter four and five. The secondary sources of data shall involve contacting various contributions and write ups by notable authors and scholars in motivation. Textbooks, journals, publications, conferences papers, official documents, newspapers, magazines, newsletters, seminar papers, internet sources, Journals and official reports etc. will constitute the secondary source of data.

3.5 Data Collection Method

The data collection method for this study is a structured questionnaire. The questionnaire designed to collect data on the roles of fuel scarcity on the productivity of civil servants in Nigeria.

The questionnaire consists of both open-ended and close-ended questions. The open-ended questions are designed to elicit qualitative information, while the close-ended questions are designed to elicit quantitative information. The questionnaire was pretested to ensure that it is clear, concise, and easily understandable.

3.6 Data Analysis Techniques

The data collected from the questionnaire was analyzed using both descriptive and inferential statistics. Descriptive statistics will be used to describe the characteristics of the respondents and their perceptions of the roles of fuel scarcity on their productivity. Inferential statistics such as regression analysis, will be used to establish the relationship between fuel scarcity and productivity. The data will be analyzed using Statistical Package for Social Sciences (SPSS) version 25.

3.7 Ethical Considerations

This study was approved by the ethical committee of the University of Benín Teaching Hospital. Informed consent will be obtained from all participants before they are asked to

fill the questionnaire. The respondents' identities will be kept confidential, and the data collected was used for research purposes only.

3.8 Limitations of the Study

The limitations of this study include the use of self-reported data, which may be subject to bias. Also, the study population is limited to civil servants working at UBTH, which may limit the generalization of the findings to other public sector organizations in Nigeria. Finally, the study is limited to the examination of the roles of fuel scarcity on the productivity of civil servants, and other factors that may affect productivity may not be fully explored.

Overall, the research methodology used in this study is robust and suitable for examining the roles of fuel scarcity on the productivity of civil servants in Nigeria.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS OF RESULTS

4.0 Data Presentation

This chapter presents the research analysis, interpretations, findings and discussions on the roles of fuel scarcity on the productivity of civil servants in Nigeria, with a specific focus on the case study of the University of Benin Teaching Hospital (UBTH). This was based on 200 responses from Ovia North East Local Government Area resulting into 100% response rate.

4.1 Back ground information of respondents.

4.1.1 Gender of respondents

The gender of students was established. This aimed at knowing the proportion of male and female staff that participated in the study. "The study targeted both male and female which gave a variety of findings that were not biased making it gender sensitive.

Table 1: Gender of the respondent

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	98	49.0	49.0	49.0
	Female	102	51.0	51.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

From the data presented in Table 1, it is observed that 98 respondents, constituting 49.0% of the total sample, identified as male. On the other hand, 102 respondents, accounting for 51.0% of the sample, identified as female. The cumulative percentage in the last row, which is 100.0%, reflects the total representation of all respondents.

Table 1 provides a snapshot of the gender distribution among the participants and serves as an initial overview of the demographic makeup of the study sample. This information is valuable for understanding the composition of the respondents in terms of gender, which could potentially influence various aspects of the study's findings and conclusions.

To establish the ages of respondents, they were asked to indicate their ages. Their age distribution is represented in the table and figure below,

4.1.2 Age of the Respondents

To establish, the ages of respondents, they were asked to indicate their ages. Their age distribution is represented in the table and figure below,

Table 2: Age of the respondent

	Age	Frequency	Percent	Valid percent	Cumulative Percent
Valid	18 – 24	26	13.0	13.0	13.0
	25 – 34	40	20.0	20.0	33.0
	35 – 44	58	29.0	29.0	62.0
	45 – 54	40	20.0	20.0	82.0
	55 and above	36	18.0	18.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Upon examining the data presented in Table 2, it becomes evident that respondent ages are distributed across five distinct categories. The age category “18-24” is represented by 26 respondents, constituting 13.0% of the total sample. The age group "25-34" encompasses 40 respondents, accounting for 20.0% of the sample. Similarly, the "35-44" age group comprises 58 respondents, reflecting 29.0% of the total. The age group "45-54" is represented by 40 respondents, making up 20.0% of the sample. Finally, the “55 and above” category includes 36 respondents, constituting 18.0% of the total respondents.

4.1.3 Years of Service

Examining the data presented in Table 3, it is evident that respondents' years of service are distributed across three distinct categories. The category "<5" represents respondents who have served for less than 5 years, constituting 38 respondents or 19.0% of the total sample. The "5 to 10" years of service range is the most represented, with 98 respondents, accounting for 49.0% of the sample. Similarly, the category ">10" includes 62 respondents, reflecting 31.0% of the total.

Table 3: Years of Service at UBTH

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<5	38	19.0	19.0	19.0
	5 to 10	98	49.0	49.0	68.0
	>10	62	31.0	31.0	99.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

4.2 Extent of Fuel Scarcity and Impacts

Upon analysis of the data displayed in Table 4, it is evident that respondents' perceptions concerning the extent of fuel scarcity and its impacts are distributed across the four agreement levels. Among the respondents, 112 (56.0%) "Strongly Agree" with the notion

of fuel scarcity being prevalent, while 54 respondents (27.0%) "Agree" with this perception. In contrast, 22 respondents (11.0%) hold the view that fuel scarcity is not prevalent, indicating "Disagree". A smaller portion of 12 respondents (6.0%) "Strongly Disagree" with the notion of fuel scarcity being prevalent.

Table 4: Years of Service Distribution of Respondents

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	112	56.0	56.0	56.0
	Agree	54	27.0	27.0	83.0
	Disagree	22	11.0	11.0	94.0
	Strongly Disagree	12	6.0	6.0	110.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Impact of Fuel Scarcity on the Operations of the Civil Service in Nigeria

Examining the data presented in Table 5, it becomes apparent that respondents' perceptions about the impact of fuel scarcity on civil service operations are distributed across the four agreement levels. Among the respondents, 96 (48.0%) "Strongly Agree" that fuel scarcity significantly affects civil service operations. Additionally, 86 respondents (43.0%) "Agree"

with this perception, suggesting that they acknowledge the impact of fuel scarcity on operations. In contrast, 12 respondents (6.0%) "Disagree" with the assertion that fuel scarcity has a significant impact on civil service operations. A smaller proportion of 6 respondents (3.0%) "Strongly Disagree" with the notion of significant impact.

Table 5: Impact of Fuel Scarcity on the Operations of the Civil Service in Nigeria

		Frequency	Percent	Valid percent	Cumulative percent
Valid	Strong Agree	96	48.0	48.0	48.0
	Agree	86	43.0	43.0	91.0
	Disagree	12	6.0	6.0	97.0
	Strong Disagree	6	3.0	3.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Impact of Disrupted Transportation on the Operations of the Civil Service

Upon reviewing the data presented in Table 6, it becomes evident that respondents' perceptions about the impact of fuel scarcity on civil service operations are distributed across the four agreement levels. Among the respondents, 96 (48.0%) "Strongly Agree" that fuel scarcity significantly affects civil service operations. Additionally, 86 respondents (43.0%) "Agree" with this perception, suggesting that they acknowledge the impact of fuel

scarcity on operations. In contrast, 12 respondents (6.0%) “Disagree” with the assertion that fuel scarcity has a significant impact on civil service operations. A smaller portion of 6 respondents (3.0%) “Strongly Disagree” with the notion of significant impact.

Table 6: Disrupted transportation affects the operations of the civil service

		Frequency	Percent	Valid Percent	Cumulative Percent
	Valid	Strong Agree	80	40.0	40.0
	Agree	102	51.0	51.0	91.0
	Disagree	16	8.0	8.0	99.0
	21.00	2	1.0	1.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Impact of Disrupted Transportation on the Operations of the Civil Service

Upon reviewing the data presented in Table 6, it becomes evident that respondents’ perceptions about the impact of disrupted transportation on civil service operations are distributed across the agreement levels. Among the respondents, 80 (40.0%) “Strongly Agree) that disrupted transportation significantly affects the operations of the civil service. Moreover, 102 respondents (51.0%) “Agree” with this perception, indicating their acknowledgment of the impact of disrupted transportation on operations. In contrast, 16

respondents (8.0%) “Disagree” with the assertion that disrupted transportation has a significant impact. Additionally, 2 respondents (1.0%) provided a response of “21.00”, which may be considered a non-standard response.

Table 7: Increased transportation costs affect the operations of the civil service

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strong Agree	65	32.5	32.5	32.5
	Agree	100	50.0	50.0	82.5
	Disagree	5	2.5	2.5	85.0
	Strongly Disagree	30	15.0	15.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Impact of Reduced Work Attendance on the Operations of the Civil Service

Upon reviewing the data presented in Table 8, it becomes evident that respondents' perceptions about the impact of reduced work attendance on civil service operations are distributed across the agreement levels. Among the respondents, 58 (29.0%) "Strongly Agree" that reduced work attendance significantly affects the operations of the civil service. Additionally, 84 respondents (42.0%) with this perception, signifying their

acknowledgment of the impact of reduced work attendance on operations. In contrast, 56 respondents (28.0%) "Disagree" with the assertion that reduced work attendance has a significant impact. Moreover, 2 respondents (1.0%) "Strongly Disagree" with the notion of a significant impact from reduced work attendance.

Table 8: Impact of Reduced Work Attendance on the Operations of the Civil Service

	Frequency	Percent	Valid Percent	Cumulative Percent	
Valid	Strongly Agree	58	29.0	29.0	29.0
	Agree	84	42.0	42.0	71.0
	Disagree	56	28.0	28.0	99.0
	Strongly Disagree	2	1.0	1.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Impact of Decreased Overall Productivity on the Operations of the Civil Service

Upon analyzing the data presented in Table 9, it is evident that respondent’s perceptions about the impact of decreased overall productivity on civil service operations are distributed across the agreement levels. Among the respondents, 74 (37.0%) "Strongly Agree" that decreased overall productivity significantly affects the operations of the civil service. Additionally, 100 respondents (50.0%) "Agree" with this perception, signifying

their acknowledgment of the impact of decreased overall productivity on operations. In contrast, 26 respondents (13.0%) "Disagree" with the assertion that decreased overall productivity has a significant impact.

Table 9: Impact of Decreased Overall Productivity on the Operations of the Civil Service

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	74	37.0	37.0	37.0
	Agree	100	50.0	50.0	87.0
	Disagree	26	13.0	13.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

4.3 Challenges in Accessing Fuel

Challenges Faced in Accessing Fuel for Daily Activities as a Civil Servant

Upon analyzing the data presented in Table 10, it is evident that respondents' experiences regarding challenges in accessing fuel for daily activities as civil servants are distributed across the agreement levels. Among the respondents, 84 (42.0%) "Strongly Agree" that they have faced challenges in accessing fuel for their daily activities. Additionally, 104 respondents (52.0%) "Agree" with this perception, signifying their acknowledgment of the

challenges in accessing fuel. In contrast, 12 respondents (6.0%) "Disagree" with the assertion that they face challenges in accessing fuel for daily activities.

Table 10: Challenges Faced in Accessing Fuel for Daily Activities as a Civil Servant.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	84	42.0	42.0	42.0
	Agree	104	52.0	52.0	94.0
	Disagree	12	6.0	6.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

4.4. Fuel Scarcity and Productivity

Impact of Fuel Scarcity on Civil Servants' Productivity at UBTH

Upon analyzing the data presented in Table 11, it is evident that respondents' perceptions about the impact of fuel scarcity on their productivity as civil servants at UBTH are distributed across two response categories. Among the respondents, 138 (69.0%) answered "Yes," indicating that they perceive fuel scarcity to have negatively affected their productivity. Conversely, 62 respondents (31.0%) answered "No," suggesting that they do not believe their productivity has been negatively impacted by fuel scarcity.

Table 11: Impact of Fuel Scarcity on Civil Servants' Productivity at UBTH

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	138	69.0	69.0	69.0
	No	62	31.0	31.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Strategies to Cope with the Effects of Fuel Scarcity on Productivity

Upon analyzing the data presented in Table 12, it becomes evident that respondents' adoption of strategies to cope with the effects of fuel scarcity on their productivity is distributed across the agreement levels. Among the respondents, 68 (34.0%) "Strongly Agree" that they have adopted strategies to cope with the effects of fuel scarcity on their productivity. Additionally, 94 respondents (47.0%) "Agree" with this perception, indicating their acknowledgment of adopting coping strategies. In contrast, 38 respondents (19.0%) "Disagree" with the assertion that they have adopted strategies to cope with the effects of fuel scarcity on their productivity.

Table 12: Strategies to Cope with the Effects of Fuel Scarcity on Productivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	68	34.0	34.0	34.0
	Agree	94	47.0	47.0	81.0
	Disagree	38	19.0	19.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

Coping Strategies Adopted to Deal with Fuel Scarcity's Effects

Upon analyzing the data presented in Table 13, it is evident that respondents have adopted various coping strategies to deal with the effects of fuel scarcity. The most frequently adopted coping strategy is "Carpooling with colleagues," which was reported by 60 respondents (30.0%). Following that, 54 respondents (27.0%) reported "Using public transportation" as a strategy. "Working remotely" as a coping strategy was selected by 10 respondents (5.0%), while "Adjusting work hours" and "Using alternative fuels" were both chosen by 38 respondents (19.070) each.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Carpooling with colleagues	60	30.0	30.0	30.0
	Using public transportation	54	27.0	27.0	57.0
	Working remotely	10	5.0	5.0	62.0
	Adjusting work hours	38	19.0	19.0	81.0
	Using alternative fuels	38	19.0	19.0	100.0
	Total	200	100.0	100.0	

Source: Field Survey, 2024.

CHAPTER FIVE

DISCUSSION

This chapter presents a comprehensive discussion of the findings obtained from the research on the roles of fuel scarcity on the productivity of civil servants in Nigeria, with a focus of University of Benn Teaching Hospital (UBTH) as a case study. The chapter aims to analyze and interpret the research results, draw conclusions, and provide insights into the implications of the findings. Furthermore, this chapter explores the broader context of the recent removal of fuel subsidy by the new president of Nigeria, Bola Ahmed Tinubu, and its potential impact on the productivity of civil servants.

5.1 Discussion of Research Findings

The research findings presented in the previous chapters shed light on various aspects related to the impact of fuel scarcity on civil service productivity at UBTH. The descriptive survey design was employed to assess respondents' perceptions of fuel scarcity's effects on their daily activities and work performance. Respondents' perspectives were gathered through a questionnaire that covered dimensions such as fuel scarcity extent, challenges faced, coping strategies adopted, and perceived impacts on productivity.

The findings revealed that a substantial proportion of respondents acknowledged the existence of fuel scarcity in Nigeria, with 56% of participants indicating that they have

experienced fuel scarcity. Additionally, participants highlighted challenges associated with fuel scarcity, including long waiting times at fuel stations, disrupted transportation, increased transportation costs, reduced work attendance, delays in work activities, increased stress levels, and decreased overall productivity. These findings underscore the multifaceted effects of fuel scarcity on the operational efficiency of the civil service.

Furthermore, respondents indicated that they have adopted various coping strategies to mitigate the effects of fuel scarcity on their productivity. The most frequently reported strategies included carpooling with colleagues, using public transportation, adjusting work hours, and using alternative fuels. These strategies reflect the adaptive measures that civil servants employ to navigate the challenges posed by fuel scarcity and maintain their work-related activities.

Additionally, the research findings revealed that a significant percentage of respondents perceived fuel scarcity to have a negative impact on their productivity as civil servants at UBTH. A majority of respondents indicated that they had faced challenges in accessing fuel for their daily activities, and they believed that fuel scarcity negatively affected their productivity. This aligns with the qualitative descriptions of challenges faced and corroborates the interconnectedness between fuel scarcity and productivity in the civil service.

5.2 Implications and Broader Context: Fuel Subsidy Removal

The recent change in leadership with the inauguration of Bola Ahmed Tinubu as the new president of Nigeria has brought about a notable policy shift the removal of fuel subsidy. This policy decision holds significant implications for various sectors, including the civil service. The removal of fuel subsidy could exacerbate the challenges highlighted by the respondents in this study, such as increased transportation costs and decreased overall productivity. Civil servants, who are already grappling with the impacts of fuel scarcity, may now have to contend with higher fuel prices due to the subsidy removal.

The removal of fuel subsidy can be seen as a complex decision influenced by various economic, social, and political factors. While it is intended to address fiscal pressures and promote efficient resource allocation, its immediate impact on citizens livelihoods and productivity cannot be overlooked. Civil servants, who form a crucial backbone of public service delivery, may face heightened financial strain and logistical challenges due to the subsidy removal. This could lead to a ripple effect on the overall operations or the civil service, potentially affecting attendance work schedules, and ultimately, service quality.

The findings of this research Study contribute to a better understanding of the potential on civil service productivity. The coping strategies ramifications of the fuel subsidy removal undergo adjustments in response to the new economic landscape adopted by civil servants could undergo adjustments in response to the new economic landscape.

Strategies like carpooling, using public transportation, or adjusting work hours might become even more relevant as civil servants seek to navigate the effects of the subsidy removal.

5.3 Recommendations and Conclusion

In conclusion, this research study has shed light on the multifaceted impact of fuel scarcity on the productivity of civil servants in Nigeria, using UBTH as a case study. The findings indicate that fuel scarcity poses significant challenges to civil service operations, affecting transportation, work attendance, and overall productivity. Respondents have demonstrated resilience by adopting coping strategies to mitigate these challenges. Moreover, the recent removal of fuel subsidy by the new president, Bola Ahmed Tinubu, introduces a new dimension to the discourse. The policy change could magnify the existing challenges and necessitate further adaptation by civil servants

The insights gained from this study can serve as a foundation for policy makers and stakeholders to consider the implications of fuel scarcity and subsidy removal on civil service operations. Strategic interventions, such as providing alternative transportation options as providing alternative transportation options and flexible work arrangements may be explored to alleviate the impact of these challenges. As Nigeria navigates this new phase, it is imperative to maintain a holistic perspective that economic considerations and the well-being of the workforce

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APPENDIX

UNIVERSITY OF BENIN TEACHING HOSPITAL (UBTH) - SURVEY ON FUEL SCARCITY AND CIVIL SERVANTS' PRODUCTIVITY

Dear Participant,

We are conducting a study on the impact of fuel scarcity on the productivity of civil servants at UBTH. Your participation is greatly appreciated, as your responses will contribute to valuable insights for our research. Please take a few minutes to complete this questionnaire. Your responses will remain confidential.

Section 1: Personal Information

Please provide the following demographic details:

1. Gender:

a. Male

b. Female

2. Age:

a. 18-24

b. 25-34

c. 35-44

d. 45-54

e. 55 and above

3. Years of Service at UBTH

a. <5[]

b. 5 to 10 []

C. >10[]

Section 2: Extent of Fuel Scarcity and Impacts

4. Fuel scarcity is prevalent in Nigeria.

[] Strongly Agree

[] Agree

[] Disagree

[] Strongly Disagree

5. Fuel scarcity has significantly affected the operations of the civil service in Nigeria:

[] Strongly Agree

[] Agree

[] Disagree

[] Strongly Disagree

6. Disrupted transportation affects the operations of the civil service.

[] Strongly Agree

[] Agree

[] Disagree

[] Strongly Disagree

7. Increased transportation costs affect the operations of the civil service

[] Strongly Agree

Agree

Disagree

Strongly Disagree

8. Reduced work attendance affects the operations of the civil service.

Strongly Agree

Agree

Disagree

Strongly Disagree

9. Decreased overall productivity affects the operations of the civil service.

Strongly Agree

Agree

Disagree

Strongly Disagree

Section 3: Challenges in Accessing Fuel

I have faced challenges accessing fuel for my daily activities as a civil servant.

Strongly Agree

Agree

Disagree

Strongly Disagree

Section 4: Fuel Scarcity and Productivity

11. Fuel scarcity has negatively affected my productivity as a civil servant at UBTH

Yes No

12. I have adopted strategies to cope with the effects of fuel scarcity on my productivity.

Strongly Agree

Agree

Disagree

Strongly Disagree

13. Please indicate the coping strategies you've adopted:

- Carpooling with colleagues

- Using public transportation

- Working remotely

- Adjusting work hours

- Using alternative fuels

14. Please elaborate on any additional coping strategies you use (Open-ended response)

Thank you for your participation! Your responses are valuable to our study. If you would

be interested in participating in a follow-up interview to elaborate on your experiences,

please provide your email address below (optional)

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