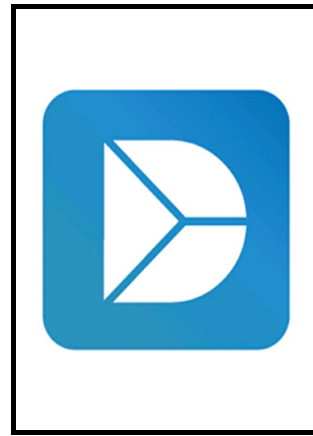


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Job design and behavioural outcome of employees
in agricultural research training, Ibadan, Nigeria

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Data Article**Job design and behavioural outcome of employees in agricultural research training, Ibadan, Nigeria**Osibanjo, A. O¹Abiodun, A. J²Salau, O. P³Adeniji, A. A⁴Falola, H.O⁵

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Alimi, I. I⁶**Affiliation:**^{1,3,4,5}Covenant University Ota^{2,6}Federal University of Agriculture, Abeokuta**Abstract**

This study focused on the relationship between job design and behavioural outcomes of employees in Agricultural Research Training, Ibadan, Oyo State, Nigeria. The study was quantitative and the items in the questionnaire were adapted from previous studies. A total of 227 respondents were surveyed and statistical regression models were used to examine the relationship between the independent variables (job design) and dependent variables (employee behavioural outcomes). The findings showed that 14.4% of the variance in job design dimensions can explain the variance in employee behavioural outcome. The model revealed that task identity, sense of autonomy and skill variety had more statistical significance in predicting employee behavioural outcome, recording the highest beta value than other variables such as task significance and feedback mechanisms. The model indicates that the strength of regression weights of paths has a strong direction.

Keywords: Task Identity, Autonomy, Feedback, Skill Variety, Task Significance, Behaviour, Design

Specification Table

Subject area	Business, Management
More Specific Subject Area:	Strategic HRM
Type of Data	Primary data
How Data was Acquired	Through questionnaire
Data format	Raw, analyzed, Inferential statistical data
Experimental Factors	Population comprises employees in Agricultural Research Training. The researcher-made questionnaire contained data on job design and behavioural outcomes.
Experimental features	Influence of job design on behavioural outcome of employees
Data Source Location	Ibadan, Nigeria
Data Accessibility	Data is included in this article

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