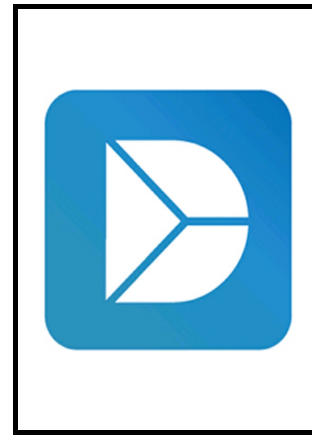


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Workforce Diversity among Public Healthcare Workers in Nigeria: Implications on Job Satisfaction and Organisational Commitment

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Abstract

The aim of this research was to present a data article that identify the relationship between workforce diversity, job satisfaction and employee commitment among public healthcare workers in Nigeria. Copies of structured questionnaire were administered to 133 public healthcare workers from the Lagos state ministry of health in Nigeria. Using descriptive and structural equation modelling statistical analysis, the data revealed the relationship between workforce diversity and job satisfaction, workforce diversity and organisational commitment, and the role of job satisfaction on organisational commitment was also established.

Keywords: Workforce diversity, Job satisfaction, Employee commitment, Public healthcare, Diversity management

Specifications Table

Subject area	<i>Strategic Management, Human Resource Management</i>
More specific subject area	<i>Organisational Planning, Diversity Management, Employee Satisfaction</i>
Type of data	<i>Table, figure</i>
How data was acquired	<i>Researcher made questionnaire analysis</i>
Data format	<i>Raw, analyzed, descriptive and statistical data</i>
Experimental factors	<ul style="list-style-type: none"> - <i>Samples consist of Public healthcare workers in Nigeria</i> - <i>In this paper, the perceptions of public healthcare workers about workforce diversity in relation to their satisfaction and commitment to the organisation was examined.</i>
Experimental features	<i>Healthy workforce diversity practices is a critical factor for sustaining employees' job satisfaction and commitment</i>
Data source location	<i>Public Healthcare Workers from the Ministry of Health in Lagos State, Nigeria</i>

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