

Family conflict and employee performance: Evidence from First Bank PLC, Calabar

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Abstract

This study examined the effect of family conflict on employee performance in First bank, Plc, Calabar. The objectives were to identify the causes of conflicts among family, examine how family conflict influence employee performance and analyze how family conflict affects employee commitment at work. The study employed survey design and sample 50 respondents from the population. Data was analyzed using simple percentage method and frequency table. Based on the analysis it was revealed that family conflict is damaging to an employee emotional and psychological wellbeing due to worries and lack of peace of mind, thus affects work performance negatively. It was also revealed that family conflict breeds employee anger, anxiety, depression, nervousness, irritability, aggressiveness, and boredom which results in low employee performance. It was equally shown that family conflict breeds poor behavioural signs by employee like eating more or less, cigarette smoking, use of alcohol and drugs, rapid speech pattern, nervous fidgeting which leads to absenteeism from work, moving from job to job and causes performance to deteriorate. Based on this, it was recommended that individuals should apply diplomacy in handling problems and not be hard on their spouse. Also, individuals should be mindful of words before they release to their spouse in any circumstance.

Keywords: family conflict, employee performance, First Bank PLC Calabar.

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European Journal of Economics, Law and Social Sciences ISSN 2519-1284 (print) ISSN

2510-0429 (online)

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