



Determinants of Quality Jobs Among Youth: An Empirical Investigation Across Occupations in Lagos, Nigeria


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ABSTRACT

Quality jobs, a multidimensional construct, have been perceived differently in labour management literature. The view that the quality of earnings is the primary determinant of job quality has been criticized. This study, therefore, investigates the characteristics and major factors determining quality jobs among the youths in Lagos, Nigeria. Leveraging on the rational actor theory, Maslow's theory of needs, and Amartya Sen's capability approach, four hundred (400) employees, mainly youths, across occupational sectors within Lagos, Nigeria, were sampled. Using descriptive statistics and exploratory factor analysis, the study revealed that though wage (quality of earning) is an essential factor determining youths' perception of a job, findings revealed other vital factors that youths consider in determining quality jobs. The work environment, dignity, and workers' protection, among others, are identified in this study as determinants of quality jobs. Far-reaching implications, both practical and policy-oriented, emerged for all stakeholders.

KEYWORDS

Quality job; workers protection; work environment; dignity; youth.

INTRODUCTION

The conversation on the quality of jobs among social scientists and policymakers is hinged on the academic debate and research agenda for its potential bearing on individuals, firms, and national well-being (Lewchuk, 2017). Forms and conditions of employment in each economy are good predictors of the developmental agenda towards the working population, which comprises the youth in many cases (AFDB, 2018). The types of jobs created in an economy and how well those jobs meet the needs of individuals are essential to measuring employee well-being, satisfaction, and income level. The impact of quality jobs varies according to the economy and context. For economies of developing countries, better quality jobs and decent work offer a better life, while for the economies doing well, it could mean enhancing innovation and productivity (Poschen, 2017). For businesses and government institutions alike in the current era of digitization and automation, creating quality jobs will help rebuild the middle class, promote sustainable well-being, and enhance livelihood (Rao & Min, 2018).

Quality jobs consistently enhance the economic middle class's quality of life and provide an escape from poverty for a low-income individual in a particular society (Moussa, 2017). As against the assumption among low-income earning and poverty-stricken societies that quality jobs entail only high income, studies have pointed out that rising income does not automatically translate into higher well-being and satisfaction (Mayer, 2020; Xiwen, 2017). Accordingly, higher income and wealth may sometimes lead to a decline in well-being and an increase in mental dissatisfaction, particularly when low-quality jobs lead to the disequilibrium between work and life situations (Rao & Min, 2018).

Along the same line, the general belief that quality jobs only benefit workers may not be sufficient (Ferraro et al., 2016). It is important to emphasize that its benefits span through firms and even the host communities (Nekoei & Weber, 2017), with broader prosperity growth (Garg & Singh, 2018); provide employees with the platform to become self-sustaining, ensure economic sufficiency and a feeling of control of their destiny (Bonvillian & Sarma, 2018); and raise their standard of living (Vukelic & Cizmic, 2019). However, most jobs in developing countries worldwide are of low quality due to the high unemployment rate (AFDB, 2018) and an over-bloated active workforce, allowing employers to take undue advantage of the workers. (AFDB, 2018). The youth are a vital part of a country's economy, especially in developing countries. They constitute a more significant workforce, greatly influencing economic growth and development (ILO, 2019). Nigeria ranked the seventh most populous country globally, with over 182 million people, the most populated country in Africa, and expected to grow to about 440 million people by 2050 (AFDB, 2018; National Youth Policy, 2019).

In context, unemployment in Lagos, Nigeria, was 14.6 percent, while underemployment was 20.7 percent (NBS, 2018). Youth employment and underemployment are 29.7% and 25%, respectively, as of Q3 2018. An underemployed youth cannot be said to have decent employment, especially in Lagos, for the following reasons: i) the vast number of migrants to Lagos (Animasawun, 2016), ii) the significant number of graduates being produced by tertiary

institutions (Oduwole, 2016), iii) reduction in manufacturing capacity (Joshua et al., 2015), iv) poor quality of graduates. (Francis, 2015), v) poor regulations to protect labour from exploitation (Nwazuoke & Igwe, 2016), vi) information asymmetry - i.e., youths do not have adequate information about vacancies and job characteristics (Nota et al., 2016), vii) poor quality of infrastructure (Alade & Ojo, 2019), viii) low economic growth rate and recession (Agri et al., 2017), ix) underdeveloped financial system (Ogunyomi & Oginni, 2013), and x) bureaucracy in processing job applications (Ongbali et al., 2019). As enunciated in the literature, other issues associated with indecent and low-quality jobs include poor job satisfaction, poor productivity, poor remuneration, poor motivation, lack of innovation and creativity, low job retention or high attrition, mental stress, depression, crime, and other non-work challenges (Kocman & Weber, 2018). However, it is not in all cases that wage is the core issue in the quality of a good job.

This study is particularly concerned about the makeup of what youths in Lagos, Nigeria, consider the characteristics of quality jobs. Again, studies on quality jobs in Nigeria are particularly biased toward wage differentials and pay structure across organisations, with little attempt to uncover whether existing jobs are of a standard with characteristics that distinguish them as being of good quality or not (Nwaka et al., 2016; Sani et al., 2019). In Lagos, where most organizations are small and medium-scale (Akingbade, 2020), they struggle with infrastructural challenges and low markets to keep their business going. Attention is not given to the effect of poor jobs on the youths' lives and living in the metropolis (Adebisi & Bakare, 2019). Of great concern is the academics, policymakers, and even the trade union's inability to establish what makes a good and quality job within the Lagos business environment and the consequences of low-quality jobs on the working population, particularly the youths (Ayansina et al., 2020). Juxtaposing the aggressiveness of job seekers, the challenges of doing business in Nigeria, the size of the organisations, and the inability of the academic to refocus research efforts on what makes quality jobs and its determinant characteristics in Nigeria, especially in the country's economic hub (Lagos), there is the need to extend research on the quality of job beyond wage in Nigeria for its consequences are imminent.

On the strength of the above, this study has hypothesized that beyond wages, the quality of the work environment, a dignified work setting that is gender-sensitive, labour protection policy that includes job security, and workers' associations, among others, are all important aspects in determining whether a job is low or high in quality, especially among the youths. Therefore, this study is designed to examine the features and characteristics that determine quality jobs using the youths in Nigeria as a sample. Specifically, the study is poised to investigate labour- and economic- and social-related factors that determine job quality among the youths in Lagos, Nigeria. It is expected that the outcome of this study will help provide insight into academics, employers, and society on the highest-ranked determinant for a quality job and methods by which these factors can be improved in different sectors to improve employee satisfaction needed for job performance.

LITERATURE REVIEW

A study by Mason and Solverda (2010) concluded that scholars within the same discipline in the social sciences opine that a job's quality is gender sensitive. Others reported that more women are in bad jobs than men, even in advanced economies, as good jobs are built around men as the breadwinner (White, 2016; Wright, 2013). The difference in gender, geographical location, and nature of the economy has implications for scientific understanding and policy intervention to improve the quality of jobs (Anyaku, 2016; Thakur & Sharma, 2019). Low-quality jobs characterized by poor remunerations and low-skill usually generate in-work poverty, aggravating child poverty and perpetuating gender disparities in the job market (ILO, 2019). Unlike most developing countries such as Nigeria, some advanced economies have since recognized that poor jobs are costly for individuals, their dependents, and society in general and require state and global intervention (Githiria & Onifade, 2020). Our argument contrasts with the strand of ideology that rested the concept of job quality on a single definition, especially pay. The concept of a quality job is multidimensional and encompasses all aspects that affect the individual, organisation, and community. Therefore, the determinants must be holistic, objective, and subjective in their conception. For instance, Shevchuk et al. (2019) stated that good-quality jobs allow individuals to grow and utilize their skills and provide opportunities commensurate with the requirements of the job and the individual's abilities - this assertion completely does not refer to pay or wages. Perhaps deploying individual skills to their full potential will lead to satisfaction and fulfillment on the job. Although pay is also an important dimension of the quality of a job, another important aspect of job quality is neglected when measuring the concept, particularly in Nigeria.

Measuring quality jobs extends beyond pay and wages. In a related study, Holman (2013) identified five characterizations in measuring decent jobs: the work organisation, skills and development, wages, security and flexibility, and workers' representation. The study of Findley et al. (2013) is significant in building consensus around the components that make up the quality of jobs, which is instrumental to this study. Accordingly, whether a job is considered low or high in terms of quality is hinged on various features of the work and work settings, pay and fringe benefits, job security, skill development, flexibility in working hours, workers participation, and autonomy (Rasak et al., 2018; Brell et al., 2020). Personality traits, institutional administrations, employment contracts, and terms and labour relations are key factors in measuring quality jobs in a given economy. This study shares with other scholars who have viewed quality jobs as contextual (Moussa, 2017; Boonen et al., 2018) differing among persons, occupations, labour market segments, and society. The constitution of what quality of a job means might differ between job factors, individual life circumstances, and performance. Scholars have a commonality in general consideration of what makes a good or bad job (ILO, 2019).

The Concept of Quality and Decent Jobs

The International Labour Office aims to provide opportunities for men and women to obtain productive and decent work in settings of equity, freedom, human dignity, and security (ILO,

2019). This aligns with Amartya Sen's Capability Approach, which argues the importance of such attributes to employees and their desired economic gains (Jacobson, 2016; Garcés-Velástegui, 2020). The ILO put forward six dimensions of what decent work should entail as follows: i) Opportunities for Work, ii) freedom of choice of employment, iii) productive work, iv) equity, v) security, and vi) dignity at work. In one way or another, these qualities are the major factors determining the quality of any job (ILO, 2019). The labour market is like any other market because it has both demand and supply ends (Nganwa et al., 2015). The economically active population, also called the labour force, including the working and non-working class, is known as the supply side. Job and job vacancy posts make up the demand side (World Bank, 2016).

The latest statistics show that youths between the ages of 15 and 24 comprise over 34 percent of the working-age population in sub-Saharan Africa (ILO, 2019). Africa's youth population is projected to double by 2050 to 840 million (AFDB, 2018). Nigeria and Kenya both have almost 20 percent youth unemployment rates. The World Bank Jobless Growth Report (WJGR) states that over ten million jobless youths are looking for work yearly in Africa (Ighobor, 2017). Almost 93% of all the new jobs for youths in Africa is in informal settings. Syed and Urooj (2016) observed that a range of key challenges hinder the youth in various nations from starting a successful business, mostly in Sub-Saharan Africa. As a result, young workers in informal settings are often subjected to extended working hours with poor remuneration, precarious working scenarios and environments, no access to safety nets, lack of freedom of association, and negotiated pay by unions (ILO, 2019).

A fulfilling work can positively influence an individual's welfare and provide a life of meaning, relationships with people, and personal confidence. Unemployment is an expression of a deficit in decent work. Research on work-life balance has revealed that if the relationship between work, personal life, and family can be interdependent, its ability to reduce distress becomes higher (Adegbite & Adeosun, 2021; Allen, 2013; Kelliher et al., 2019). Thus, jobs can enhance lives, making available more than the source of sustenance (White, 2016). In the formal and informal economy, paid work can be life-changing in four ways by greatly affecting 1) standards of living (when citizens get paid, they are emancipated from poverty, particularly in nations where the scope of inequality is high; thus, poverty falls); 2) productivity (when employees improve in skills and output, efficiency increases as more production occurs); 3) social inclusion (mainstream individuals and the marginalized group become part of the society and economy); 4) social cohesion (there is a sense of opportunity and belonging when people from multi-racial and cultural backgrounds work together). Therefore, decent and quality jobs can be transformational for employees and their families, employers, and society (ILO, 2019; World Bank, 2016).

Lagos, Nigeria, encourages Small and Medium Enterprises (SMEs) through deliberate policies, special programs, and projects in collaboration with relevant agencies and institutions to generate employment, create wealth, and boost industrialization (Rasak et al., 2018). These are tailored towards boosting small businesses' capacity to deliver (i.e., enhance SMEs

performance). An example of such activity is the mini-trade fair of locally produced goods. Lagos is Nigeria's "industrial and commercial hub and remains the country's most industrialized state (Ikpe & Torriti, 2018). Lagos accounts for 80 percent of the value-added growth in Nigeria's manufacturing sector and generates 65 percent of Nigeria's value-added tax (VAT) as the country's financial capital (Inimino, 2018; NBS, 2018).

Measurement of Quality Jobs across the Workforce Generations

In measuring the quality of jobs in Nigeria, especially in Lagos State, it is worth noting that quality can be subjective on the individuals involved. People are different when preferences are involved. In general, economic employment possibilities can vary according to gender, age, literacy levels, cultural backgrounds, health status, and infirmity (ILO, 2019). While these can be discriminatory, it is important to identify them as acting forces on employees' choices. An individual may consider job terms and work conditions extremely attractive, while those terms are unfavourable to another individual. In any case, it is necessary to make available parameters and indicators that distinguish a decent job from an indecent one. Many young women and men are most likely holding positions with fewer standards or have a more aggressive presence in the informal sector, primarily as SMEs or large corporations. Over time, these occupations are regarded as standardized employment among young workers, especially in developing countries (Taheri et al.,2020).

DATA, METHODS, AND DESCRIPTIVE ANALYSIS

Research Design

This study employed a cross-sectional survey design to explore the research objectives. Given the absence of a comprehensive secondary data repository containing the necessary information for this study, primary data collection was deemed essential. The study focused on Lagos State, Nigeria, chosen for its economic significance and diverse occupational sectors.

Sampling Strategy

A convenient sampling technique was employed to select participants for the study. This non-probability sampling method was chosen due to its practicality in reaching a large and diverse population within the Lagos metropolis. The choice of convenient sampling is supported by Etikan et al. (2016), who argue that it is suitable for exploratory research where the aim is to gather insights from a readily accessible population. While this approach may introduce certain biases, it was deemed appropriate given the study's exploratory nature and the logistical constraints of reaching a wide and varied sample within a limited time frame.

Sample Size and Data Collection

A total of 400 questionnaires were distributed to employees across various occupational sectors within Lagos State. The target population included individuals working in different industries such as finance, education, healthcare, manufacturing, and services, ensuring a broad representation of the economic landscape. The questionnaires were administered in person and

electronically, leveraging both physical distribution and online survey tools to maximize response rates.

The questionnaire was designed to capture a range of variables relevant to the study's objectives, including demographic information, employment details, and specific research-related queries. The items on the questionnaire were developed based on established measures in the literature, adapted to fit the context of this study.

Data Analysis

The collected data were subjected to both descriptive and inferential statistical analysis. Descriptive statistics, including frequency distributions, means, and standard deviations, were calculated to summarize the characteristics of the sample and the main variables of interest. These analyses provided a foundational understanding of the data, revealing patterns and trends within the sample.

To test the study's hypotheses and explore relationships between variables, inferential statistics were employed. Techniques such as t-tests, chi-square tests, and regression analysis were used depending on the nature of the data and the specific research questions. These methods allowed for the examination of associations, differences, and potential causal relationships within the dataset.

All statistical analyses were conducted using IBM SPSS Statistics Version 22. SPSS was chosen for its robust capabilities in handling complex data analysis and its widespread acceptance in the social sciences. The software facilitated the efficient management of the dataset, the application of a variety of statistical tests, and the generation of outputs that were used to interpret the results.

Ethical Considerations

Throughout the research process, ethical standards were strictly adhered to. Participation in the study was voluntary, and respondents were informed of their rights, including the right to withdraw at any time without consequence. Confidentiality was maintained by ensuring that all data collected were anonymized, and the results were reported in aggregate form only. The study protocol was reviewed and approved by the relevant ethical review board.

Sample Characteristics

The study randomly selected 400 respondents working at private or public organisations in Lagos State, Nigeria; 381 valid responses were received, representing 95.25 percent. The samples comprise 45 percent of the male population, as against 55 percent of females, who are active across trade, agriculture, manufacturing, services, health, information technology, fashion, financial service, estate management, human resources, and other economic sectors presented in Table 1. Most of the samples are from the age bracket 35 years and above, representing 38 percent of the samples. The sample is also vast in experience, as 43 percent of the respondents possess working experience over eight years and are highly educated.

Table 1.

Demographic characteristics of the sample

Respondents' Information	Frequency	Percentage (%)
Gender		
Male	179	45
Female	211	55
Age Group		
18-23 years	14	4
24- 29 years	129	34
30 - 35 years	93	24
35 years and above	145	38
Educational		
Secondary	13	3
Tertiary	107	28
Postgraduate	179	47
Professional Membership		
	82	22
Experience		
less than 1 year	13	3
1-3 years	103	27
4-7 years	103	27
8-10 years	42	11
11 years and above	120	32

ANALYSIS AND FINDINGS

Exploratory factor analysis

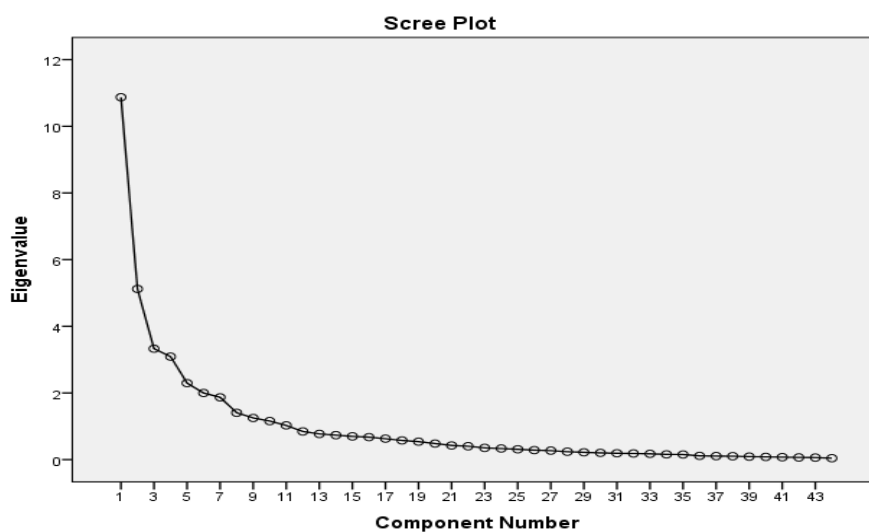
Figure 1.*Scree Plot*

Figure 1 is the scree plot of all the respondents' questions. These questions were further factored into 11 extracted components initially. However, further reliability tests reduced the components to five.

Table 2 presents the exploratory factor analysis (EFA) to determine the quality of jobs in Lagos, Nigeria, as a construct in this study. The Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy at 0.767 (i.e., KMO > 0.5) confirms that the sample size $n = 381$ is adequate for the factor analysis. Bartlett's test of sphericity at $p = 0.000$ is statistically significant. This confirms that there is at least one correlation among the questions measuring quality jobs in Lagos. Having satisfied these conditions, the study using the total variance explained and the scree plot, respectively, concludes that the study can only retain four factors, which explained 78.2 percent of the total variance. The study further used the Principal Component Analysis (PCA) to extract and optimize the desirable factors. The Component Correlation Matrix, with a correlation coefficient 0.53, shows that the matrix is oblique. As such, the study used the Varimax with Kaiser Normalization to obtain the rotated component matrix.

Table 2.*Results of the reliability tests*

	N	Mean	Std. Dev	Min	Max	Cronbach's Alpha
<i>To what extent do you believe there is labour protection in term of;</i>						
Labor Market Security	381	2.67	1.24	1	5	0.848
Career progression	381	2.07	1.01	1	5	
Training Opportunities	381	3.56	0.82	1	5	
Equity	381	3.34	0.73	1	5	
Unionism	381	4,21	0.83	1	5	
Social protection	381	4.76	0.62	1	5	
<i>Work environment</i>						
Training Opportunities	381	4.58	1.06	1	5	0.768
Career Satisfaction	381	3.68	0.63	1	5	
Clear corporate governance	381	4.72	0.78	1	5	
Treats all employees with fairness and dignity	381	4.29	0.89	1	5	
Allows employee to exercise their initiative and creativity	381	3.64	0.73	1	5	
Encourages freedom of thought and challenges status quo	381	3.07	0.88	1	5	
<i>Do the under-listed factors exist for Youths in Lagos, Nigeria?</i>						
Opportunities for work	381	4.76	0.72	1	5	0.763
Freedom of choice of employment	381	4.36	0.81	1	5	
Gender equality	381	3.64	0.75	1	5	
Job security	381	3.92	0.84	1	5	
Jobs with dignity	381	3.73	0.77	1	5	

The data in Table 3 shows a strong relationship among the factors that measure the work environment's quality. Quality of work environment is paramount in determining the quality of

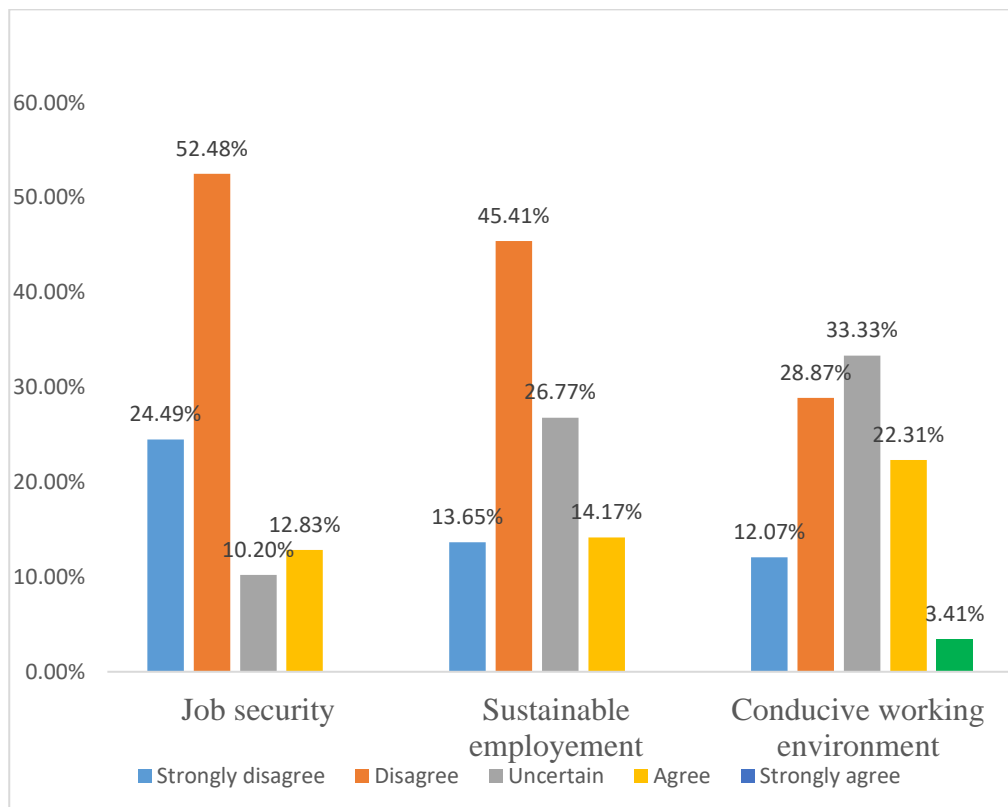
jobs among the youths in Lagos, Nigeria. It is key to productivity and employee prestige. This is a strong point in Lagos’ youths; they consider the working environment important for career progression, job satisfaction, use of initiatives, and growth opportunities beyond wages. This is shown by the Cronbach’s Alpha coefficient of 0.87. This is followed by dignity at the workplace with Cronbach’s Alpha coefficient of 0.86, which shows that factors that promote equality and employee protection are paramount beyond wages in employment choice among Lagos youths. It indicates that an employer of labour needs to do more to ensure dignity at work and attract the best brains. Jobs with low employee turnover, labour protections, and respect for labour laws that allow unionism are desirable by youths in Lagos, Nigeria. This is represented by the Cronbach’s Alpha coefficient of 0.73. Beyond wages, employee compensation is another factor that youths in Lagos, Nigeria, consider when choosing a job. Employee compensations in terms of annual leave and bonus, health insurance, prompt payment of salary, and retirement benefits are major drivers in employment decision-making. This is also explained by the Cronbach’s Alpha coefficient of 0.81.

Table 3.

Factor Analysis: Beyond wage factor (see Appendix)

Figure 2.

Perception of respondents on employment sustainability, work environment, and job security.

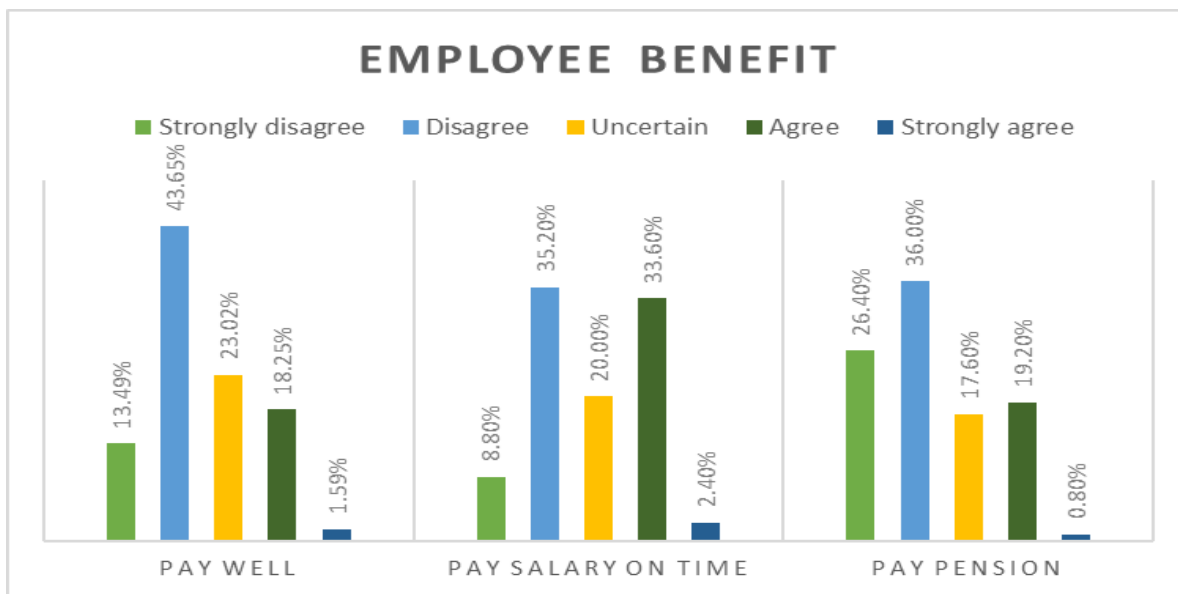


Figures 2 and 3 present more insight from the data collected; most employees are not paid well. About 44 percent of the respondents claimed that they were underpaid. In contrast, about 13 percent strongly agree that they receive payment that is not commensurate with their effort, thereby reducing motivation to spend extra hours on the job or perform the job to the

best level. Furthermore, about 35 percent of the respondents claimed that payment was not received as and when due, while 33 percent agreed to prompt payment of salaries, and 2.4 percent further strongly agreed that payment was made at the right time. The respondents expressed mixed feelings about pensions; however, most respondents do not have any pension benefits.

Figure 3.

Perception of Employee on Benefit in Selected Organisation



Workplace relationships are important to productivity, growth, and efficiency, as shown in Figure 4; therefore, we asked the respondents how they relate to the workplace. Overall, a larger percentage believe that the workplace relationship is manageable. While 16.50 percent agree to a cordial relationship at the workplace, 12.40 percent of the respondents do not have cordial relationships.

Figure 4.

Workplace relationship

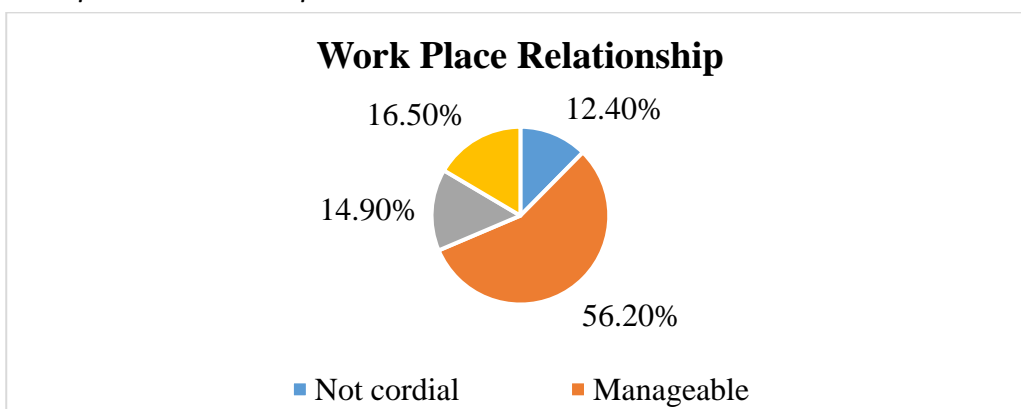
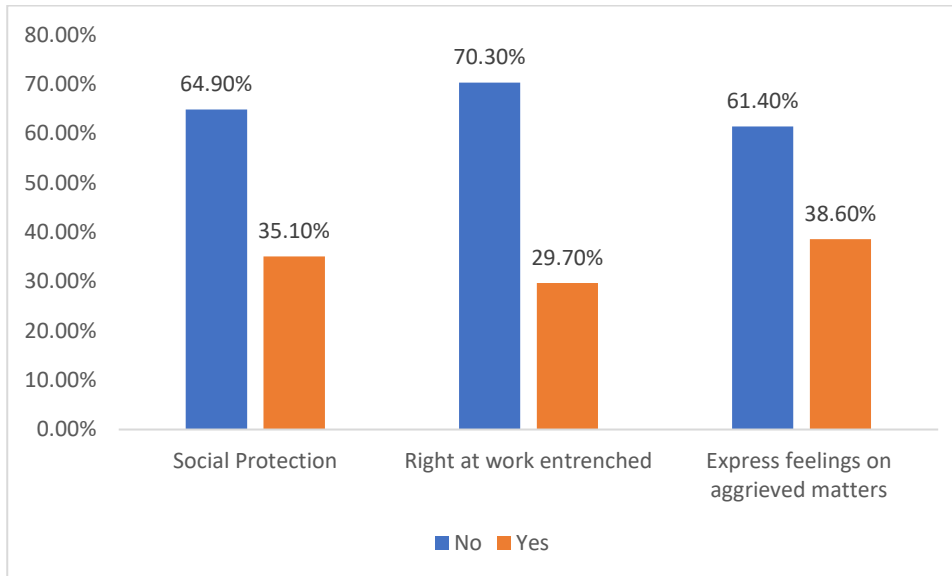


Figure 5 shows that employee protection and rights form a significant part of creativity and intellectual thinking. An employee protected strives to think hard and do things in different ways. However, the data showed that most respondents (64.90 percent) lack social protection, while 70.3 percent believe that rights at work are not entrenched. Furthermore, 61.40 percent

believe they cannot express their feelings when aggrieved. This could deteriorate workplace relationships and, therefore, lead to indecent work.

Figure 5.

Perception of respondents on employee protection and rights.



DISCUSSION

The findings of this study present a nuanced understanding of the factors that contribute to job quality, particularly among the youth in Lagos, Nigeria. This research diverges from previous studies (Adebisi & Bakare, 2019; Anyaoku, 2016; Simeo et al., 2015), which primarily relied on cluster analysis and dimensional indices to assess job quality and identified firm characteristics, educational attainment, and employment status as the most influential factors. Instead, our study highlights the significance of individual work conditions, job security, protection, flexibility, and autonomy as critical determinants of job quality.

One of the key contributions of this study is its challenge to the conventional wisdom that wage differentials and pay structure are the most critical factors in determining job quality. While financial compensation remains important, our findings suggest that the quality of the work environment, including dignity, protection, and performance-based compensation, plays a more pivotal role in shaping job satisfaction and perceived job quality among young workers in Nigeria. This shift in focus from purely economic factors to a broader consideration of work conditions and the environment is significant, as it underscores the multifaceted nature of job quality.

The current study reinforces the idea that job quality is not a one-dimensional concept but rather a complex, multidimensional construct influenced by various factors. The quality of the work environment emerged as a particularly crucial determinant of job quality among the youth in Lagos. This finding aligns with previous research that has explored the concept of job quality from different angles—some studies have focused on individual perspectives, examining jobs and working conditions, while others have compared job quality across different

occupations and segments of the labor market to identify the characteristics and factors that define a quality job. By adopting a combined approach, this study demonstrates that job quality is influenced by a range of factors that are interconnected and context-dependent, reflecting the type of economy and the level of development in the society.

Moreover, this research highlights the importance of considering a broad spectrum of factors when assessing job quality. It confirms that the perception of whether a job is "good" or "bad" is contingent on various aspects of work, including working conditions, wages, fringe benefits, job security, skill development, flexible working hours, labor protection, and autonomy. These findings suggest that job quality should be evaluated holistically, taking into account the diverse elements that contribute to a fulfilling and secure work experience.

Specifically, this study identifies multiple factors that influence job quality among youths in Lagos, Nigeria. The complexity of these factors underscores the multidisciplinary nature of the concept, necessitating input from various fields within the social sciences. One of the key insights from this research is that employee compensation, including annual leave, bonuses, health insurance, prompt salary payments, and retirement benefits, plays a significant role in the employment decision-making process for young people. These findings are consistent with those of Shah (2017) and Moussa (2017), who also found that wages and other monetary benefits are crucial components of job quality. However, our study extends this understanding by highlighting the importance of individual, organizational, and economic factors in determining job quality.

Despite the importance of financial compensation, the study reveals troubling trends related to job security and protection. Over 35% of respondents reported experiencing delays in salary payments, and nearly 70% indicated a lack of job protection. Additionally, 32% of the participants have been with the same organization for over 11 years, which may reflect a lack of mobility or opportunities for advancement. These findings suggest that high unemployment rates, particularly among the youth, have constrained many young workers in Nigeria to remain in jobs with poor conditions, as they fear the loss of their livelihood. This situation highlights the urgent need for policies and interventions that address job security and protection to improve the overall quality of jobs available to the youth in Lagos.

In conclusion, this study adds to the growing body of literature that recognizes the multifaceted nature of job quality. It challenges traditional views that prioritize wage differentials and pay structure and instead emphasizes the importance of work conditions, job security, and a supportive work environment. The findings underscore the need for a holistic approach to evaluating job quality, one that takes into account the diverse and interrelated factors that contribute to a positive work experience. For policymakers and employers in Nigeria, these insights offer valuable guidance on how to create more meaningful and secure employment opportunities for the youth, ultimately contributing to broader economic and social development.

CONCLUSION, RECOMMENDATION, AND IMPLICATION

Quality job, a phenomenon that signifies how well a job meets the essential needs of individuals' well-being, satisfaction, and income level, is important in determining employee commitment. The concept has different meanings in different societies, depending on the economy, employment, and unemployment situation. For economies of developing countries, better quality jobs offer a better life, while for economies that are doing well, it could enhance innovation and productivity. According to the literature, the criteria for determining whether a job is high or low quality varies among generations, genders, and other demographics. For the older generation, a quality job means sustenance, while for the youth, a quality job transcends beyond the source of livelihood, including working conditions, employee rights, and protection. Thus, considering the above, this study was conducted to examine the features and characteristics that determine quality jobs using the youths in Nigeria as a sample. It was found that individual work and conditions, job security and protection, flexibility, and autonomy are impending variables for a quality job. This study concludes that wages and monetary factors are important in determining job quality in an organization. It affirms that beyond wages, there are other crucial factors in determining a quality job, particularly among the youth. Therefore, it is important to stress that these factors should be incorporated to measure job quality comprehensively. Thus, the study recommends that researchers, practitioners, and policymakers see beyond wages as the sole criterion for measuring job quality. Further, the peculiarity and uniqueness of different economic and social systems should be prioritized in developing job quality criteria. Theoretically, this study affirms the rational choice theory, as the choice of work is determined not just by the wage offered but also by other factors that make workers behave rationally. This study has made use of Lagos State, Nigeria; thus, it is limited in scope. Further study can explore other cities in Nigeria with high labour demand and how this demand emphasizes other factors beyond employment decisions.

This study has important implications for employment relations, especially concerning quality jobs among the youth. This research proved that quality jobs are multidimensional and contextual issues with differing conceptualizations among persons, occupations, labour market segments, and society. What constitutes a good job may vary from person to occupation, highlighting the fit between job factors and individual preferences. The assessment process in evaluating quality jobs depends on individual choice and other related factors. By implication, measuring quality jobs is an important question for policy; however, the complex nature of the concept raises an indexing problem as it is necessary to aggregate information on a wide range of job characteristics. Therefore, this study has provided information to policymakers and trade unions and added to the existing knowledge on the characteristics that determine quality jobs, especially among youth. The outcome will serve as baseline information to all stakeholders, including academics, in providing direction on the constituent characteristics and essential factors and refocusing research efforts in measuring quality jobs.

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APPENDIX

Table 3.

Factor Analysis: Beyond wage factor

Factors	Items	Loading	Cronbach's Alpha
Quality of Work Environment	Treat all employees with fairness and dignity	0.76	0.874
	Career progression	0.60	
	Social dialogue	0.77	
	Provide career satisfaction.	0.65	
	Training opportunities	0.71	
	Social protection	0.71	
	Allows employee to exercise their initiative and creativity	0.54	
	Sustainable employment	0.54	
	Room for employees to express aggrieved issues bothering them.	0.44	
	Pay salaries as and when due	0.42	
Quality of Work Environment	Have clear corporate governance	0.44	0.874
	Employment opportunities	0.37	
	Dignity at work	0.79	
	Gender equity	0.71	

Dignity at Work	Job security	0.59	0.86
	Opportunities for Job advancement.	0.73	
	Freedom of choice of employment	0.56	
	Firm annual leave	0.43	
	Relationships at workplace	0.46	
	Employee turnover is high?	0.46	
	Gender	0.31	
Labour Protection	Respect the labour laws?	0.58	0.73
	Social protection promotion	0.53	
	Entrenchment of right at work	0.38	
	Unionism	0.64	
	Job security	0.59	
Employee Compensation	Firm allow annual leave.	0.41	0.81
	Provide retirement benefits.	0.57	
	Leave bonus.	0.53	
	Labour standards are followed.	0.44	
	Provide health insurance.	0.52	
	Fundamental principles and rights at work.	0.57	
	Firms pay salaries on time.	0.46	
	Unionism.	0.51	
	Firm promote Job security.	0.55	
Have clear corporate governance.	0.41		
KMO and Bartlett's Test			
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		0.767	
	Approx. Chi-Square	12801.181	
Bartlett's Test of Sphericity	Df.	944	
	Sig.	.000	