

IMPACT OF COVID-19 ON JOB SECURITY AND LABOUR TURNOVER OF PRIVATE SECONDARY SCHOOL TEACHERS IN LAGOS STATE, NIGERIA

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Abstract

The quality of any educational system depends greatly on the quality of its teachers. However, where jobs are threatened and teachers are uncertain of the future, then, this becomes worrisome. The present pandemic (coronavirus) that is rampaging has become a threat to human existence and most especially to the livelihood of private school teachers. The paper assessed the impact of covid-19 on job security and labour turnover of private school teachers in Lagos State, Nigeria. The study was guided by three research objectives while three null hypotheses were formulated and tested at 0.05 level of significance, descriptive survey research design method was adopted for the study. The population of the study was all private secondary school teachers in Lagos State and purposive sampling technique was used to draw the sample size of 100 respondents from the population. A four point Likert rating structured on-line questionnaire titled "Impact of Covid-19 on Job Security and Labour Turnover" (ICJSLT) was employed to gather data from the respondents. Least Square Regression test statistics was used to test the hypotheses. Results from the findings revealed that COVID 19-Induced Schools Closure has a negative and significant impact on job security in private secondary schools in Lagos State ($t=8.129$, $p=0.000$). The findings also revealed that COVID-19 Pandemic has positive and significant impact on employees' turnover in private secondary schools in Lagos State ($t=12.530$, $p=0.000$). Furthermore, COVID-19-Induced social distancing was found insignificant in explaining the changes in job security among private secondary schools' employees in Lagos State ($t=-.473$, $p=0.637$). The study recommended among others that private

school owners should reassure their employees of their job security despite the pandemic, they should also endeavour to give their teachers palliatives while government should bail out private schools in order to cushion the negative effect of the pandemic.

Keywords: *COVID-19, Pandemic, School Closure, Job Security, Labour Turnover, Lagos State*

Introduction

The recent outbreak of the Coronavirus pandemic has increased the gaps in the education sector globally. Though, the virus affected all sectors of the world economy but education has been the most affected as schools are still shut down in Nigeria as a way of containing the spread of the virus. As a result of schools closure, private secondary school teachers have been out of job and the fear of permanently losing their jobs is on the high-side. School closure means the closing down of schools as a result of the pandemic, emergencies, labour strikes, disasters or deliberate efforts to reposition a school or curb crimes in a given campus or environment. This means that school closures are not only for emergencies or pandemics, but also a deliberate way of addressing some identified gaps in a given school (Edeh, Nwafor, Faith, Shuvro, Fyneface, Aabha and Alhuseen, 2020).

According to Erika and Nicholas (2020), school closures can either be reactive or proactive. Reactive closure of schools occurs upon the discovery of coronavirus case among the students, staff or parents. While proactive school closure occurs before the disease even reaches the doors of the school. Although, the closure of schools is a proactive step taking by the government, but the long term negative effect on the livelihood of private school teachers is worrisome.

The pandemic outbreak has created educational disruptions and global health concerns that proved very difficult to manage by global health systems. It has drastically changed the lifestyles of the entire world with billions of people being forced to 'stay at home', 'observe self-isolations', work and learn from home. Not only has COVID-19 caused a total lockdowns in many countries across the world, it also caused the death of thousands of people including, women, and the elderly. The outbreak of COVID-19 affected all aspects of human

activities and the education sector remains one of the worst-hit by Coronavirus outbreak. (Edeh et al, 2020).

The issue of job security and labour turnover in private schools during this era of COVID-19 cannot be overemphasised. As a result of school closure, private school teachers are out of job, they are worried about the insecurity of their jobs and the non-payment of salaries due to the impact of the pandemic and this has affected the rate of labour turnover in private schools. The fear of the negative impact of the pandemic and post pandemic (such as: risks of pay cuts, no salary or disengagement from work) has made most private school teachers ventured into other businesses or trade in order to earn a living.

Pandemics in general are not merely serious public health concern, rather these trigger disastrous socio-economic and political crises in the infected countries. COVID-19, apart from becoming the greatest threat to global public health of the century, is being considered as an indicator of inequity and deficiency of social advancement. As is implied in the name COVID-19, 'CO' stands for 'corona,' 'VI' for 'virus,' and 'D' for disease, and 19 represents the year of its occurrence (Indranil and Prasenjit, 2020).

Coronavirus pandemic is novel, but it already has noxious effects on humanity. Coronavirus disease 2019 (COVID-19) is a viral disease that was declared a pandemic by the World Health Organization (WHO) on 11th March 2020. To date, there have been cases confirmed in at least 203 countries, areas or territories, according to the World Health Organization (WHO, 2020). The COVID-19 pandemic has caused unprecedented measures to be taken by many countries, such as travel restrictions and restrictions on social gatherings, social distancing, schools closure, lockdown (De Vos, 2020). Nigeria is a key regional actor in the African continent with over 200 million people, and it confirmed her first case of COVID-19 in Lagos State on 27th February 2020 (Mogaji, 2020).

Job security is the key element influencing the decision of an employee whether to join an organisation or not (Towers, 2010). It is the possibility or probability of an employee keeping his/her job (Adebayo and Lucky, 2012). Job security induces employee commitment in any work situation. Teachers who perceive threats of job security would not put in their best for the achievement of institutional goals and objectives and would not take their job seriously.

They would be less committed to the institution they are working for (Faremi, 2017). Job security has a great impact on the rate at which employees leave or remain an organisation. The high rate of teachers' turnover in private schools is as a result of the negative impact of COVID-19. Therefore, Labour turnover is the entrance of new employees into an organisation and the departure of existing employees from the organisation (Arokiasamy, 2013). The formula for measuring the rate of labour turnover is stated below:

$$\text{Labour turnover rate} = \frac{\text{Number of staff leaving/ replaced per year}}{\text{Average numbers employed during a year}} \times 100$$

According to Ellet, Ellis and Westbrook (2007, as cited in Ngo-Henha, 2017), employee turnover can be classified into three major categories: unavoidable turnover, desirable turnover and undesirable turnover. Unavoidable turnover may occur as a result of retirement, family issues, sickness or old age. Desirable turnover applies to incompetent employees while undesirable turnover occurs when talented, competent and skilled employees leave the organisation against the will of their employers.

Factors that contribute to employee turnover in private secondary schools can also be categorized into avoidable and non-avoidable factors. Avoidable factors such as: lack of promotion, poor salary structure, job insecurity, job dissatisfaction, job stress, late payment of salary, lack of opportunity for career advancement and poor employer-employee relationship are factors that can be prevented by school owners which would in turn lead to a reduced rate of labour turnover. Non-avoidable factors such as: retirement, sickness, death, family matters, individual aspiration and change of location are factors outside the control of the employer (school owners).

There are many factors affecting the rate of labour turnover in private secondary schools, in fact, job security is one of such factors that have contributed to the high rate of labour turnover particularly during this era of COVID-19. The impact of COVID-19 on job security and labour turnover of private school teachers cannot be overemphasised as schools closure, social distancing and economy lockdown have greatly affected private school teachers. Some of these impacts are: teachers' redundancy, reduction of teacher's commitment and

dedication, job dissatisfaction, willingness to look for better opportunity and increased rate of unemployment

Statement of the Problem

It is no more a rumour that schools have been shut down since March 23rd 2020, in order to curb the spread of Covid-19 in the country and this has greatly affected private school teachers whose salaries have not been paid or been reduced due to schools closure which have made it impossible for school owners to generate fund. The lack of concern by government towards these individuals and the insensitivity of most school owners toward their teachers during this period are worrisome as these may lead to high rate of labour turnover and job insecurity among private school teachers. Job security is a core concern in the lives of employees (Taamneh and Al-Gharaibeh, 2014).

COVID-19 has posed a great threat to job security of private school teachers. Most private school teachers are concerned about their future and the security of their jobs as it is likely that some of these private schools might fold-up as a result of the harsh effect of COVID-19 and also some teachers might decide to leave their current place of employment as a result of school-owners attitude toward them during this period of COVID-19. Although, government has been providing palliatives to some of her citizens while some school owners have been making efforts at ensuring that their staff are catered for, but the effect is minute as regards the impact of the pandemic on individual.

Purpose of the Study

The study was specifically carried out to:

1. Investigate the impact of COVID-19-induced schools closure on job security in private secondary schools in Lagos State
2. Determine the impact of COVID-19 Pandemic on employees' turnover in private secondary schools in Lagos State
3. Investigate the impact of COVID19-induced social distancing on employees' turnover in private secondary schools in Lagos State

Research Questions

The following research questions were raised to guide the study:

1. Does COVID-19-induced schools closure impact job security in private secondary schools in Lagos State?
2. How has COVID-19 pandemic affected employees' turnover in private secondary schools in Lagos State?
3. Does COVID-19-induced social distancing affect employees' turnover in private secondary schools in Lagos State?

Research Hypotheses

The following null hypotheses were formulated and tested at 0.05 level of significant

- H₀1: COVID 19-induced schools closure does not have significant impact on job security in private secondary schools in Lagos State
- H₀2: COVID-19 pandemic does not have significant impact on employees' turnover in private secondary schools in Lagos State
- H₀3: COVID-19-induced social distancing does not have significant impact Job security in private secondary schools in Lagos State?

Empirical Literature

Job Security and Labour Turnover

Empirically, several works on job security and labour turnover have been done across the globe and Nigeria in particular. They emphasized that poor work environment could be a factor to job insecurity and labour turnover. Moorman (1991) study on the *correlation between organisational justice and organisational citizenship behaviours focusing fairness perceptions influence on employee citizenship found that* when the workers find safety at work and feel at home, they will stay longer in the job, workers will stay longer in the establishment. Kumar, Ramendran and Yacob (2012) study on organizational commitment and turnover intention revealed that there is a negative relationship between them as the increase in organizational commitment leads to low turnover intention. However, intention to leave is an outcome of low commitment of staffs with their company. According to Paille, Fournier and Lamontagne (2011), among other

influences of commitment such as commitment to dispatcher and commitment to the colleagues, commitment to organization also has more influence on turnover intention.

Swider and Zimmerman (2010), in their study of employees' burnout and turnover intention revealed that there is correlation between turnover intention and burnout. In fact, the researchers argued that individuals with high levels of cynicism distance themselves from their job and that manifests behaviourally through turnover intention. On the other hand, staff with high levels of emotional exhaustion are likely to find that for a while separation from job which leads to recuperate their emotional resources instead taking the drastic measure of turnover.

The importance of job security to employees' in any organization cannot be overemphasized, hence the study of Abolade (2016) on the relationship among work environment, employee job satisfaction and organization emphasized on employees job satisfaction and security in relation to organizational efficiency. The findings revealed that accommodating work environment contribute significantly to employee satisfaction, organisation efficiency, labour turnover and job security. According to Nila, Anusuiya and Binti (2019) in their study on impact of job burnout, job security and organizational commitment on turnover intention among credit counselling and debt management agency employees in Kuala Lumpur found that there is a negative connection between job security which leads to reduced turnover intention. The study findings suggested that if the insecurity in job reduces, the employees are likely to be more responsible and corporate with the company objective. This can enhance employees' performance and organizational efficiency on the long run. From the empirical finding, job security and labour turnover are two key determinants of organizational efficiency and eventual economic development.

Methodology

This study adopted descriptive survey design. The rationale behind this choice was that it explained how the behaviour of a set of independent variables affects the dependent variable (Kothari and Garg, 2016). To effectively examine the impact of COVID-19 on job security and labour turnover, COVID-19 Pandemic, COVID 19-Induced Schools Closure and

COVID-19-induced Social Distancing were used as the independent variables while Job security, Employees' Turnover represent the dependent variables.

Private secondary schools' teachers were the main focus of the study. The population of the study is 18, 573 private secondary schools in Lagos State (Ogundare, 2019). The sample size was determined using Yamane (1967) sampling technique which gave 399.97 while 25% of the sample size was used for the study. Therefore, a sample of 100 private secondary school teachers in Lagos State was randomly selected from the sample size. On-line structured questionnaires titled "Impact of Covid-19 on Job Security and Labour Turnover" (ICJSLT) were used as the research instrument with a 95% response rate. Data collected were analysed with SPSS while Least Square regression was employed to inferentially test the formulated hypotheses. Simple percentage was calculated in order to obtain some facts about the properties of variables of interest.

The reliability of the variables was first determined using Cronbach alpha before the model was analysed. A Cronbach alpha coefficient of 0.992 suggesting an internally consistent construct thus has good reliability. The overall reliability value (67.9%) of the constructs proved to be good and within the acceptable standard practice as both the corrected correlation coefficients and alpha values are above 0.5 (Cortina, 1993). Four (4) measurement questions (Linkert Scale) from established measurement instruments were selected for COVID-19 impact on job security and labour turnover.

Findings and Discussion

Research Question One: Does COVID-19-induced Schools Closure impacts Job Security in private secondary schools in Lagos State?

Table 1: Percentage Responses on the impact of COVID-19-induced Schools Closure on job security in private secondary schools in Lagos State

S/N	ITEMS	Strongly Agreed		Agreed		Disagreed		Strongly Disagreed	
		No	%	No	%	No	%	No	%
1.	Many employees in private schools have lost their jobs due to school closure occasioned by COVID-19 Pandemic	36	37.9%	52	54.7%	0	0.0%	7	7.4%
2.	Employees in private schools have been worried about job insecurity due to COVID-19 Pandemic	43	45.3%	50	52.6%	1	1.1%	1	1.1%
3.	Private schools are unable to pay their workers due to COVID 19- Induced school closure	57	60%	34	35.80%	3	3.20%	1	1.10%
4.	I do not know when I might be terminated. Therefore, I feel worried about my job in private school	31	32.6%	60	63.20%	2	2.10%	2	2.10%
5.	I have job security and stability at my work place irrespective of COVID-19	4	4.2%	17	17.90%	59	62.10%	15	15.80%
	Average	34.2	36.0%	42.6	44.8%	13	13.7%	5.2	5.5%

Source: Field Survey, 2020

Table 1 shows that an average of 36% of private school employees strongly agreed that COVID-19-induced schools closure impacts job security in private secondary schools in Lagos State. Meanwhile, an average of 44.8 % agreed that COVID-19-induced schools closure impacts job security in private secondary schools in Lagos State. However, an average of 13.7% disagreed that COVID-19-induced schools closure impacts job security in private secondary schools in Lagos State while an average of 5.5% strongly disagreed that COVID-19-induced Schools Closure impacts job security in private secondary schools in Lagos State. The finding implied that COVID-19-induced schools closure impacts job security in private secondary schools in Lagos State.

Research Question Two: How has COVID-19 Pandemic affected employees' turnover in private secondary schools in Lagos State?

Table 2: Percentage Responses on how COVID-19 Pandemic affected Employees' Turnover in private secondary schools in Lagos State

S/N	ITEMS	Strongly Agreed		Agreed		Disagreed		Strongly Disagreed	
		No	%	No	%	No	%	No	%
1.	COVID-19 Pandemic has necessitated employee's turnover in private schools	16	16.8%	63	66.3%	11	11.6%	5	5.3%
2.	Employees turnover in private school does not have any link with COVID 19 Pandemic	8	34.7%	6	34.7%	48	34.7%	33	34.7%
3.	COVID19-Induced conflict with school owner have a direct effect on the turnover decision	20	21.1%	64	67.4%	6	6.3%	5	5.3%
4.	Lack of regular salary occasioned	36	37.9%	49	51.6%	7	7.4%	3	3.2%

	by COVID-19 make me want to leave my work in private school								
5.	Lack of welfare induced by COVID 19 Pandemic has made many probate school employees consider leaving their jobs	38	40%	52	54.7%	5	5.3%	0	0.0%
	Average	23.6	30.1%	46.8	54.9%	15.4	13.1%	9.2	9.7%

Source: Field Survey, 2020

Table 2 reveals an average 30.1% of private school employees strongly agreed that COVID-19 Pandemic has affected employees' turnover in private secondary schools in Lagos State. Meanwhile, 54.9 % agreed that COVID-19 Pandemic has affected employees' turnover in private secondary schools in Lagos State. 13.1% of private school employees disagreed that COVID-19 Pandemic has affected employees' turnover in private secondary schools in Lagos State. Meanwhile 9.7% strongly disagreed that COVID-19 Pandemic has affected employees' turnover in private secondary schools in Lagos State. The findings suggested that COVID-19 Pandemic has affected employees' turnover in private secondary schools in Lagos State.

Research Question Three: Does COVID-19-induced Social Distancing affect employees' turnover in private secondary schools in Lagos State?

Table 3: Percentage Responses on whether COVID-19-induced Social Distancing affect employees' turnover in private secondary schools in Lagos State?

S/N	ITEMS	Strongly Agreed		Agreed		Disagreed		Strongly Disagreed	
		No	%	No	%	No	%	No	%
1.	The effect of COVID-19 on the rate of school management changing employees is	15	15.8%	75	78.9%	4	4.2%	1	1.1%

	very high on job security in private school								
2.	The rate of employees leaving their jobs is worse in private schools due to the problem of social distancing.	19	20.0%	48	50.5%	24	25.3%	4	4.2%
3.	Job security in private schools has become serious problem because of the social distancing induced by COVID-19 Pandemic.	18	18.9%	59	62.1%	14	14.7%	4	4.2%
4.	Employees retention has become a critical problem due to COVID-19 induced social security	19	20.0%	64	67.4%	9	9.5%	3	3.2%
	Job security has become a serious discussion among employees of private school occasioned by COVID-19 social distancing	32	33.7%	58	61.1%	5	5.3%	0	0.0%
	Average	20.6	21.7%	60.8	64.0%	11.2	11.8%	2.4	2.5%

Source: Field Survey, 2020

Table 3 reveals that on the average 21.7% of private school employees strongly agreed that COVID-19-induced Social Distancing has affected employees' turnover in private secondary schools in Lagos State while about 64 % agreed that COVID-19-induced social distancing has affected employees' turnover in private secondary schools in Lagos State. Meanwhile, 11.8 % disagreed that COVID-19-induced social

distancing affected employees' turnover in private secondary schools in Lagos State. Lastly, 2.5% strongly disagreed that COVID-19-induced social distancing has affected employees' turnover in private secondary schools in Lagos State. The findings suggested that COVID-19-induced social distancing has affected employees' turnover in private secondary schools in Lagos State.

Test of Hypotheses

Hypothesis One: COVID 19-Induced schools closure does not have significant impact on job security in private secondary schools in Lagos State

Table 4: Impact of COVID 19-Induced Schools Closure on Job Security in Private Secondary Schools in Lagos State

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	25.708	1.683		15.279	.000
COVID19_Induced_School_Closure	-.869	.107	-.645	-8.129	.000

a. Dependent Variable: Job Security

Source: Authors Computation, (2020)

Table 4 shows the result of regression analysis of the impact of COVID 19-induced schools closure on job security in private secondary schools in Lagos State. The coefficient of COVID-19 induced school closure is -.869 indicating a negative impact while the standard error is .107. The results also shows a t-value and probability value of -8.129 and 0.000. It is observed from the table that COVID 19-induced school closure significantly ($t = -8.129, p = 0.000$) predicts changes in job security in private secondary schools in Lagos State.

Since the significant value ($p = .000$) is less than 0.05, we reject the null hypotheses and concluded that COVID 19-induced schools closure has a negative and significant impact on job security in private secondary schools in Lagos State. This suggested that extension of school closure can further jeopardise the job security of employees in the private secondary schools in Lagos state.

Hypothesis Two: COVID-19 Pandemic does not have significant impact on employees' turnover in private secondary schools in Lagos State

Table 5.: Impact of COVID-19 Pandemic on Employees' Turnover in Private Secondary Schools in Lagos State ^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	11.836	1.469		8.059	.000
¹ COVID19_Pandemic	1.263	.101	.792	12.530	.000

a. Dependent Variable: Employees Turnover

Source: Authors Computation, (2020)

Table 5 shows the result of regression analysis of the impact of COVID 19-Pandemic on job security in private secondary schools in Lagos State. The coefficient of Pandemic is 1.263 indicating a positive impact while the standard error is .101. The results also show a *t*-value of 12.530 and probability value of 0.000. It is observed from the table that COVID-19 Pandemic significantly ($t = 12.530, p = 0.000$) predicts changes in Employees Turnover in private secondary schools in Lagos State.

Since the significant value ($p = .000$) is less than 0.05, we reject the null hypotheses and concluded that COVID-19 Pandemic has significant impact on employees' turnover in private secondary schools in Lagos State. This implied that a continuous spread of COVID-19 Pandemic will further increase the turnover rate of employees in private secondary schools in Lagos state.

Hypothesis Three: COVID-19-induced Social Distancing does not have significant impact on Job Security in private secondary schools in Lagos State?

Table 6.: Impact of COVID-19-induced Social Distancing on Job security in Private Secondary Schools in Lagos State

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	12.913	1.704		7.579	.000
1 COVID-19-Induced Social Distancing	-.052	.111	-.049	-.473	.637

a. Dependent Variable: Job Security

Source: Authors Computation, (2020)

Table 6 shows the result of regression analysis of the impacts of COVID19-Induced social distancing on job security in private secondary schools in Lagos state. The coefficient of Pandemic is -.052 indicating a negative impact while the standard error is .111. The result also shows a *t*-value of -.473 and probability value of .637. However, the probability value of .637 indicating insignificant impact. It is observed from the table that COVID-19 Pandemic significantly ($t = -.473, p = 0.637$) cannot predicts changes in Job security in private secondary schools in Lagos State.

Since the significant value ($p = .637$) is greater than 0.05, we do not reject the null hypotheses and conclude that COVID-19 -Induced social distancing does not have significant impact on Job Security in private secondary schools in Lagos State. This implied that social distancing occasioned by COVID-19 Pandemic is not relevant to the problem of job security in secondary schools in Lagos state.

Discussion of Findings

The study examined the impact of covid-19 on job security and labour turnover of private secondary school teachers in Lagos state, Nigeria. Empirically, the study found that COVID-19-Induced school closure has a negative impact on job security of the employees of private secondary schools in Lagos state. The study also found that COVID-19 Pandemic impacted positively on employees' turnover of private secondary schools in Lagos state. However, social distancing occasioned

by COVID-19 Pandemic was not significant in explaining the changing in job security of the private schools' employees in Lagos state.

Findings from tested hypothesis one revealed that COVID-19-Induced school closure can predict negative changes in job security of the employees in private secondary schools in Lagos state. From the finding, the closure of secondary schools due to the outbreak of COVID-19 impacted negatively on employees' job security in private secondary schools in Nigeria. Naturally, as the closure of school continues, owners of these schools would not be able to shoulder the responsibilities of the employees hence; some of the employees have to be retrenched. This exemplifies the negative impact of COVID-19 Induced school closure on job security in private schools.

The findings supported Chinyere (2020) who examined Effect of COVID-19 on the Global Economy: Evidence from Nigeria. The researcher found that locking down workplaces to pave way for social distancing did not help the economy, while continuous shutdown led to decrease in economic performance. This affected the employees as some lost their jobs, while others have to endure pay cut. As reported by UNESCO (2020), education sector received the worst from the outbreak of COVID-19 as colleges, polytechnics, universities, secondary and primary schools across the globe were shutdown.

UNESCO (2020) reported that about 290.5 million students around the world were disrupted from their academic following the pandemic. While some well-civilized and financial wealthy nations resulted to online learning, others especially African countries and Nigeria in particular shutdown all schools. This affected the employees of these schools who did not receive salary for about half a year as the pandemic continues to spread. The online teaching and learning notwithstanding, only a few percentages of the learners were involved because of the costs and technical know-how. Meanwhile, Ozili and Arun (2020) observed that even with online learning, not much of the syllabus could be covered as some concepts requires one-on-one classroom interaction between the teacher and learners. This is where many private schools in Lagos state could not function properly as many lacked the facilities to undertake online learning and teaching.

Findings from the second hypothesis showed that COVID-19 Pandemic impacted positively on employees' turnover of private secondary schools in Lagos state. The findings suggested that

continuous spread of COVID19 will increase the rate at which employees are fired and hired in private schools in Lagos state. This is due to the fact that as one employee leaves, there will be a need to employ another. The findings also support Imran, Allil and Mahmoud (2017) view that when it comes to quitting a job, an employee usually leaves his/her organisation either voluntarily or involuntarily. In both cases, it will most likely lead to adverse effects on the organisation in terms of work performance and costs. This means that COVID-19 Pandemic has adverse effect on the employees and the private secondary school as increase in employee's turnover will not enable the schools to have appropriate planning and budget.

Lastly, findings from hypothesis three shows that social distancing occasioned by the outbreak of pandemic did not have significant impact on job security in private secondary schools in Lagos State; this shows that maintain social distancing in workplace did not play any significant role in the job security of private secondary employee in Lagos state. The further shows that maintained social distance did not lead to job losses as did the overall impact of COVID-19 and the effect on job security of the employees as a result of school closure in its entirety.

Conclusion and Recommendations

The study examined the impact of COVID-19 on job security and labour turnover of private secondary school teachers in Lagos state, Nigeria. The ravaging effect of the Corona Virus Disease that originated from China in 2019 was examined to determine its impact of job security and labour turnover in private secondary schools in Lagos state. From the findings, it was deduced that COVID-19 has greatly affected labour turnover and job security of teachers in private schools as most of these teachers are not sure of the status of their employment while some are not happy about how they were neglected by their employers during this period.

Therefore, it is recommended that school owners should ensure constant communication with their employees, provision of palliatives and also re assuring them of the safety of their jobs despite COVID-19 as this will further serve as a means of ensuring employees' commitment, reduce the rate of labour turnover and cushion the negative impact of the pandemic

Government should provide a bail-out fund for private school owners, soft loan could also be given to private school teachers in order to cater for their needs during this period and government should also seek advice on other possible avenues for schools reopening in order to reduce job loss.

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