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## **Recapitalisation and Employee Compensation in Covid 19 Era: The Supposedly Conjoined Twins but Separated By 2003-2005 Recapitalisation Exercise In The Nigerian Insurance Industry**

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### **Abstract**

This paper examines the compensation packages that accrue to employees of recapitalised Nigeria insurance industry in COVID 19 Era. Recapitalisations have contributed marginally to insurance premium contribution per person in Nigeria, thereby affecting employees' compensation package due to low product penetration and premium generation.

The overall effect of this is fewer funds within the industry which ultimately affected the compensation of employees in the industry. The lack of funds have made industry workers appear vulnerable to inequitable compensation packages which cuts across both financial and non financial packages, and its net effects is lack of commitment by the employees to organisations and customers, unethical practices and high labour turnover. Furthermore, the paper takes a look at the

different recapitalisation exercises that the industry has undergone since independence and their percentage increases. The paper adopted analytical approach of descriptive research method which relied heavily on secondary sources of data collection. In this paper, attempt is made to examine the arguments of both the protagonists and opponents on how well employees of recapitalised Nigerian industry are compensated in COVID 19 ERA. The paper argues strongly that the employees of recapitalised Nigerian insurance industry have not benefitted much in-term of compensation packages both financial and non financial in the COVID 19 Era. The paper concludes with recommendations that could avert lack of commitment by the employees to organisations and customers, unethical practices and high labour turnover which have been a common trend in the industry at this time.

**Keywords:** Compensation, employee, financial and non financial packages, recapitalisation, Nigerian insurance industry

