

for its "Mama Gold Flour" brand. Olam has invested in expanding and upgrading Crown Flour Mill's facilities, increasing its milling capacity and production efficiency. Olam has focused on improving quality control, optimizing production processes, and enhancing the skillsets of its milling team. Olam's investment in Crown Flour Mill has contributed to increased local production of flour and strengthened Nigeria's food security.

hypothesis. The questionnaire is divided into two to sections. Section A comprises of questions relating to the demographic characteristics of the respondents, while Section B comprises of questions relating to training and development and employee performance.

### **3.7 METHOD OF DATA ANALYSIS**

For the purpose of this research, the data that would be used are quantitative and qualitative.. The level of awareness of job hazards in the work place among workers, the safety measure and training provided for workers, frequency of illness and injuries caused by work and also an evaluation of relationship between job hazards and productivity

### **3.8 HISTORICAL BACKGROUND OF OLAM'S FLOUR MILLS, NIGERIA PLC.**

Olam Flour Mills in Nigeria has its roots in Crown Flour Mill, which was incorporated in May 1971 and began milling operations in 1981. Olam International acquired Crown Flour Mill in 2010, integrating it into their global agri-business operations. This acquisition significantly expanded Olam's presence in Nigeria's wheat milling sector, making Crown Flour Mill the second-largest flour milling business in the country. In January 2020, we announced a Re-organisation Plan to create distinct and coherent operating groups – ofi, Olam Agri, and the Remaining Businesses of Olam Group – to maximise long-term value on a sustained basis. Each operating group has developed a clear Purpose, compelling vision and a differentiated strategy to capitalise on specific trends that underpin its sectors, take advantage of market opportunities, attract talent, optimise resources and invest in requisite assets and capabilities which will deliver profitable growth and build long-term value on a sustained basis. Following the acquisition, Olam integrated Crown Flour Mill into its operations, streamlining processes and leveraging its global expertise. Under Olam's ownership, Crown Flour Mill has become a major player in the Nigerian flour milling industry, particularly known

$$d^2 (N-1) + X^2 P (1-P)$$

Where  $x = Z\text{value } (90\% = 2.711)$

$N = \text{Population size } 150$

$P = \text{Population proportion } 0.5$

$d = \text{Margin of error } 5\% (0.05)$

$$\begin{aligned} \text{Krejue Morgan formula} &= \frac{2.711 \cdot 150 \cdot (0.25)}{(0.0025) \cdot (150-1) + 3.8416 (0.25)} \\ &= \frac{2.711 \cdot 150 \cdot (0.25)}{0.0025 \cdot 149 + 0.9604} \\ &= \frac{2.711 \cdot 37.5}{0.3725 + 0.9604} \\ &= \frac{101.6625}{1.3329} = 76.271663291 \end{aligned}$$

The sample size will be 76.

### 3.5 METHOD OF DATA COLLECTION

Data collection in a research is the stage where the necessary data are used according to the purposes and objectives of the research that are gathered from the field. The ways for gathering these data is what is termed as data collection methods. Two main sources of data will be used for the purpose of this research work which includes primary sources and secondary sources. The methods that will be used in primary data collection include interview, questionnaire and observations. Secondary source includes data from published and unpublished books, journals, websites etc.

For the purpose of this study, primary data will be the main research instrument and these data will be collected through the use of questionnaire.

### 3.6 RESEARCH INSTRUMENT

The research instrument that shall be used for this study is questionnaire. The questionnaire is structured in accordance with the stated research question and



## CHAPTER THREE

### RESEARCH METHODOLOGY

#### 3.1 INTRODUCTION

This section would discuss the procedure for which this study is undertaken; it includes the research design, population of the study, sample size, sample technique, research instruments and method of data analysis.

#### 3.2. RESEARCH DESIGN

The research design that should be employed for this study is survey research design. This method was to allow the employees to fully express their opinion on the study. The method would also allow data collection from large sample to be drawn from a given population.

#### 3.3 POPULATION OF THE STUDY

Population is made up of all conceivable elements, subject or observations relating to a particular phenomenon of interest to the researcher. However, for the purpose of this study, the population of interest consists of the entire staff of Olam's Flour Mills, Ilorin. Both the Administrative staff, senior staff and the junior staff, the population of staff and management in Olam's Floor Mills, research work are 150 respondent.

#### 3.4 SAMPLE SIZE AND SAMPLING TECHNIQUES

Sample is the portion of the population which is studied closely in order to gain some knowledge and make generalization about the population it represents, while sampling refers to procedures for choosing the sample units.

The sample size for the study would be determined from the population of the study (Olam's Flour Mills, Ilorin) using Krejcie Morgan (1970) formula to determine the sample size to be taken. The report from the population shows that the estimated population of permanent employee in Olam's Flour Mills, Ilorin.

The equation is illustrated below;

$$n = \frac{X^2 N \cdot P (1-P)}{}$$