

**EVALUATION OF THE
IMPLEMENTATION OF FEDERAL
MORTGAGE BANK LOAN FOR
STAFF IN AUCHI POLYTECHNIC,
AUCHI, EDO STATE**

**Abdullahi Ahmad CHIROMA, PhD¹, Aisha
ALHASSAN², and Muhammed Buhari
IDRIS³**

¹Department of Public Administration,
Auchi Polytechnic Auchi, Edo State,
Nigeria

abdullahiahmadchiroma123@gmail.com

²Department of Public Administration,
Auchi Polytechnic Auchi, Edo State,
Nigeria

aishaalhassan129@gmail.com

³Department of Public Administration,
Auchi Polytechnic Auchi, Edo State,
Nigeria

imuhammedbuhari82@gmail.com

Abstract

This study addressed a gap in the existing literature on the loan programme for staff housing at Auchi Polytechnic provided by the Federal Mortgage Bank (FMB). It examined staff awareness, accessibility, contributions, and levels of participation, loan applications, workers contentment and availability of housing for employees. Previous studies suffered from a lack of emphasis on increasing knowledge, explaining technical procedures, and fostering employee interest in housing loans that depends on both individual contributions and the duration of engagement. The total population of the study was 814, while 268 was selected as sample size. The study employed mixed-method of

survey and documentary design using both primary and secondary sources of information. Based on the regression analysis the study revealed that, there are robust positive connections among the variables of staff, awareness, engagement, housing donations, and loan applications, and by this it established that employee awareness is positively influenced by characteristics such as knowledge, contributions to housing, engagement, and accessibility of loans, and these variables explained 81.22% of the variability in the dependent variable. The study recommended that, management of Auchi Polytechnic and Federal Mortgage bank should organize sensitization programme to educate and promote staff awareness, optimize housing benefits, and review the gray areas that hinder accessibility, participation and loan application processes and elucidates the intricate dynamics of house loan schemes and their impact on the happiness and fulfillment of Auchi Polytechnic, workers.

Keywords: Federal Mortgage Bank, housing loan, public servants

INTRODUCTION

Housing policy is an essential ingredient for social security and development of nations, it is indeed fundamental to the welfare, survival and health of a people (Fadamiro, et al. 2004). The development of a nation is determined by the quality of life of its citizens, accessibility and implementation of effective housing policy for the purpose of achieving provision of housing for all. Over the years, communities around the world have been facing serious deficit in the provision and possession of houses by citizens. This is because the provision of houses is not commensurate with the population growth and the development of the people. However, the population is increasing in proportion

which runs parallel with the housing provisions that goes geometrically (Malthus, 1989). The interplay between population expansion and housing deficit has drawn the attention of governments to search for the provision of adequate and affordable housing units to address the deficit among nations. Housing provision becomes one of the top priorities of nations which has led to policy formulation, and delivery of programmes. The determinant factors for achieving this include strong purchasing power, economic status and per-capita income of the citizens in the nations, because the standard of living and housing provision in developed nations is quite different from that of developing nations like Nigeria.

In the United States of America, National Housing Trust Fund was established as a federal programme, funded through the department of Housing and Urban Development (HUD) under Title 1 of the housing and economic recovery Act of 2008 Section 1131, public law. The purpose was to complement existing federal, states and local efforts to increase and preserve safe and affordable housing development for extremely low-income household (Public Law, 2008). Similarly, Britain and Germany, had an organized housing system developed over years through federal mortgage banks through which the citizens accessed loan for housing provision. This programme was used for the mobilisation of household savings, because of the per-capita income on average citizens of these countries is relatively higher compared to others (Ezeanah, 2021). The scheme was backed up by efficient secondary sources of mortgage bank that is, housing bonds; the instruments are freely traded on the stock market. Even though the implementation of the policy varied from one country to another they shared principles of mandatory deductions savings and participation by the private sectors as

custodians of public treasury for this purpose (Akanji, 1990).

Housing provision in Nigeria can be traced from pre-independence days which marked the first efforts by the colonial government to provide houses in the colony. This shows the beginning of the government residential areas called Government Reserved Areas (GRA); houses were constructed to provide adequate comfort for the residents which replicated the patterns of GRA. However, in the pre-independence and post-independence era of 1960-1972; there were no differences in the housing provision, the housing units of government then was GRA which was formally occupied by colonial masters (National Development Plan, 1980).

To this effects National Development Plan were launched in 1962-1968 in the post-independence era to cater for the provision of sixty-one thousand (61,000) housing units for the citizens. Only fifty (50,000) housing units was provided by the government, as the plan was interrupted by civil war. The Second, National Development Plan of 1971-1974 was established and targeted fifty-nine thousand (59,000) housing units, but only seven thousand and eighty, (7,080) housing units were provided. Subsequently, other development plans were along that direction targeted at low-income earner groups. This has brought about significant development and creation of the Federal Ministry of Housing, and incorporation of Urban Development and Environment and Land use Decree of (1978), which targeted the construction of 202,000 low-cost housing units nationwide, while only 28,000 housing units were provided.

National Housing Programme of 1980 was established for the first time and targeted 160,000 low-income housing units to be constructed with the total expenditure of N1.9 billion Naira. The second stage of the

housing programme was planned to construct 20,000 housing units across the country; 23.6% representing a total of about 47,234 housing units were constructed in the first phase. The programme had undergone series of policy reviews to reflect the current economic reality of the citizens (Ibimilua, 2011). Similarly, National Housing Fund of 1991, 1992, 2002, 2005 and 2019 respectively were reviewed. The scheme also incorporated formal and informal financial institutions to facilitate the accessibility and affordability of the housing provision. The formal sector in housing provision is anchored by mortgage banks, Estate development Loan commercial banks are among the informal institutions. The primary Federal Mortgage Bank offered interest rate of 9% charged for loan but was later reduced to 6%. While informal sector includes public-private partnership such as commercial banks assisted by collaborated with government in the provisions of housing loan for the citizens (National Development Plan, 1980).

RESEARCH PROBLEM

The implementation of National Housing Loan of Federal Mortgage Bank over the years, had made the significance number of staff in Auchu Polytechnic, Auchu to be contributing 2.5% of her/ his basic monthly salary of which the deductions are at source to National Housing Fund, this would qualify them therefore, to have access for housing loan of N5 million later reviewed upward to N15 million from Federal Mortgage Bank. Along this direction, the implementation strategy were based on staff contribution which can enables them to applied and benefited from this laudable scheme, but accessing the loan appears to be extremely difficult despite employees long saving and contributions as less-than 10%, of eight hundred and fourteen (814) staff of Auchu Polytechnic, Auchu, has benefited

while substantial number of staff are yet to benefited, this is becoming a recurrent decimal and continues to pose a challenge to the participation and accessibility for housing loan.

It has been observed however, that, poor awareness on fulfilling all the requirements for the possession of housing loan through mortgage bank had posed challenges to its implementation. It is against this background that the following questions are asked; are staff of Auchu Polytechnic, Auchu aware of the implementation of Federal Mortgage Bank housing loan? do staff of Auchu Polytechnic, Auchu contribute to Federal housing mortgage bank? to what extent do Auchu polytechnic staff Auchu, access Federal mortgage bank housing loan? Do Auchu polytechnic staff benefit from the Federal mortgage bank housing loan?

OBJECTIVES OF THE STUDY

The main objective of the study is to evaluate the implementation of Federal Mortgage Bank Housing Loan for staff in Auchu Polytechnic, Auchu, Edo State.

The specific objectives are to:

1. ascertain if Auchu Polytechnic staff, Auchu are aware of the implementation of Federal mortgage bank housing loan
2. appraise the impact of the Federal mortgage bank housing loan contribution on Auchu Polytechnic staff.
3. ascertain the extent to which the staff of Auchu Polytechnic Auchu access Federal mortgage bank housing loan.
4. determine the number of staff of Auchu polytechnic, Auchu, who benefited from Federal mortgage bank housing loan.

HYPOTHESIS

H₀₁: Staff housing loan awareness has no significant effect on housing loan in Auchu Polytechnic Auchu;

Ho₂: Staff housing contribution has no significant effect on housing loan provision in Auchi Polytechnic Auchi;

Ho₃: Staff housing accessibility has no significant effect on housing loan in Auchi Polytechnic Auchi;

Ho₄: Staff housing application has no significant effect on housing benefit loan in Auchi Polytechnic Auchi;

LITERATURE REVIEW

National Housing Scheme Awareness and Implementation

It is the fundamental responsibility of every government to provide affordable housing for its citizens through vibrant mortgage plans. Access to housing in Nigeria remains a persistent challenge, exacerbated by a burgeoning population, inflation, diminishing income, and poverty, among other factors. Housing Loan faces a number of challenges and setbacks in sensitization programmes of providing basic knowledge on the requirements of accessing housing loans through the Federal Mortgage Bank as well as stimulating the eligible public servant's interests in applying for the loan. Bello (2019) reviewed Housing Policy Programme in Nigeria. His concern was about the problem of inadequate housing faced by poor people around the world which is a matter of concern to governments in various countries especially in the developing world where significant portion of the population is mostly characterized by poverty. In such countries, the housing problem is not only that of quantity but also quality of available housing units. The government incorporated private sectors housing providers, yet, this development in Nigeria has been at a standstill for more than a decade, with few exceptions, private sector transactions that have taken place have been informal and on the fringe of legality (Bello, 2019).

At the opposite of the spectrum, public sector activity is plagued with many problems. Instead of operating as a social policy, it operates more like a regressive lottery or patronage system. The results have been the simultaneous construction of some of the most luxurious subsidized housing in Africa, and general deterioration in housing conditions of most Nigerians, particularly the housing conditions of the poor. The recorded history of formal intervention in the housing sector in Nigeria dates back to the colonial administration, after the unfortunate outbreak of the bubonic plague of 1928 in Lagos (Bello, 2019). This according to Bello necessitated the establishment of the Lagos Executive Development Board (LEDB) which signified the ushering in of Nigerian public housing programme intervention; which was during the colonial era. The policies are modest with the ultimate aim of addressing the housing problem at a national scale. The policy implementation focus, then, was on the provision of expatriate quarters and some selected indigenous staff of Railways, Marine, Police and Armed forces. The construction of senior civil servant quarters in the capital city of Lagos and regional headquarters like Kaduna, Ibadan and Enugu are some of the practical efforts made. This study observed that, housing provision by government has not yielded any positive result and the efforts that was made by government to incorporate informal sectors in the housing provisions resulted to provision of costly houses (Bello, 2019).

This inadequacy and quantity of the housing units that are so exorbitant in nature was not meant for middle level income earners. As such this study does not take an average level income earners into consideration neither targeted low-income earners, because most of the housing provided by primary mortgage banks (informal sectors). A part from inadequacy

and exorbitant prices of housing units, even government intervention in the provision does not help the system. However, there is needs for government to employ strategies for implementation which involves many operations and procedures as well as time and resources. However, successful implementation should not be equated with impact (Williams, 1990). Furthermore, housing policy implementation is carefully evaluated to ensure the objective set to achieve is on track and there is no deviation to the intended objectives, this is because implementation is attributed to many challenges and those challenges must be identified to prevent policy failure, thus exhorting policy-maker's attention and capacity for the actualization of policy objective.

Mandatory Contribution of Housing Loan

Accessing housing loan by public servants is determined by the mandatory deduction and the amount being contributed in years already spent and years left in the service.

Olawale, Lawan, and Alabi (2015) examined the Housing Policy in Nigeria, and the hope for poor people. Their concern was about Nigerian housing policies from 1999 -2015, vis-a-vis the place of how low-income earners in the policy are having access to affordable housing and decent accommodation. The study relied on documentary research design using secondary sources of data collection. Olawale's et al. findings of the study revealed that housing policy is structurally deficient, because the policy has no clear strategy on how one can adequately assist the low-income earners to apply for assistance to the government to own or possess houses. The study recommended, among other things that government should remove all administrative bottlenecks in the policy and ensure the policy accommodates low-income earners

and ease their suffering of poor accommodation at the level of implementation. From the Olawale et al. (2015) discussions, it was submitted that housing policies has not been specific on how low-income earners can be determined and the parameters of identifying low-income earners in Nigeria, as the policy was initially targeted to curb housing problem making accessible and affordable housing for all, but that seemed like a mirage.

Housing policy however, is a shared arrangement between the employee's contribution and those managing what was contributed by beneficiaries to provide access to ownership. In other words, housing policy provide the guidelines that every public and private employee earning income of N 3,000 or more per year either as paid employee or self-employed person is mandated by law to contribute 2.5% of his basic salaries for the purpose of savings to enable him to access National Housing loan through mortgage bank while in service (Federal Mortgage Bank, 2004). This contribution from employees' basic salaries marked as the beginning of their recognition as contributory member in the scheme. Employee's contributions therefore, cannot be adequate and make guarantee for their accessibility of housing loan. The amount being deducted are not reasonable to provide houses even in the rural areas, that is to say, the amount being deducted was too small even in the rural areas not let alone in the urban to provide reasonable accommodation for public servants.

Accessibility of Housing Loan

Accessibility of housing loan from Federal Mortgage Bank is technical and the beneficiaries need to be acquainted with the procedures provided for easy housing loan. Anyakora, Ilechukwu and Nubi (2009) wrote a paper titled Comparative Analysis of

National Housing Policies and Housing Supply Situation in Nigeria and South Africa. Often, the disparity in housing situations of various countries is traced to corresponding differences in the housing policy formulation process, contextual provisions of the policies, macro-economic situation, and level of development. They were concerned with evaluating the housing policies of Nigeria and South Africa in order to determine the level of housing provisions in the two countries. The paper combined qualitative and quantitative research methods to realize the objectives of the paper. The paper used content analysis approach to evaluate secondary data from the two countries. Comparatively, National housing policy of South Africa emphasized the working together of privately driven market and social housing provision in housing delivery while Nigeria's housing policy focused only on privately driven market system. By maintaining a steady focus on trade-off between privately driven housing market and social housing provision directly targeted at the low-income class South Africans' housing policy has done better in expanding access to housing among the populace than Nigeria housing policy which is more towards attaining a privately driven housing delivery market system in which the government plays an enabling role.

This implies that private housing system needs to recognize the crucial complementary role of social housing in the attainment of efficient housing delivery and for housing policy to work for the poor in most countries. In other words, housing loan emphasises that all potential contributors to the housing trust fund are expected to participate and register with the Federal Mortgage Bank of Nigeria through their employers. The aim is to provide shelter, that is, accommodation, to secure the employees' future while in service and after retirement.

This can be done through participation that guarantees access to loan from Federal Mortgage Bank. Staff Housing loan is determined by satisfying a number of requirements stipulated by Federal Mortgage Bank, this includes, saving of Housing Trust Fund for a period of six month, having land that has certificate of occupancy, age, salary scale, number of years already spent and number left in the service.

Other requirements may be prescribed by Primary Mortgage Bank. At this point, it is important to note that having fulfilled the housing loan requirements that amount of money may not be sent directly to the employees account rather, to primary mortgage banks whose duties was to build houses for public servants based on specification and said amount provided. However, employees are entitled to 5 million loan in which the duration for repayment should not be more than 30 years. From the forgoing discussion of Anyakora et al. (2009) presentation, it has been observed therefore, that comparative study on housing loan providers of informal sectors in the economy can-not be compared because their level of advancements varies, and the study has failed to make comparative analysis of housing loan requirements and procedures between the two countries, and how it could be laidback accessible to the participants (employees). The housing loan guides and requirements are essential for understanding the potential applicants and needs to be consulted and interacted with when assessing the loan which this present study seeks to examine.

Housing Loan Applicants and Beneficiaries

Fetus and Amos (2015) assessed housing policy in Nigeria: an overview. They examined housing policies as a tool for national development in Nigeria through various developing strategies, programmes

and policies geared towards achieving housing policies. The paper adopted documentary research design using secondary sources of data collection reviewing housing policies in the country. The findings revealed that there are challenges in the implementation of housing policies, inadequate funding, insufficient infrastructural amenities as well as poor housing finances. The paper, however, recommended that there should be periodic housing policy review, adequate finances of the policy, encouragement of use of local materials as well as provision of low-cost houses in urban and rural areas.

Ezeanah (2017) in his paper *Housing Challenges in Nigeria* focused on sustainable development in the provision of adequate housing through private mechanism. Ezeanah adopted documentary research design, using secondary sources of data collection. It found that housing policies are facing challenges on the application of low quality of materials in buildings, unskilled manpower, and poor housing finances; high level of urban migration was among the factors responsible for low housing quality. The paper recommended that there must be application of standard building procedures, provision of skilled manpower and materials, adequate finances in the development of housing in the rural areas to restrain the rural-urban explosion in the country.

The Federal Mortgage Bank loan on housing provision targeted public servants through the primary mortgage bank only. Most of the housing provisions by mortgage bank and informal sectors were concentrated in urban cities which may be costly for the common man. The interconnection between Olawale's et al. (2015) study and this paper is that the two studies focused their attention on housing policy and ways through which accessible and affordable accommodation can be provided. This present study is

concerned with public Servants' mandatory contribution to National Housing Fund's Loan.

Based on the literature reviewed, it is observed that scholars were more concerned with housing provision for all, regardless of their participation, contributions and other requirements which must be met. It is important at this point to note that, accessibility of housing programme to employees is determined by the amount he or she contributed including the number of years spent in the service which previous literature were silent about. Other gap in the literature was on creating awareness for the scheme and understanding it's technicality/procedures and stimulating the interests of potential employees to participate in housing loan which other studies have failed to examine in details, and the extent to which staff housing loan requirements must be fulfilled and satisfied for the accessibility of loan from mortgage bank.

Apart from literature gap, other gap is in the methodology used by previous researchers who adopted ex-post-facto research design, and secondary sources of data collection which cannot only be the yardstick for assessing the policy based on documentary evidence rather than a combined method. This study adopted the mixed method of research design that is ex-post-facto and survey designs, using primary and secondary sources of data collection. The Federal Mortgage Bank that is managing the housing loan administration as well as applicants and beneficiaries responded appropriately on the evaluating of implementation of Federal Mortgage Bank Loan on Staff Housing provision in Auchi Polytechnic, Auchi and by this certainly would contribute to the existing body of knowledge.

THEORETICAL FRAMEWORK

This paper adopted the hierarchy of needs theory postulated by Abraham Maslow (1954) as theoretical framework. The Maslow's hierarchy of needs fall within the behavioral school of thought. The assumption of the theory is that human needs are insatiable and it goes in ascending order, the satisfaction of the first needs motivates and triggers a second / and higher needs. The five needs include, physiological needs, safety needs, belonging needs, esteem needs and self-actualization needs. The physiological needs refer to basic needs of human being, which includes water, food, air and shelter. These are important needs to human survival. Workers want to be protected in their working environment, free from any threat to danger and calamity as well as job security as safety need. Staff wants their effort to have a sense of belonging in a family or group and participate in social activities and interactions between and among themselves serves as belonging needs. Esteem need is about pride of the workers to earn respect, self- recognition and esteem by other.

Self-actualization needs are about self-fulfillment and personal development or accomplishment and actualization of what a worker wants to become in the Organisation. This theory is relevant in understanding Maslow's postulation on physiological needs of public servants who need shelter (house) for their comfort, survival and stability of life. It is on this bases that employees in both public and private institutions strive to have shelter or possession of house as an essential element for stability and all their savings were directed to safeguard their future within and after the service. It is along this direction that government established the housing policy programme through the Federal Mortgage bank to offer housing loan for public servants. This cannot be achieved

without adequate and effective policy formulation and implementation. For these reasons, housing policy was implemented and the compulsory deductions from the salaries of employees for the purpose of housing possession or accommodation. This meant that, employer of labour (government) recognized the important of shelter for the workers as such the development of a programme towards achieving the physiological need becomes necessary, hence housing policy programme.

METHODOLOGY

This section is concerned with plan of the study, the suitable method used for the study is mixed method of survey and ex-post-facto (documentary) research design. The survey design used primary sources of data collection; interview of the key informants of Federal Mortgage Bank of Nigeria on one hand, questionnaire was distributed to staff of Auchi Polytechnic Auchi, filled completely and returned on the other hand. The ex-post-facto research design used documented records of academic and non-academic staff retrieved from school, this includes the records of staff who applied/benefited and not-benefited from housing loan in the polytechnic. The study population was 814 staff. The study adopted purposive sampling techniques to select 268 respondents, who applied for housing loan through the Federal mortgage bank in the polytechnic for a period of five years (2019-2023).

It employed descriptive statistics using regression analysis to establish strong relationship between the components of housing loan as (independent-variable) while the implementation in Auchi Polytechnic, Auchi is dependent variable). The analytical tools used, consists of the ordinary least square (OLS) estimation techniques of Multiple Regression framework. The ordinary least square method of multiple

regression analysis is adopted to determine the staff awareness of Housing Loan; Housing Contribution; accessibility; application and benefit of housing loan in Auchi Polytechnic, Auchi, Edo State

DATA PRESENTATION AND ANALYSIS

Table 1, Presents the summary of Federal Mortgage Bank of Nigeria Housing Loan, Applicants. Benefited/ none benefited from 2019-2023.

Year	Applicants	Beneficiaries	Non-Beneficiaries	Remarks
2019	551	0	551	
2020	210	0	210	
2020	0	191	0	
2020	53	0	53	
2021	0	10	0	
2022	0	79	0	
2023	0	74	0	
20	0	121	0	
Total	814	475	339	

Source: field work, 2023.

Table 1, presents the Summary of Federal Mortgage Bank of Nigeria Housing Loan Applicants, beneficiaries and none beneficiaries from 2019-2023. This shows that as at 2019, five hundred and fifty-one (551) staff of Auchi Polytechnic, Auchi, applied for housing loan, but none of them benefited. In 2020, two hundred and ten (210) staff applied in the first quarter of that year, none benefited. In the second quarter, 191 benefited even though non applied. While fifty-three (53) applied in the third quarter, and non benefited. In 2021, none of the staff applied for housing loan to federal mortgage bank but ten staff who had already applied in 2020 were approved. No staff applied for housing loan in 2022, 2023 first quarter and second quarter respectively, but seventy-nine, seventy-four, one hundred and twenty-one staff that applied from the previous years were granted approval and accessed the loan

from the federal mortgage bank. To aid the discussion in the study, the selected staff of Auchi polytechnic responded thus;

Research Question one: To what extent are the staff of Auchi Polytechnic, Auchi aware of the housing loan of Federal Mortgage Bank?

76.1% of respondents agreed that they have heard of national housing loan while 23.9% said they had not heard of the national housing loan. But on the benefit from the establishment of National Housing loan, out of 268 respondents, 61.2% agreed the policy provides housing loan for the public servants; 27.2% of the policy secures the future of public servants for housing provision and 11.2% were of the opinion that the policy is of no importance to the public servants. Similarly, on the registration of members into the national housing loan 71.6% said they are registered while 28.4% are not registered. But on the reasons of the motivating factor for their membership registration to national housing loan, 64.2% said that, their reasons for registration is to apply for housing loan; 11.2% said that, their reasons for housing loan registration is to collect what they saved after retirement; 7.5% apply for housing renovation and 17.2% said it was mandatory for public servants to participate.

The forgoing data presentation is supported by key personnel interview from staff of Federal Mortgage Bank thus.

Respondent one, of Federal Mortgage Bank, mention that;

Staff housing loan of Federal Mortgage Bank has come to stay and reached-out the private and public servants to indicate interest through their employers, and we do advertise different housing loan through new-papers and televisions stations (Interview, 2023).

Research Question two: What is the impact of Auchu polytechnic staff contribution to federal mortgage bank housing loan?

On the housing loan contribution, 69.0% are active contributor to the fund while 31% said they are not contributing to the national housing loan. On the year of contributing to the national housing loan, the data presentation show that 20.9% of the respondents have been contributing to the fund between 1-5years; 37.3% have been contributing 6-10years while 41.8% had no specification of how long they have been contributing to the fund.

On monthly contribution to the national housing fund, the data presentation shows that 49.6% contributed 2.5% monthly; 16.4% contributed 3%; 7.1% contributed 5% and other percentage contribution monthly to the national housing fund account for 26,9% of the 268 respondents in the survey. The forgone data presentation is supported by interview of key personnel of Federal Mortgage Bank who submitted that

Respondent two, of Federal Mortgage Bank, said that;

Once an employee of public Organisation engages in service, mandatory registration is made and deductions of 2.5% monthly at source begins (Interview, 2023)

Research Question three: To what extent do staff of Auchu polytechnic, Auchu accesses housing loan of federal mortgage bank?

In respond to this question 56.3% staff said yes, they have been participating while 43.7% said they had not participated to the housing loan from federal mortgage bank. On the year of participation, 38.4% said 10 years above; 34.0% said between 5-9 years and other years of participation make up for 27.0%.

The reasons for motivation to participate in the national housing loan confirmed that, (59.7% and 40.3%). In accessing the national housing loan from the federal mortgage bank shows that 40.7% said yes, they accessed the fund from the bank while 59.3% said no they had no accessed the loan from the federal mortgage bank.

On the accessibility of the housing loan, the respondents confirmed that 30.2% were of the opinion that the loan is not accessible; 14.1% said that age and remaining years in service were their challenges; 17.7% said they did not meet up the requirement; 26.3% said the procedure for the loan was cumbersome; 7.6% said the policy is just on paper while 0.4% said other reasons.

On the housing loan provision of workers shelter and their family shows on the accessibility of housing loan to staff, 25.7% said yes that, the loan is accessible while 73.9% said no.

Respondent three, of Federal Mortgage Bank, stated that;

One's a public servants register and had passbook he becomes a contributory member and if he has contributed for at least six months above is entitle to enjoy housing loan, having meeting the guidelines to apply for the loan, but significant number of staff had no accessed the loan, he responded that, those staff whom were unable to access was due to the failure to meet the requirements stipulated for housing loan.

Research Question four: Does the staff of Auchu polytechnic, Auchu, applied and benefited on housing loan of federal mortgage bank?

On loan application to Federal Mortgage Bank and specification by the respondents shows that, 57.1% applied for housing loan, 31.7% applied for housing

renovation 11.2% applied for loan for other purposes unspecified. On the part of staff beneficiaries and non-beneficiaries of loan from federal mortgage bank, the shows that 41% of the respondents have ever applied for any loan to Federal Mortgage Bank Loan while 59% had never applied for any loan to Federal Mortgage Bank Loan, because of the conditions attached to the loan. On the housing loan benefit from the Federal Mortgage Bank shows that, 33.6% said yes, they accessed and benefited from the scheme in recent time while 66.4% said no. On the category of accessing the benefit from the Federal Mortgage Bank, 14.6% said accessed and benefited of housing loan; 62.3% benefited on housing renovation; 23.1% accessed and benefited from housing construction from the Federal Mortgage Bank. Performance of National Housing Loan from Federal Mortgage Bank shows that, 2.5% said they are satisfactory with the performance; 69.9% said there was poor performance; 25.7% said there was very poor performance very while 1,9% said there is fair performance in terms of national housing fund.

Respondent four, of Federal Mortgage Bank, explain that;

Significant number of public servants who had applied for housing loan in various institutions government were grant approval and disbursement were made through their respective primary mortgage bank. But years in service left public servants spent, Certificate of Occupancy and other were among the challenges that impede the accessibility of the housing loan. The staff housing loan of Federal Mortgage Bank was proposed to be increase from N5m to N50m based on the economic reality so that public servants could have enough to build houses based on their desire.

DATA ANALYSES AND RESULTS

The analysis of data presented has been made according to the research questions and objectives raised in the study, hypotheses were tested to establishes the extent at which staff awareness of Housing Loan; Housing Contribution; accessibility; application and benefit of housing loan in Auchu Polytechnic, Auchu, Edo State.

Specification of the Model

This involves the expression of the theoretical relationship in mathematical form with which the economic phenomenon will be explored empirically as:

$$ESA = f(AHL_1, HCN, PHL, AHL_2) \text{-----} 1.1$$

$$ESA = \beta_0 + \beta_1 AHL + \beta_2 HCN + \beta_3 PHL + \beta_4 AHL_2 \text{-----} 1.2$$

$$ESA = \beta_0 + \beta_1 AHL + \beta_2 HCN + \beta_3 PHL + \beta_4 AHL_2 + \mu \text{-----} 1.3$$

Where SHLBA = Staff Housing Loan Benefits in Auchu Polytechnic;

AHL₁: Staff housing awareness has no significant effect on housing loan in Auchu Polytechnic Auchu.

HCN: Staff housing contribution has no significant effect on housing loan provision in Auchu Polytechnic Auchu;

PHL: Staff housing accessibility has no significant effect on housing loan in Auchu Polytechnic Auchu;

AHL₂: Staff housing application has no significant effect on housing benefit loan in Auchu Polytechnic Auchu;

$\beta_0, \beta_1, \beta_2, \beta_3,$ and β_4 are the parameters to be estimated; (intercepts and slopes of the regression) and μ = Stochastic term or error term.

Table 2, OLS Regression Result computed using SPSS-23

Variable	Coefficient	Std Error
	t-Statistic	Prob
C	-0.1132	1.2551
-0.0901	0.000	
AHL ₁	0.2520	0.8161
0.3088	0.001	
HCN	0.3215	0.5132
0.6265	0.021	
PHL	0.1243	0.1120
1.1098	0.000	
AHL ₂	0.4130	0.3981
1.0374	0.002	

The interpretation of table 2, thus:

R-squared	0.812231
Adjusted R-squared	0.714121
F-statistic	82.23650
Prob(F-statistic)	0.00000
Durbin-Watson stat	2.00003

Source: Authors' Computation 2023 (SPSS-23)

- Since $p < 0.05$ at 5% level, it is significant at 5%

The test statistic results reveals that all the probability values (.000) were less than 0.05 at 5% level of significance. Hence, the null hypotheses (H_0) were rejected in favour of alternative hypothesis (H_1) which said that there is significance effects between staff awareness on Housing Loan; Housing Contribution; housing accessibility and application and benefit of housing loan in Auchu Polytechnic, Auchu, Edo State

RESULTS AND DISCUSSION

The results of the SPSS-23 regression analysis are significant, as seen in Table 2 above. The model is deemed statistically significant due to a low p-value for the F-statistic (Prob, (F-statistic) = 0.00000), indicating that at least one of the predictor variables has a meaningful impact on the dependent variable.

An R-squared score of 0.812231 shows a strong fit for the model, suggesting that the independent variables explain about 81.22% of the variability in the dependent variable. The adjusted R-squared score of 0.714121 provides a more careful evaluation of the model's ability to explain the data since it accounts for the number of predictors included in the model. The variables that significantly on the extent at which staff awareness of housing loans at Auchu Polytechnic (AHL₁), housing contributions (HCN), accessibility in housing loans (PHL), and application of housing loans (AHL₂), as determined by the individual coefficient analyses of the hypothesis stated.

The presence of a Durbin-Watson statistic of 2.00003 suggests that the residuals do not exhibit significant auto-correlation, therefore indicating that the requirements for independence are likely met. In general, the data fit well into the regression model, and the variables AHL₁, HCN, PHL, and AHL₂ provide a significant contribution to explaining the variation in the dependent variable (staff benefit). The relationships among the components that were taken into account may be enhanced in comprehension with the aid of these outcomes. This further explain in the findings that, there is poor staff housing awareness on housing loan of federal mortgage bank in Auchu Polytechnic, Auchu, as 76.1% of staff are only aware with this program but as less than 10% out of 814 staff benefited, despites the fact that, there are enormous staff in the school. The low turnover has attributed to unfortunate awareness from both Federal Mortgage Bank and Auchu Polytechnic, of their inability to create advanced sensitization programme, consciousness and recognizing the policy action.

There is greater turnover with regards to staff contribution as mandatory deductions and only those staff who contributed are to

benefit from housing loan, but their long saving contribution were small and does not guarantee them for housing loan when compared with level of houses build and housing loan provided by federal mortgage bank.

Accessibility of housing loan by federal mortgage bank to staff of Auchu Polytechnic, Auchu has become very difficult when considered that the large number of staff and minor number of those applied and benefited for housing loan in the school are so meager, even though the staff has the rights for accessing the loan, but unfortunately that amount of money provided for housing loan by federal mortgage bank can never build a house.

The findings revealed that, staff had applied for housing loan to federal mortgage bank but, the technicalities and procedures are the major hindrance for staff to benefit from housing loan, this is attributes to the years spent and left in service of staff are also taking into consideration in accessing the loan and also determines the eligibility of housing benefit,

CONCLUSION

Ultimately, the SPSS-23 regression analysis yielded noteworthy results. The model is deemed statistically significant due to the low p-value for the F-statistic ($\text{Prob}(F\text{-statistic}) = 0.00000$), indicating that at least one of the predictor variables has a meaningful impact on the dependent variable. An R-squared score of 0.812231 shows a strong fit for the model, suggesting that the independent variables explain about 81.22% of the variability in the dependent variable. The adjusted R-squared score of 0.714121 provides a more careful evaluation of the model's ability to explain the data since it accounts for the number of predictors included in the model. The coefficients of AHL1, HCN, PHL, and AHL2 have

significant statistical influence on the dependent variable, as shown by their low p-values. The presence of a Durbin-Watson statistic of 2.00003 suggests that the residuals do not exhibit significant auto-correlation, therefore indicating that the requirements for independence are likely met. The identified components (AHL1, HCN, PHL, and AHL2) significantly contribute to explaining the variability in the dependent variable, and the regression model accurately represents the data. The relationships among the components that were taken into account may be further comprehended with the assistance of these findings. The accessibility in Housing Loan (PHL), Housing Loan Awareness (AHL1), and Housing Loan Application (AHL2) was observed.

RECOMMENDATIONS

Based on the findings, the study recommends that;

i Management of Auchu Polytechnic, Auchu, should collaborate with Federal Mortgage Bank to organise seminars and workshops educating the staff on the importance of housing loan as this could increase level of awareness among the staff in the polytechnic.

ii Federal Mortgage Bank should create a platform for interactions with those government's employees who are willing to contribute more than what is stipulated by law of 2.5% monthly deducted from his/he salary; by so doing it could reduce long repayment period and enhancing housing loan participation among the staff in Auchu Polytechnic, Auchu.

iii Management of Auchu Polytechnic, Auchu, should make application forms for housing loan available and accessible to all staff and advise them after six months of engagement in the service to apply for housing loan, this would save the staff from ageing in the

service and allow them to benefit from housing loan.

iv the study urges the Federal Mortgage Bank and Federal government to review staff housing loan guidelines, those gray areas that are not necessary which discourage applicants should be adjusted and provide affordable housing for workers based on their savings, by so doing, the number of applicants for housing loan would certainly rise which can attract the increase of beneficiaries too.

REFERENCES

- Abraham, H. M. (1954). *Motivation and Personality*. Published by Harper & Row inc. New York, USA.
- Akanji, O. O. (1990). *The National Housing Policy by Federal Ministry of Works and Housing Federal Republic of Nigeria*, February 1991. CBN Economic and Financial Review. 28(4). 95-98.
- Aminu .B. (2019), *International Journal of Contemporary Research and Review*, vol. 10, issue. 02, Page no: SS 20603-20616 doi: <https://doi.org/10.15520/ijcrr.v10i01.670>
- Anyokora, F. Nubi, T.O & Ikechukwu, J.N.(2009) *Urban Housing Affordability and Housing Policy Dilemmas in Nigeria*. Published PhD Thesis.(Electronic Version). University of Birmingham January, 2010. Retrieved June 5, 2010
- Anyokora, M.I Ikechukwu, V.U.& Nubi, T.G. (2009) *Comparative Analysis of National Housing Policies and Housing Supply Situation in Nigeria and South Africa*.
- Aribigbola, A. (2009). *Rational Choice Model and Housing Decisions in Akure, Ondo State Nigeria*. Confluence Journal of Environmental Studies 1 (1) 53-63.
- Baer, w. C. (1991) *filtering and Third World Housing Policy*. *Third World Planning Review* 13 (1): 69-82.
- Ezeanah, U. (2021), *The Delivery of Quality Housing in Benin City; the Influence of Formal and Informal Institution, an Un-published Phd Thesis in the Department of Urban Studies and Planning, the University of Sheffield, Sheffield, United Kingdom*; 2018
- Fadamiro, J. A.; Taiwo, A. A. & Ajayi, M. O. (2004). *Sustainable Housing Development and Public Sector Intervention in a Developing Country*: Published by Govt. Printing Press Nigeria. In Ibitoye O. A. (ed.) *Scientific and Environmental Issues in Population, Environment and Sustainable Development*. Lagos, Graams.
- Federal Government of Nigeria (1978). *National Housing Fund Decree*. Federal Ministry of Housing Land Abuja, Nigeria.
- Federal Mortgage Bank of Nigeria (2004) *Loans and Mortgage Group Handbook*
- Federal Republic of Nigeria (1999) *National Housing Policy*. Lagos, Federal Ministry of Works and Housing. Published by Govt. Printing Press Nigeria
- Fetus, A. & Amos. M. (2015) *Housing Policy and Development in Nigeria*. In Omotoso, F; Agagu, A. A. And Abegunde, O. (eds) *Governance, Politics and Policies in Nigeria*. Port novo, editions snood' Afrique.

- Federal Republic of Nigeria (1999) National Housing Policy. February 1999 Housing and the Built Environment 28 (2): 3, 97-407.
- Ibimilua, A. F. (2011). The Nigerian National Housing Policy in Perspective: a Critical analysis. Journal of Social Development in Africa, 26 (2) 165-188
- Malthus, T. (1989) An Essay on the Principle of Population Growth and Development. Published by Cambridge University, London Vol 1.
- Olawale, M. Lawan, A. & Alabi, Z. (2015) Understanding Pro-Poor Housing Finance in Malawi. London, International Institute of Environment and Development.
- Shuaib, O. & Umar, I. (2021) Data and Variable: Choosing the Right Test of Statistics in Research. Capacity Building in Research. Published by Auchu Polytechnic, Auchu, Edo State.
- Williams, W. (1990). Social Policy Research and Analysis: The Experience in the Federal Social Agencies. New -York: Elservicer
- Yamani, T. (1967) Principle and Practice of Statistical Analysis. Published by Longman. Abuja FCT. Nigeria