

## Employee Social Awareness and Corporate Growth of Deposit Money Bank in Bayelsa State

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### Abstract

*This research aims to investigate the relationship between employee social awareness and corporate growth of deposit money banks in Bayelsa State. This research employed a descriptive, survey, and correlation methodology, following a thorough review of literature and research concepts, as well as theoretical and empirical aspects, to investigate employee social awareness and corporate growth. Questionnaire and interview approaches served as the primary sources of the research. The study population consists of one hundred fifteen (115) individuals, with a sample size of eighty-nine (89) deposit money bank employees in Bayelsa State. The Taro Yamane formula was employed for data presentation. The study used the Spearman Rank-Order Correlation Coefficient (rs) to assess the data and evaluate the hypotheses. The study revealed that emotional self-awareness positively and significantly correlates with a firm's performance. Furthermore, there exists a positive and strong correlation between employee motivation and organizational performance. Furthermore, a positive and significant correlation exists between self-regulation and company performance. Self-appraisal exhibits a positive and significant correlation with organizational performance. The study confidently concludes that the components of social awareness examined, including emotional self-awareness, employee motivation, self-regulation, self-appraisal, exhibit a robust correlation with organizational performance. The study advised that firms should proactively seek constructs that enhance social awareness to improve performance and identify specific elements of the social awareness and influence process that may facilitate corporate growth.*

**Keywords:** Employee, Social Awareness, Corporate Growth, Self-Appraisal, Self-awareness.

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### Introduction

The phenomenon of corporate growth has been extensively examined by numerous researchers (Hall, et al., 2007; Coad & Hölzl, 2012). Corporate growth is a paramount concern for business and economic researchers. Consequently, the examination of corporate growth offers critical

insights into a key indicator of firms' performance and a fundamental element of any economy (Hall, et al., 2007). Corporate growth is a critical issue for policymakers due to its significance in job creation (Coad & Hölzl, 2012).

Corporate growth denotes the increase in corporate profitability, size, revenue, market and share over time. This can be accomplished through various methods, including as entering new markets, innovating new products or services, and enhancing sales. Corporate growth is a phase in which a corporation attains a level suitable for expansion and explores further opportunities to enhance profitability (Coad & Hölzl, 2012). Identifying essential characteristics that influence and stimulate corporate growth is vital for implementing governmental initiatives that promote organizational growth. The extensive empirical research aimed at identifying these characteristics appears to validate the significance corporate growth. Corporate growth depends on the business lifecycle, industry growth patterns, and the owner's aspiration for equity value enhancement.

Organizations function under a dynamic environment driven by technological advancements and cultural shifts. Technologies have eliminated barriers in business transactions related to geographical locations and fostered rapid exchanges of goods and services among companies worldwide (Atuma, 2010). In the 21st century, competition is intense, necessitating that firms innovate and offer goods and services at competitive costs to remain viable. Social awareness would enhance innovation through intentional interpersonal ties between managers and employees. Success in social awareness is achieved by leveraging the abilities, skills, and emotional intelligence that employees contribute to their roles (Ajibola & Otti, 2013). Social awareness involves comprehending human needs and environmental trends and the significance of successful relational networks in the workplace to leverage skills and abilities for the production of quality items that satisfy customers while generating profit. Social awareness refers to an individual's capacity to comprehend the viewpoints of other persons, groups, or communities and to utilize such insight in their interactions with them (Goleman, 2022).

The significant role of employee social awareness in corporate growth management remains underutilized by most firms. Consequently, prior research has demonstrated that social awareness is a crucial determinant of company growth. Numerous research undertaken in developed regions such as America, Europe, and certain areas of Asia have demonstrated that social awareness, as an aspect of emotional intelligence, contributes to business success leading to corporate growth (Baum, 2021; Amoatema, & Kyeremeh, 2016; Maamari & Majdalani, 2017; DeNeve & Cooper, 2018; Barrick & Mount, 2021).

Moreover, research has been undertaken about social awareness and corporate expansion in both developed and developing nations (Ifayeboko, 2020; Al-Jarrah & Asleh, 2016; Ajibola & Otti, 2013). However, limited studies have concentrated solely on employee social awareness and corporate growth within deposit money banks in Bayelsa State (Victor et al., 2022; Shepherd, 2020). Observations and reviews of existing studies indicate a persistent need for enhanced comprehension of employee social awareness and corporate development. This is a fundamental research subject and the focal point of this investigation. Currently, there is no consensus on the matter to which of the social awareness component that relate to corporate growth. This scenario necessitated this study. Also, there is very little evidence to show that such studies have been carried out in Africa, especially in the Nigerian environs. It is against this background, the interest to study on employee social awareness was sparked and given the prominence of employee social awareness their relationships with corporate growth in Bayelsa State deposit money Bank.

## LITERATURE REVIEW

### Theoretical Framework

This study is anchored on social network theory, which aims to express social awareness as a skill set that position an individual for optimal emotional balance while leveraging interpersonal and intrapersonal relationships to attain established objectives or foster team cohesion. This skill set enables individuals and their team members to enhance productivity (Atuma 2010). Greenspan (1981) defines "social awareness" as the individual's capacity to comprehend people, social events, and the mechanisms governing social occurrences. The social network is a valuable framework in Management for analyzing and comprehending the dynamics of interpersonal interactions inside an organization.

As stated by Asawo (2016), the concept of the social man serves as the foundational premise of social network theory. He asserted that an individual exists within a complex web of interactions and relationships, and the examination of this phenomenon constitutes an interdisciplinary study grounded in various fields, including corporate Management, Sociology, Political Science, Psychology and Anthropology (Malinowski, 2010). This interdisciplinary link established how social awareness might facilitate corporate growth. Consequently, individuals perform more effectively within a network of efficient, purpose-driven and productive colleagues. Sapru (2013) asserted that recluses and hermits lack productivity because humans were not designed to operate in solitude, but rather through interdependence with one another. This interconnectedness and interdependency, along with goal-oriented cross-fertilization of ideas, fosters an improved work environment and eventually facilitates corporate growth.

### Empirical Review

Prior research indicates that social awareness influences firm growth (Baum, 2021; Victor et al., 2022; Shepherd, 2020; Atuma, 2005; Shane et al., 2003). Social awareness is chiefly linked to how individuals establish and sustain organizational inter- and intra-relationships through active involvement characterized by strong energy, positive emotions, and enthusiasm (Victor et al, 2022). The study demonstrated that social awareness promotes business growth, based on both empirical and theoretical research conducted by other scholars. The researcher was thus compelled to deduce that social ties and comprehension of environmental trends could aid firms in attaining expansion and delivering goods and services that satisfy clients while generating profit.

Sabrina (2011) identifies how employees' awareness of their influence on their companies' reputation is affected by pride, job happiness, affective commitment, and perceived company reputation. An online survey of employees from companies listed in Fortune's America's Most Admired Companies Index offers actual proof. The findings emphasize the significant influence that pride in membership has on employees' perception of their role on corporate reputation. The study findings provide insights into the opportunities and hazards for managers seeking to implement internal reputation-building initiatives to improve business reputation. The study demonstrated a positive and significant correlation between social awareness and organizational innovativeness. The study determined that social interactions and awareness of environmental trends could enable firms to create goods and services that satisfy customers while generating profit.

The study by Atuma and Agwu, (2015) examined the correlation between self-awareness and organizational performance within the Nigerian banking sector. Our research at the .05

significance level indicated a favorable correlation between self-awareness and both net profit and return on investment; however, no substantial link was seen between self-awareness and market share.

According to Barrick & Mount, (1991) and Vinchur et al., (1998), social awareness was initially utilized as a metric for job performance, not solely for entrepreneurs, due to their involvement in management and profit-driven activities. Scholars Ciavarella, et al., (2004), along with Morrison, et al., (2003) emphasized the significance of sociability. Entrepreneurs possessing robust sociability are more inclined to cultivate social networks, so fostering stronger relationships with suppliers, consumers, and partners. Baron and Markman, (2020) contend that the capacity to cultivate and enhance networks with suppliers, advisors, and customers is essential for significantly augmenting the likelihood of business growth and subsequently, the increase the firm. Consequently, their findings indicated a positive correlation between social consciousness and corporate growth.

## METHODOLOGY

Research design serves as the conceptual framework for doing research; it acts as the blueprint for data collecting, measurement, and analysis. The research design employed in this study is a survey method utilizing a questionnaire. The acquired data was presented, analyzed, and interpreted using tables.

The study population consists of 115 individuals. This study utilized deposit money bank staff in Bayelsa State. The study population was selected at the researchers' convenient access to data from deposit money bank staff, while the sample size was statistically calculated using the Taro Yamane technique. The Taro Yamane formula is employed due to the finiteness of the population. The sample size utilized in this study is eighty-nine (89).

The focus was on the processing, preparation, and presentation of raw data for enhanced comprehension. Our data were converted into standard form using tables and basic percentages. Subsequently, the proposed claims were evaluated utilizing the nonparametric statistical method of Spearman Rank-Order Correlation Coefficient (rs).

## Data Analysis and Results

**Table 4.1 Administration and Return of Questionnaires**

Deposit Bank	Money Bank	No of Questionnaires			Percentage (%)	
		Administered	Not Returned	Return ed	Not Returned	Returned
Agency Yenagoa	Bank	15	3	12	3.4	13.5
GTbankYenagoa		20	0	20	0	22.5
Ecobank, Yenagoa		15	2	13	2.2	14.6
PolarisBankYenagoa		20	2	18	2.2	20.2
AccessBankYenagoa		19	2	17	2,2	19.1
<b>Total</b>		<b>89</b>	<b>9</b>	<b>80</b>	<b>10.0</b>	<b>90.0</b>

*Source: Field Data, 2025*

Table 4.1 above illustrates the distribution and retrieval of questionnaires. A total of eighty-nine (89) questionnaires were distributed to deposit money banks in Bayelsa State, with all 89 administered to various staff members. Of the eighty-nine (89) questionnaires distributed, eighty (80) were completed and returned, resulting in a success rate of 90.0%, while 10.0% were not returned, which is deemed significant for the study.

**Table 4.2 Descriptive Data on Respondent's Demographics**

<b>EDUCATIONAL QUALIFICATION</b>		
<b>Respondents</b>	<b>Frequency</b>	<b>Percentage (%)</b>
WAEC/OND	20	25.0
HND/B.Sc.	35	43.8
M.Sc./MA	15	18.6
Professional Qualification	5	6.3
<b>Total</b>	<b>80</b>	<b>100.0</b>
<b>YEARS OF SERVICE</b>		
0 – 5	30	37.5
6 – 10	25	31.3
11 – 15	15	18.6
16 – 20	6	7.5
Above 20	4	5.0
<b>Total</b>	<b>80</b>	<b>100.0</b>
<b>GENDER</b>		
Male	45	56.3
Female	35	43.7
<b>Total</b>	<b>80</b>	<b>100</b>
<b>MARITAL STATUS</b>		
Single	35	43.8
Married	40	50.0
Divorced	5	6.2
<b>Total</b>	<b>80</b>	<b>100.0</b>
<b>AGE DISTRIBUTION</b>		
18 – 25	8	12.7
26 – 35	25	37.5
36 – 45	35	43.8
Above 45	12	6.3
<b>Total</b>	<b>80</b>	<b>100.0</b>

**Source:** *Field Work, 2025.*

Table 4.2 above presents data on respondents' demographics. Regarding the educational background of respondents, it indicates that 20 (25.0%) possessed WAEC/OND qualifications, while others held HND/B.Sc. degrees. There were 35 individuals with a Bachelor's degree (43.3%), 15 with an M.Sc./MA (18.6%), 5 with a Ph.D. (6.3%), and 5 with a Professional Qualification (6.3%). The respondent's years of service were categorized as follows: 0-5 years (30

respondents, 37.5%), 6-10 years (25 respondents, 26.3%), 11-15 years (15 respondents, 18.6%), 16-20 years (6 respondents, 7.5%), and over 21 years (4 respondents, 5.0%). Of the respondents, forty-five (45) were male and thirty-five (35) were female, constituting 56.3% and 43.7%, respectively. The marital status of respondents indicated that 35 (43.8%) were single, 40 (50.0%) were married, and 5 (6.3%) were divorced. The age distribution of the respondents revealed that they were categorized into the following groups: 18-25 years (10 respondents, 16.7%), 26-35 years (30 respondents, 37.5%), 36-45 years (35 respondents, 43.8%), and over 45 years (5 respondents, 6.3%).

**Table 4.3 Response on Research Question 1**

<b>The relationship between Emotional Self-Awareness and Firms Performance</b>	<b>SA 5</b>	<b>A 4</b>	<b>U 3</b>	<b>D 2</b>	<b>SD 1</b>	<b>Tot al</b>
Ability to understand and be aware of own feelings correlate market share.	50 62.5%	15 18.7%	7 8.7%	5 6.3%	3 3.7%	80
Ability to understand and know workers personality influences firms returns	35 43.8%	20 25.0%	11 13.8%	9 11.2%	5 6.3%	80
The relationship between self confidence in all situations influence increase in firms sales	45 56.3%	20 25.0%	12 15.0%	1 1.3%	2 2.5%	80
Ability to have a strong sense of myself worth and capabilities correlate with market power	35 43.8%	20 25.0%	11 13.8%	9 11.2%	5 6.3%	80

**Source:** *Field Work, 2025.*

Table 4.3 illustrates the correlation between the ability to comprehend and recognize one's own emotions and market share. It indicated that 50 (62.5%), 15 (18.7%), 7 (8.7%), 5 (6.3%), and 3 (3.7%) responded with strongly agree (SA), agree (A), undecided (U), disagree (D), and strong disagree (SD) respectively from item 1.

Additionally, Table 4.3 illustrates that the capacity to comprehend and recognize workers' personalities affects the firm's profits. The results indicated that 35 respondents (43.8%) strongly agree (SA), 20 (25.0%) agreed (A), 11 (13.8%) undecided (U), 9 (11.2%) disagreed (D), and 5 (6.3%) severely disagreed (SD) respectively with item 2.

Furthermore, it demonstrates that the relationship between self-confidence in various scenarios influences a rise in the firm's sales. It was shown that 45 (56.3%), 20 (25.0%), 12 (15.0%), 1 (1.3%), and 2 (2.5%) reacted with strongly agree (SA), agree (A), undecided (U), disagree (D), and strong disagree (SD) respectively, to item 3. Additionally, 35 (43.8%), 20 (25.0%), 11 (13.8%), 9 (11.2%), and 5 (6.3%) indicated Strongly Agree, Agree, Undecided, Disagree, and Strongly Disagree, respectively, for item 4 presented in the table.



**Table 4.4 Response on Research Question 2**

<b>The relationship between Employee Motivation and Firms Performance.</b>	<b>SA 5</b>	<b>A 4</b>	<b>U 3</b>	<b>D 2</b>	<b>SD 1</b>	<b>Total</b>
Promotion policies and influence economic of scale	44 55.0%	25 31.3%	2 2.5%	5 6.3%	4 5.0%	80
Long and short term incentive influence management quality	45 46.3%	20 25.0%	12 15.0%	2 2.5%	1 1.3%	80
Performance bonus impact firm profitability	25 31.3%	30 37.5%	11 13.8%	9 11.3%	5 6.3%	80
Training and development duration influence competitive advantage	44 55.5%	25 31.3%	5 6.3%	2 2.5%	4 5.0%	80

**Source:** *Field Work, 2025.*

Table 4.4 presents comments about promotion strategies and their influence on economies of scale. It reveals that 44 respondents (55.5%) strongly agreed (SA), 25 respondents (31.3%) agreed (A), 2 respondents (2.5%) were undecided (U), 5 respondents (6.3%) disagreed (D), and 4 respondents (5.0%) severely disagreed (SD) with item one (1).

The table additionally illustrates the impact of long and short-term incentives on managerial quality. It indicates that 45 (46.3%), 20 (25.0%), 12 (15.0%), 2 (2.5%), and 1 (1.3%) respondents rated the second item as Strongly Agree, Agree, Uncertain, Disagree, and Strongly Disagree, respectively. Twenty-five (31.3%), thirty (27.5%), eleven (13.8%), nine (11.3%), and five (6.3%) participants responded Strongly Agree, Agree, Uncertain, Disagree, and Strongly Disagree, respectively, to item three (3).

The data indicates that 44 (55.5%), 25 (31.3%), 2 (2.5%), 5 (6.3%), and 4 (5.0%) respondents strongly agreed (SA), agreed (A), were undecided (U), disagreed (D), and severely disagreed (SD) accordingly to item one (1).

**Table 4.5 Response on Research Question 3**

<b>The relationship between Self-Regulation and Firms Performance</b>	<b>SA 5</b>	<b>A 4</b>	<b>U 3</b>	<b>D 2</b>	<b>SD 1</b>	<b>Total</b>
Work readiness correlate with firms sales	38 47.5%	15 18.6%	13 16.3%	10 12.5%	4 5.0%	80
Confident about workers actions and behavior enhances new market	30 37.5%	21 26.3%	15 18.7%	5 6.3%	9 11.3%	80
Ability to control and regulate impulses influence new product	25 31.3%	30 37.5%	11 13.8%	9 11.3%	5 6.3%	80
Increase in workers flexibility and adaptability correlate on market share	38 47.5%	13 16.3%	20 25.5%	5 6.3%	4 5.0%	80

**Source:** *Field Work, 2025.*

Table 4.5 illustrates the correlation between job ready responses and the firm's sales. The responses to question one (1) were as follows: 38 (47.5%) strongly agreed (SA), 15 (18.6%) agreed (A), 13 (16.3%) were indecisive (U), 10 (12.5%) disagreed (D), and 4 (5.0%) severely disagreed (SD).

The table further indicates that confidence in workers' actions and behavior enhances the new market. Item two (2) indicates that 30 respondents (37.5%) answered Strongly Agree (SA), 21 respondents (26.3%) answered Agree (A), 15 respondents (18.7%) answered Uncertain (U), 5 respondents (6.3%) answered Disagree (D), and 9 respondents (11.3%) answered Strongly Disagree (SD).

The data indicates that 25 (31.3%), 30 (37.5%), 11 (13.8%), 9 (11.3%), and 5 (%) responded with SA, A, U, D, and SD, respectively, to item three (3).

Moreover, the data indicates that 60 (52.6%), 29 (25.4%), 9 (7.9%), 11 (9.6%), and 5 (%) responded with Strongly Agree (SA), Agree (A), Undecided (U), Disagree (D), and Strongly Disagree (SD) accordingly to item three (4).

**Table 4.6 Response on Research Question 4**

The relationship between Self-Appraisal and Firms Performance	SA 5	A 4	U 3	D 2	S D 1	Total
Attention to Detail and Customers satisfaction	50 62.5%	15 18.7%	7 8.7%	5 6.3%	3 3.7%	80
Good Time Management and staff commitment	35 43.8%	20 25.0%	11 13.8%	9 11.2%	5 6.3%	80
Consistency and firms profitability	45 56.3%	20 25.0%	12 15.0%	1 1.3%	2 2.5%	80
Employee Initiative and firms expansion	35 43.8%	20 25.0%	11 13.8%	9 11.2%	5 6.3%	80

**Source:** *Field Work, 2025.*

Table 4.6 presents data regarding attention to detail and customer satisfaction. It indicated that 50 (62.5%), 15 (18.7%), 7 (8.7%), 5 (6.3%), and 3 (3.7%) responded with strong agreement (SA), agreement (A), neutrality (U), disagreement (D), and strong disagreement (SD) accordingly for item 1.

Additionally, table 4.6 presents a response regarding Good Time Management and staff commitment. It indicated that 35 (43.8%), 20 (25.0%), 11 (13.8%), 9 (11.2%), and 5 (6.3%) reacted with strong agreement (SA), agreement (A), neutrality (U), disagreement (D), and strong disagreement (SD) accordingly to item 2.

Additionally, Table 4.6 illustrates the correlation between employee consistency and the firm's profitability. It was shown that 45 (56.3%), 20 (25.0%), 12 (15.0%), 1 (1.3%), and 2 (2.5%) responded with Strongly Agree, Agree, Uncertain, Disagree, and Strongly Disagree, respectively, to item 3. In response to item 4 presented in the table, 35 (43.8%) indicated Strongly Agree (SA), 20 (25.0%) indicated Agree (A), 11 (13.8%) indicated Undecided (U), 9 (11.2%) indicated Disagree (D), and 5 (6.3%) indicated Strongly Disagree (SD).



## 4.2 Test of Hypotheses

The investigation into the correlation between employee social awareness and the corporate growth of deposit money banks could be further subjected to statistical hypothesis testing and the results interpreted using the Spearman Rank-Order Correlation Coefficient.

### Hypothesis 1:

Ho<sub>1</sub>: Emotional self-awareness has no significant relationship with firms' performance.

**Table 4.8 Co-relational Outcome between Emotional Self-Awareness and Firms Performance Correlations**

			Emotional Self- Awareness	firms' performanc e
Spearman's rho	Emotional Awareness	Correlation Coefficient	1.000	.904**
		Sig. (2-tailed)	.	.000
		N	80	80
	firms' performance	Correlation Coefficient	.904**	1.000
		Sig. (2-tailed)	.000	.
		N	80	80

**\*\*.** Correlation is significant at the 0.01 level (2-tailed).

The results in Table 4.8 indicate a positive correlation, with  $r_s = .904$ . There is a substantial relationship @  $[p = 0.00 < 0.01]$  between emotional self-awareness and company performance. This indicates the rejection of the aforementioned null hypothesis. This is a robust correlation between emotional self-awareness and organizational effectiveness.

### Hypothesis 2:

Ho<sub>2</sub>: Employee motivation has no significant relationship with firm's performance.

**Table 4.9 Co-relational Outcome between Employee Motivation and Firm's Performance Correlations**

			Employee Motivation	Firm Performance
Spearman's rho <sub>s</sub>	Employee Motivation	Correlation Coefficient	1.000	.902**
		Sig. (2-tailed)	.	.000
		N	80	80
	Firm Performance	Correlation Coefficient	.902**	1.000
		Sig. (2-tailed)	.000	.
		N	80	80

**\*\*.** Correlation is significant at the 0.01 level (2-tailed).

The result in Table 4.9 indicates a positive correlation, with  $r_s = .902$ . There is a significant relationship ( $p = 0.00 < 0.01$ ) between employee motivation and firm performance. This indicates the rejection of the aforementioned null hypothesis. Consequently, a positive correlation exists between employee motivation and firms performance.

### Hypothesis 3:

Ho<sub>3</sub>: Self-Regulation has no significant relationship with firms performance.

**Table 4.10 Co-relational Outcome between Self-Regulation and Firms Performance Correlations**

			Self-Regulation	Firms Performance
Spearman's rho	Self-Regulation	Correlation Coefficient	1.000	.901**
		Sig. (2-tailed)	.	.000
		N	80	80
	Firms Performance	Correlation Coefficient	.901**	1.000
		Sig. (2-tailed)	.000	.
		N	80	80

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The result in Table 4.10 indicates a positive connection, with  $r_s = .901$ . Implying a significant relationship ( $p = 0.00 < 0.01$ ) between self-regulation and firms performance. This indicates the rejection of the aforementioned null hypothesis and suggests a positive correlation between self-regulation and company performance.

### Hypothesis 4:

Ho<sub>4</sub>: self-appraisal has no significant relationship with firm's performance

**Table 4.11 Co-relational Outcome between Self-Appraisal and Firm's Performance Correlations**

			Self-Appraisal	Firm's Performance
Spearman's rho	Self-Appraisal	Correlation Coefficient	1.000	.901**
		Sig. (2-tailed)	.	.000
		N	80	80
	Firm's Performance	Correlation Coefficient	.901**	1.000
		Sig. (2-tailed)	.000	.
		N	80	80

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The results in Table 4.11 indicate a positive correlation, with  $r_s = .901$ . There is a significant relationship ( $p = 0.00 < 0.01$ ) between self-appraisal and firm performance. This indicates the rejection of the aforementioned null hypothesis and suggests a positive correlation between self-appraisal and firm's performance.

### Discussion of Results

The study examines the correlation between employee social awareness and the corporate growth of deposit money banks in Bayelsa State, employing rigorous research methodologies to provide significant empirical data that supports the extrapolative validity of the proposed relationship dimensions, including emotional self-awareness, employee motivation, self-regulation, self-appraisal, employee respect, and firm performance for both dependent and independent variables. The study utilizes the Spearman Rank-order Correlation Coefficient Analysis.

Accordingly, Table 4.8 from the analysis demonstrates that the test of hypothesis one (1) yielded  $r_s = .904$ , indicating a positive correlation. There is a strong relationship between emotional self-awareness and firm's performance, as indicated by a p-value of 0.00, which is less than 0.01. (Atuma and Agwu, 2015)

Additionally, Table 4.9 presents the examination of the second hypothesis. The correlation coefficient,  $r_s = .902$ , indicates a positive relationship. There is a significant relationship ( $p = 0.00 < 0.01$ ) between employee motivation and firm performance. This implies a strong correlation between employee motivation and firm's performance (Mbah & Okafor's, 2018).

The evaluation of hypothesis three (3) indicates that  $r_s = .901$ , demonstrating a positive correlation. There is a significant relationship ( $@ p = 0.00 < 0.01$ ) between self-regulation and firms performance. This indicates a strong correlation between self-regulation and firm's performance (Margaryan et al., 2013)

Table 4.10 indicates that the hypothesis test for hypothesis 4 reveals  $r_s = .901$ , demonstrating a positive correlation. There is a significant relationship ( $p = 0.00 < 0.01$ ) between self-appraisal and firm performance. This indicates a strong correlation between self-appraisal and firm's performance (Bassett & Meyer, 2021; Ochidi & Suleiman, 2019).

### Conclusion and Recommendation

The research investigates the correlation between employee social awareness and the corporate growth of deposit money banks in Bayelsa State. The notion of social awareness and corporate growth is a significant and topical subject of discourse in the emerging economy. Either of the variables occupies a highly significant role on corporate growth. Social awareness, though seemingly simple, is a complicated construct and a crucial component of human endeavor. The study's findings indicate that social awareness is significantly correlated with corporate growth. Intentional workplace interactions enhance employee performance, leading to an efficient organization.

A significant and beneficial correlation exists between social awareness and corporate growth. Upon reviewing and analyzing the texts and empirical studies of various scholars and researchers, it can be conclusively stated that the components of social awareness utilized in the study including emotional self-awareness, employee motivation, self-regulation and self-appraisal exhibit a robust correlation with firm's performance.

The research therefore recommends that firms should actively seek constructs that enhance social awareness to improve deposit money bank performance. Identification of the particular elements

of the social awareness and influence process that may facilitate the expansion of banks, and deposit money banks should enhance awareness of the importance of self-awareness among their managers. This can be accomplished by providing managers with effective training in self-awareness competencies.

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