**EMPLOYEE CASUALIZATION AND JOB COMMITMENT IN THE CONSTRUCTION SECTOR : THE NIGERIA’S EXPERIENCE**

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***Abstract***

*The study examined the impact of employee casualization on job commitment. The study drew participant from the construction industry with a special focus on two construction companies (CCECC, and RCC). A sample size of ninety-one (91) staff was selected with the aid of convenience sampling technique. The data were then presented in simple percentage frequency table while the hypotheses were tested using regression analyses and Pearson correlation co-efficient with the aid of Statistical Package for Social Science (SPSS, version 24). The research findings show that casualization has a statistical significant impact on job commitment with the F-Test statistic model of 10.480 and the corresponding probability is 0.000 (p-value<0.05) for all the three understudied variables. Therefore, it is recommended that labour unions also have a significant role to play as one of their role is to protect and advance workers’ rights. Therefore, they must develop and explore new strategies to organize and fight for the rights of casual workers if not its outright eradication.*

***Keyword:*** *Employee Casualization, Work Condition, Remuneration, and Job Commitment.*