

1.1 BACKGROUND TO THE STUDY

This study, "The Impact of staff welfare scheme in the motivation of Nigeria workers" examined how workers in Nigeria can enhance productivity, high job performance, efficiency utilization of company materials attainment of company's set goals and objectives. In today's dynamic and complex world of business, it is essential that for any organisation to survive and adapt to the changing needs of its complex environment, it have both human and materials resources to weather the storm. This is the objectives of the innumerable course in human relations where supervisors are urged to their subordinates as human beings. The gospel of human relation has been accompanied by increase fringe within the outside the organisation.

This means of course, that all those who are responsible for the management of any organisation must build into the entire system factors that will induce people to contribute as effectively as possible. A manager does this by building into every possible aspect of the organisational climate those things which will cause people to act as desired ways what is therefore needed to most organisation in some system that will ensure work accomplishment through thoughtful attention to the needs of people who in turn are committed to the performance through some sort of involvement in the objectives of the organisation in which they work.

Motivation can therefore be defined as the condition responsible for variation in the intensity, quality and direction of ongoing behaviour if the conditions are both extrinsic and intrinsic to the individual. Most of the individual causes not all behaviours attempt to satisfy his or her needs. Similarly, the individual avoids the activities that do not provide rewards or enforcement or that would result in punishment a negative kind of need satisfaction. Motivation are not only reward and punishment, it is an important determinant of human behaviour. It is that which move one towards a goal.

As Berelson and Steiner have defined the term, a motive "is an inner state energizes activates or move (hence motivation) and the directs or channels behaviour towards goals". In other words "motivation" is a general term applying to the entire class of drive, desire, want and similar forces. Likewise to say that manager motivates their subordinates is to say that they do things which they hope will satisfy these drives and desires and induce the subordinate to act in a desire manner.

Motivation refers to that thing which influences a worker to perform better in an organisation. This propelling force may be internal or external. The internal forces which a worker includes the needs, want desires, which exist within an individual make up. These forces influence him by determining his thoughts which in turn lead to his behaving in a particular direction in a particular situation.

The idea of motivation as a concept arises, because it is not feasible to run bases or ordering workers around. An order is only effective if someone feels constrained to obey. On the other hand, an order will indeed be acceptable to a person if it agrees with the objectives of the unit in which he works, as he understand them.

Therefore it is necessary for the management to provide certain motivation that will induce

individual to perform in an establishment.

1.2 STATEMENT OF THE PROBLEM

One of the major problems confronting management is that of how to motivate workers to perform assigned task to meet predetermined standards. If workers are well motivated in the establishment, they will put in their best towards the realization of the organisational objectives. Also if workers are not well motivated they will not put in their best to this point management needs to stimulate employees effort towards the attainment of the organisational goals. Stimulating effort in the organisation entails meeting their personal needs and aspirations.

This is so because employees in an organisation have sets of needs, which they would want to satisfy. These needs include Abraham Maslow suggested needs: physiological needs, safety needs, social needs, esteem needs and self actualisation needs, can it then means when these needs are satisfied, workers will be motivated to perform?

Is there any relationship between the worker performance and motivation? It these questions and similar ones that spurred this study. This research want to look at those factors that induce people to perform, using Shell Petroleum Development Company (SPDC) Warri, Delta State as a case study.

1.3 RESEARCH QUESTIONS

The following questions that are to be pursued in this research study are as follows:

1. Are there available welfare schemes that will motivate workers in an organisation?
2. Is there any cordial relationship between employees and management because of welfare schemes to achieve the productivity of an employee?
3. To what extent do employees feel motivated?
4. Is the working conditions conducive for an employee to carry out their task?

1.4 OBJECTIVES OF THE STUDY

The main objective of this study is to examine the relationship between staff welfare scheme and job motivation, other objectives of this study are;

1. To identify the available welfare schemes that motivate workers in Shell Petroleum Development Company (SPDC) Warri, Delta State.
2. To examine the relationship between such welfare schemes and the productivity of the employee.
3. To examine the extent to which employees feel motivated.
4. To improve physical working condition.

1.5 RESEARCH HYPOTHESIS

Research hypothesis can be regarded as proposition that states a tentative answer to a question or solution to a problem. For the purpose of this study, the following hypotheses are formulated.

HYPOTHESIS I

Ho: Better physical working condition is not likely to enhance productivity.

H1: Better physical working condition is likely to enhance productivity.

HYPOTHESIS II

Ho: There is no cordial relationship between management and employees.

H1: There is cordial relationship between management and employees.

HYPOTHESIS III

Ho: Workers are not motivated because of recognition and advancement they have at work.

H1: Workers are motivated because of recognition and advancement they have at work.

HYPOTHESIS IV

Ho: Workers are not motivated due to staff training programmes.

H1: Workers are motivated due to staff training programmes.

1.6 SIGNIFICANCE OF THE STUDY

This study is all about information gathering process of staff welfare scheme of Shell Petroleum Development Company. The study looks into areas on how workers can be motivated to bring out their best. It will also help student who wish to carry out research as regards higher job performance through motivation.

This research work is intended to educate the policy maker, that is those at the corporate level (the top management) and government, on the need to motivate employees properly to enhance better performance and high productivity level.

Finally, this research is intended to educate the management of S.P.D.C, on how motivation will help the staff to improve in their skills which in turn will increase productivity in the organisation.

1.7 SCOPE OF THE STUDY

While attempts will be made in this study to cover different aspect of Shell Petroleum Development Company (S.P.D.C) Warri, Delta State is motivated in order to ensure increase productivity unit, development, exploration and human resources for the purpose of this study, the researcher will focus on human resources aspect of the organisation.

1.8 LIMITATIONS OF THE STUDY

There is no study carried out without encountering some problems. In carrying out this study, a lot of problems were encountered, the period of the study was too short for the researcher.

The researcher was faced with problem of getting adequate information combining the study and the academic work was also a problem to the researcher.

Finally, financial constraint also contributed to the problem encountered in the process of writing this project.

1.9 ORGANISATION OF STUDY

This study is presented in five chapters. Chapter one contains the introduction (background to the study), statement of the problem, objectives of the study, significance of the study, scope of the study, research hypotheses, research questions, limitation of the study, organisation of study and operational definitions of terms.

Chapter two deals with the literature review of some selected theories of motivation.

Chapter three addresses the research methodology that is, research design, sample design and method of data collection and data analysis techniques.

Chapter four will be on data presentation analysis and interpretation of data.

Finally, chapter five documents the summary of findings, recommendation and concluding remarks.

1.10 OPERATIONAL DEFINITIONS OF TERMS

For the purpose of this, some words are used simply defined as follows:

1. Management: Is the process of planning, organising, leading and controlling the efforts of organisation members and using all other organisational resources to achieve stated organisational objectives.
2. Organisation: Is seen as activity deliberately created to accomplish certain specified objectives.
3. Incentives: Benefit in various forms designed to motivate employee to perform effectively and efficiently input of labour and capital.
4. William G et al (2002) define performance as an evaluation in which the performance level of employees is measured against established standards to make decisions about promotions, compensation, additional training or firing. Also it relates to the ability to set goals.
5. Motivation: Koontz and Neihvich (1983) defined motivation as the entire class of drive, desire, and needs, wishes and similar force, which channel behaviour toward goals.
Also motivation is that drive or urge that prompts employees to behave in a desired way in the organisation.
6. Employee: these are people employed to help the organisation accomplish its objectives for an economic reward with salary or wages and other benefits.
7. Job Satisfaction: The feelings an employee has about his job whether positive or negative. Agbator J. O (1988) it can be generally referred to as the contentment drive especially when doing a job he loves and it is influenced by many factors.
8. Needs: These refer to those things a person or worker wished to have, that made him either feel satisfied or have a good sense of belonging to an organisation as a worker.

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