

PDF - HUMAN RESOURCES MANAGEMENT AND EMPLOYEE MOTIVATION AN EFFECTIVE TOOL TO ENHANCE WORKER'S PRODUCTIVITY (A CASE STUDY OF AFRI BANK OF NIGERIA PLC) -

researchcub.info

TABLE OF CONTENTS

CHAPTER ONE

Introduction

Statement of the problems

Purpose of the study

Significance of the study

Scope and limitation of the study

Historical background of Afri bank Nigeria plc

Organizational chart of Afri bank of Nigeria plc

Definition of the term used.

CHAPTER TWO:- LITRATURE REVIEW

2.1 History of fringe benefits (incentive) as a motivational factor, Wages and Salaries in Nigeria

2.2 Motivation and employees' services

2.3 Theories of motivation

2.4 Other motivational theories

2.5 Relationship between performance and motivation

2.6 Relationship between fringe benefit and motivation

2.7 Motivational techniques

CHAPTER THREE:- RESEACH METHODOLOGY

3.1 Introduction

3.2 population and Sample

3.3 Research Design

3.4 Research Instrument

3.5 Method of Data Collection

3.6 Method of Data Analysis

CHAPTER FOUR: PRESENTATION AND ANALYSIS OF DATA

Presentation of data

Analysis of data

CHAPTER FOUR:- SUMMARY CONCLUSION AND RECOMMENDATION

5.1 Summary

5.2 Conclusion

5.3 Recommendations

References

Appendix

CHAPTER ONE

INTRODUCTION

Employee's interest in higher productivity does not develop without some stimulation by management; either directly or through the creation of an atmosphere in which employees want to contribute their best effort to the job.

It must be received that in any organization, motivation has a great impact on worker's performance, if properly administered. It will enhance the output of the workers which has a multiplier effect on the rate of profit and turnover of the organization.

Remuneration policy and methods can be considered in isolation from the country's economic policies. That is why the state of the economy must be critically analyzed before any policy on remuneration could be implemented.

According to Haire (1963), in his wages and salary policy and administration, he states that pay in one form or another is certainly one of the main springs of motivation in one society.

As a motivator, it becomes part of general psychological problem". An incentive is a systematic procedure for establishing a sound compensation structure. By reducing inequalities among employees earning, a good programme raised individual moral and reduces inter group friction.

Similarly, motivation (incentives) policy shall be the policy of an organization to promote incentives that are at least as good as, if not better than, those paid by the competitors for similar types of work under similar conditions of works in the communities in which it operates.

STATEMENT OF THE PROBLEMS

One approach to employees' motivation has been to add incentive to an individual's job as the primary factor in improving performance. Endless mixes of employee benefit –such as Health care, Life insurance, profit sharing, Employee's stock ownership plans, Exercise facilities, Subsidized meal plans, Child care availability, company's car and more have been used by companies in their effort to maintain happy employees in the belief that happy employee are motivated employee. To what extent has these incentives affect employees productivity in Nigeria: A case study of Afribank plc.

PURPOSE OF THE STUDY

Motivating employees to contribute their efforts to accomplish organizational duties and task requires the identification of variables that could be influencing such efforts. The identification of such variable is not an easy task. This could be attributed to the variety of employees need and aspiration from the jobs which imply that motivating factors are multidimensional.

Basically, the purposes of the study are:-

- (1) To resolve problem in process of motivating workers.
- (2) To examine various leading theories of motivation and their effect on productivity.
- (3) To determine whether a group of workers will have some need and wants which effects their productivity.
- (4) To determine whether financial motivation alone can satisfy the employees need and wants therefore stimulate them to work harder.
- (5) To arrive at suggestions which if implemented can help to improve the workers output and efficiency and thus achieve company goals and objectives.
- (6) To serve as guidelines for the easy study.
- (7) To serve as reference for other staffs.

THE SIGNIFICANCE OF THE STUDY

For modern days business enterprises to be successful, the presence of committed and dedicated managers and highly motivate workers is required.

To get the workers motivated, the manager must understand those factors that will motivate a particular

employee at a particular point in time.

The study will however, assist managers in getting the best out of their workers to achieve the enterprise's objectives.

This will be achieved by establishing the importance of motivation in today's highly competitive and dynamic business environment and how the concept could be used to inspire appropriate co-operation effort essential for achieving individual and organizational goals.

SCOPE AND LIMITATION OF THE STUDY

There are certain motivational factors that would account for a specific type of behaviour (better performance, higher productivity) from the workers. The area which the study covers are:-

HUMAN RESOURCES MANAGEMENT AND EMPLOYEE MOTIVATION AN EFFECTIVE TOOL TO ENHANCE WORKER'S PRODUCTIVITY (A CASE STUDY OF AFRI BANK OF NIGERIA PLC)

The complete project material is available and ready for download. All what you need to do is to order for the complete material. The price for the material is NGN 3,000.00.

Make payment via bank transfer to Bank: Guaranteed Trust Bank, Account name: Emi-Aware technology, Account Number: 0424875728

Bank: Zenith Bank, Account name: Emi-Aware technology, Account Number: 1222004869

or visit the website and pay online. For more info: Visit <https://researchcub.info/payment-instruct.html>

After payment send your depositor's name, amount paid, project topic, email address or your phone number (in which instructions will be sent to you to download the material) to +234 70 6329 8784 via text message/ whatsapp or Email address: info@allprojectmaterials.com.

Once payment is confirmed, the material will be sent to you immediately.

It takes 5min to 30min to confirm and send the material to you.

For more project topics and materials visit: <https://researchcub.info/> or For enquiries: info@allprojectmaterials.com or call/whatsapp: +234 70 6329 8784

Regards!!!