

ABSTRACT

The objective of this study was to determine the impact of motivation on workers productivity of staff of tertiary institution with particular reference to both the academic staff and non-academic staff of the tertiary institution in Ijebu-Ode Metropolis, South Western in Nigeria. Fifty (50) staffs were surveyed using descriptive questionnaire. The questionnaire contained twenty research questions covering the indices of motivation considered in this. All the questionnaires were distributed accidentally, and 49 (forty-nine) out of fifty (50) questionnaire were completed and returned giving a 98 percent return rate. The 49 (forty-nine) completed questionnaire were analyzed using a simple percentage for the demographic data of the respondents and 't'-test to test the hypothesis.

To improve on performance and productivity of the staffs, management should motivate them by paying good salary, improve their working condition/environment, accord them proper recognition and improve the staff management relationship.

CHAPTER ONE

1.1 BACKGROUND TO THE STUDY

Motivation is concerned with why people do what they do. It answers such question as why do managers or workers go to work and do a good job. This tries to explain what motivates people to act the way they do, with primary focus on the work place. It is the primary task of the manager to create and maintain an environment in which employees can work efficiently to realize the objective of the organization.

Employees differ not only in their ability to work but also in their will to do so (motivation). To motivate is to induce, persuade, stimulate, even compel, an employee to act in a manner which fulfills the objectives of an organization. The motivation of employee depends on the strength of their motives. Motives are needs, wants, drives, or impulse within the individual, and these determine human behavior.

Motivation then is the process of:

Arousing behavior

Sustaining behavior in progress, and

Channeling behavior into a specific course of action.

Thus, motives (needs, desires) induce employees to act. Motivation, therefore, is the inner state that energizes, channels, and sustains human behavior. Since it has been established that all behavior except involving responses are goals directed, manager can apply motivational theories of management in their attempt to direct the job behavior of employees towards the goal of their establishment.

1.2. STATEMENT OF THE PROBLEM

Workers carelessly work in the organization due to what motivates them. Some leave their organizations due to the fact that they are not motivated enough while some earnestly and honestly perform their roles in the organization due to what motivates them such as promotion, bonus, leave bonus, seminars, increment in salary, workshops e.t.c. which awaken their working spirit.

1.3. OBJECTIVE OF THE STUDY

The study is to ascertain the motivational package of Tai Solarin University of Education.

To ascertain the application of the motivation techniques by the organization/institution concerned.

To know the problem inhibiting the success of the employees motivation in the organization.

To know the response of the employees to motivational techniques adopted by the organization.

To provide solutions and recommendation where necessary on the best and effective motivational techniques used in the organization.

1.4. RESEARCH QUESTIONS

What are the motivational packages used by your institution?

What are the motivational techniques applied by your institution?

Is there any problem inhibiting the success of the employee's motivation in the institution?

Does the employees respond to the motivational techniques adopted by the institution?

Is there any solutions or recommendations on the effective motivational techniques used in the institution?

THE EFFECT OF MOTIVATION ON THE PRODUCTIVITY OF WORKERS

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