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USING MOTIVATION AS A MANAGEMENT TOOL TO INCREASE THE PRODUCTIVITY AND EFFICIENCY OF WORKERS

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ABSTRACT

The significance of motivation for team members in the workplace cannot be overstated. Motivation can be defined as the state of being prepared and willing to exert exceptional efforts towards achieving organizational objectives, as well as fulfilling individual and team requirements.

It is vital to contemplate strategies for fostering voluntary and enthusiastic engagement in professional tasks, as well as cultivating job satisfaction among individuals. In order for an employee to achieve job satisfaction, it is imperative for management to identify the individual's issues, requirements, and goals, hence enabling the provision of appropriate solutions.

Motivation is a psychological phenomenon that serves as a driving force, propelling individuals towards the attainment of shared objectives within a specific context. All organizations, whether they are public or private, are driven by specific objectives and strive to achieve them through their collective endeavors. Scholars have posited that the attainment of targeted performance levels from individual employees may be contingent upon their motivation to harness the potentials inherent within them during the course of their job (Rothberg, 2005). The phenomenon of motivation elucidates the underlying reasons for human behavior and its occurrence within specific temporal contexts. Motivating employees in the hospitality business entails fostering their commitment to pursuing both organizational and personal goals and objectives.

Motivation can be defined as the intrinsic or extrinsic impetus that propels individuals to alleviate the state of tension arising from unmet demands, or to exhibit proactive behaviors aimed at attaining a certain objective or reward. Similar to individuals, social systems such as corporate units and industrial institutions, like the hotel and catering industry, possess needs and goals that necessitate fulfillment through motivated behaviors.

BACKGROUND

The term "motivation" originates from the Latin word "movere," which translates as "to move." The term "motivation" was originally defined by Crane (2000) as an internal condition that provides energy and impetus (thus the term "motivation") and guides or directs behavior towards specific objectives. The enhancement of workers' productivity is typically contingent upon their level of motivation. The occurrence of persistent labor strikes inside an organization is indicative of underlying motivational challenges being experienced by the company. In order to mitigate such

issues, it is imperative for the organization to prioritize the actions necessary to attain a superior level of performance through its workforce. The significance of this matter stems from the fact that the success or failure of an organization is, to a certain degree, contingent upon the performance and collaboration of its workforce.

In order for an employee to experience motivation, it is necessary for them to perceive that their personal desires and needs are being fulfilled. Hence, the contentment of the employee constitutes an essential aspect of the motivational process. According to Buchanan and Huczynski (2004), motivation can be described as the cognitive process of decision making that initiates, energizes, and sustains goal-directed behavior. Managers that prioritize productivity should possess an understanding of the interconnectedness between motivation, job happiness, and enhanced job performance. It is undeniable that individuals who are sufficiently motivated exhibit conscientiousness in their work, resulting in successful service delivery and optimal performance. According to Nwizu (2008), the attainment of productivity is facilitated by the cultivation of excellence, which in turn is fostered by the presence of a highly motivated workforce within a business.

According to Aluko (2000), it is not advisable to treat workers solely as machines or tools within an organization, focusing solely on productivity without considering the factors that motivate employees to perform at their highest level. Indeed, the growth of any firm is contingent upon the voluntary and innovative utilization of the skills and expertise possessed by its workers. The pursuit of effective strategies to enhance employee motivation and maximize productivity and organizational performance has consistently been a significant focus of management throughout the history of industrial civilization.

According to the World Health Organization (2006), performance is contingent upon the presence, competence, productivity, and responsiveness of staff members. Healthcare professionals play a crucial role within a nation's healthcare infrastructure, contributing significantly to the enhancement of health outcomes. Hence, the presence of a sufficient quantity of appropriately trained, competent, and motivated healthcare professionals at the necessary healthcare facilities is imperative for the provision of high-quality healthcare services (World Health Organization, 2006).

Additional non-financial incentives, such as opportunities for career growth, job stability, recognition, and promotions, can significantly enhance employee morale inside a firm. The satisfaction of workers' needs has the potential to result in a subsequent rise in productivity. Nevertheless, it is imperative for managers, irrespective of the scale of the business, to integrate motivation into the work environment in order to motivate and exert influence on people.

Motivation is a multifaceted and dynamic notion, as it pertains to the prevailing circumstances that influence alterations in the extent, nature, and orientation of human actions (Adams, Jacobson, 1964).

Motivation originates from a state of need deficit, wherein an individual or worker becomes aware of their unfulfilled wants and goals, prompting their intention to address them. The presence of this shortfall generates a state of tension inside the worker, compelling them to behave in a manner that aims to fulfill their demands. The attainment of desired requirements and aspirations provides individuals with a sense of fulfillment or satisfaction, leading to increased levels of performance and productivity. This phenomenon elucidates the reasons behind people' adoption of various behavioral patterns during different time periods inside the workplace.

It is imperative for employees to perceive that their narratives are being actively acknowledged, comprehended, and appreciated by the individuals who are soliciting such narratives. Through the establishment of these interpersonal connections, the employee experiences a sense of appreciation from the employer, supervisor, and organization, recognizing their role as a valuable contributor. The aforementioned value is associated with enhanced work performance and increased stakeholder engagement inside the organization (Silverman, 2006; Whiteling, 2007).

The employee continuum encompasses a spectrum that spans from a state of apathy and inaction to one of fervent dedication and profound engagement. By employing this method, a leader can evaluate their subordinates and customize their leadership strategy to optimize the impact that a specific endeavor will have on employee engagement (Kellerman, 2007).

The necessity for fostering employee motivation is underscored by a recurring theme of communication between employers and employees, as evidenced by the works of Silverman (2006), Whiteling (2007), Kellerman (2007), Simms (2007), and Jakobson (2007). Several case

studies have established a correlation between elevated levels of employee motivation and enhanced employee performance (Silverman, 2006; Whiting, 2007; Kellerman, 2007; Simms, 2007; Jakobson, 2007). One approach to customizing the implementation of Motivating Language (ML) and motivating approaches within an organization is to initially employ Kellerman's "level of engagement" categorization. By employing Motivating Language and various motivating strategies, it is possible to optimize employee motivation, hence enhancing employee performance.

AIM OF THE STUDY

The purpose of this study is to investigate and analyze the phenomenon under examination in order to gain a deeper understanding of its underlying factors and implications.

Organizations often fail to prioritize the significance of comprehending and implementing many effective motivational strategies when planning and establishing an atmosphere conducive to performance and production.

The objective of this research study is to examine the relationship between motivation and productivity within an organizational context. Based on the gathered information, solutions will be provided to address the identified issues.

Numerous firms appear to lack awareness regarding the advantages associated with employee motivation, resulting in subpar performance. The issues at hand encompass:

Organizations often perceive the task of inspiring their staff as relatively unimportant, potentially indicating a lack of appreciation for the individuals inside their organizational structure.

Organizations sometimes face challenges in establishing a conducive work environment that promotes optimal performance. Factors like as inadequate incentives, tribalism and attitudes, bureaucratic processes, and quota systems have been identified as contributors to subpar performance inside organizations.

OBJECTIVE OF THE STUDY

The study aims to identify and analyze the specific objectives that will guide the research process and contribute to the overall understanding of the topic.

The primary aim of this study is to critically examine the utilization of motivation as a strategic management tool to enhance staff productivity. In addition, this study will also encompass other aims, which are:

The objective of this study is to analyze the motivational strategies implemented by management in order to improve employee productivity.

In order to ascertain the influence of motivation on the productivity of employees, it is important to conduct a comprehensive analysis.

To ascertain methods for enhancing the current state of affairs.

The user's text does not provide any information to be rewritten academically. In order to assess the magnitude of the influence exerted by motivating techniques on workers' productivity, it is necessary to conduct a comprehensive analysis.

LITERATURE REVIEW

The literature review is an essential component of academic research, as it provides a comprehensive overview and analysis of existing scholarly works related to a specific topic. By examining and synthesizing

One of the most widely recognized theories on motivation in classical literature is Abraham Maslow's Hierarchy of Needs Theory, proposed by an American psychologist. In his seminal work, Maslow (1943) expounded upon a hierarchical framework consisting of five distinct levels that encompass the needs of employees. These levels include physiological needs, safety and security needs, social needs, esteem or ego needs, and self-actualization needs. Based on the theoretical framework presented, individuals possess a multitude of needs that serve as motivators for their work-related behaviors. These needs are organized in a hierarchical structure, wherein lower-level needs pertaining to physiological and safety requirements must be fulfilled prior to the activation of higher-level social needs. Consequently, the satisfaction of these needs is posited to stimulate employees' motivation, thereby fostering increased productivity and effort in the workplace. The second theory of motivation is known as the two-factor hypothesis, also referred to as the motivator and hygiene theory, which was formulated by Frederick Herzberg (Herzberg, 1966).

Motivators, also known as intrinsic factors, encompass elements such as the drive for achievement and advancement, being treated in a caring and considerate manner, and receiving

positive recognition. These factors are inherent within the job itself and are derived from the individual's successful completion of tasks. They contribute to job satisfaction and serve as catalysts for increased employee motivation and effort. Hygiene elements, like as compensation, benefits, and job security, are considered external to the task and are often set at the organizational level. When these variables are not present to a satisfactory degree, they can result in discontent and a lack of motivation among individuals. According to Uzonna (2013), an essential aspect of Herzberg's theory is the recognition that understanding the requirements of employees can be helpful in effectively motivating the current generation of youthful, ambitious, and technologically adept workers. Based on the observation that these employees currently hold lucrative positions, it may be deduced that monetary compensation or financial incentives alone are insufficient in serving as effective motivators for enhancing performance. This suggests that in order to inspire employees, firms must consider factors beyond financial incentives.

EMPIRICAL INVESTIGATIONS PERTAINING TO MOTIVATION

The majority of the theories mentioned before have undergone empirical testing. One of the initial empirical investigations conducted on Maslow's hierarchy of needs theory aimed to examine the cross-cultural applicability of the needs hierarchy originally derived from American culture by Maslow. The research revealed that managers possessed certain needs, which were deemed significant. However, it is worth noting that while these demands may be widely acknowledged, the significance placed on fulfilling these needs differs among cultures (Haire, et. al., 1963). In a study conducted by Velnampy (2007), an investigation was undertaken to examine the validity of Maslow's hierarchy of needs theory. The findings of the study indicate that individuals occupying lower-level positions within both public and private sector organizations in Sri Lanka tend to prioritize lower-level needs, whether consciously or unconsciously. Conversely, higher-level employees tend to place greater emphasis on higher-level needs. In a separate investigation, Sajuyigbe et al. (2013) conducted a data collection process involving a sample of 100 employees from various manufacturing companies located in Ibadan, Nigeria. The study's findings indicated a significant relationship between factors such as pay, performance bonus, recognition, and praise, and the overall performance of the organizations. These results provide support for Herzberg's motivation hygiene theory. In addition to financial incentives, motivation theories and empirical research provide evidence for the significance of non-monetary rewards in fostering motivation, particularly within technology-driven and well-compensated occupations. According to the

findings of Brown and Armstrong (1999), the non-financial schemes examined in their survey shown a notable level of popularity within knowledge and technology-based industries, as well as sales and service firms.

The traditional theory of motivation 1900 and 1930.

In 1945, Taylor, F.W., an engineer and a prominent figure in the development of this theory, proposed a three-part principle that laid the foundation for the contemporary incentive structure in the industrial sector. These concepts argue that optimal and effective production is achieved when managers assign each worker a specific task to be completed within a specified timeframe and according to predetermined guidelines.

Choose the appropriate worker for the given task and provide them with appropriate training.

Encourage employees to achieve a high level of performance through the utilization of the incentive method of motivating.

Taylor's primary objective encompassed the attainment of industrial efficiency, which entailed maximizing production, minimizing costs, and augmenting worker remuneration to foster enhanced productivity. The individual holds the belief that the aforementioned purpose can solely be attained by means of scientific inquiry and the establishment of benchmarks, as previously demonstrated. Workers who surpass this established benchmark will receive appropriate rewards, while workers who fail to meet the norm will face corresponding penalties.

In essence, Taylor implemented measures to discipline unproductive employees and devised a framework wherein workers would receive remuneration based on their specific level of output or productivity. In order to address the challenge of establishing a realistic standard of performance, the individual in question employed a systematic approach by breaking down the task into its constituent components and assigning specific time values to each of these components. This methodological approach allowed for the scientific establishment of a standard of performance.

In essence, Taylor's theory posited that the interdependent relationship between workers and managers is predicated on productivity. Workers sought increased pay, while managers aimed for larger profits, with both parties relying on productivity as their shared objective.

The characteristics of motivation

The characteristics of motivation refer to the distinguishing attributes and qualities associated with the psychological state that drives individuals to initiate and sustain goal-directed behavior.

The subsequent points outline the key attributes of motivation:

1.) Energy arousal refers to the internal drive that compels individuals to mobilize their resources and strive towards achieving their objectives.

2.) Goal-Directed Effort: This refers to the intentional allocation of our resources and energy towards certain objectives, indicating that our efforts are purposeful and targeted towards the achievement of a specific end.

3.) The concept of sensitivity to relevant stimuli suggests that individuals exhibit a tendency to allocate their attention selectively, focusing on stimuli that are pertinent to the achievement of their goals, while disregarding those that are irrelevant.

4.) Organizational Structure: The response unit is structured in a cohesive pattern or sequence.

5.) The persistence of activity is demonstrated by our ongoing effort until the beginning condition undergoes a change.

The interplay between motivation, performance, and productivity

Motivation, as defined by Pinder, refers to internal forces that impact an individual's direction, intensity, and persistence of voluntary behavior.

Performance, as defined by the Oxford Learner's Dictionary, refers to the capacity to function effectively and respond promptly. Et cetera. Productivity refers to the level of efficiency, particularly within the industrial sector, which is assessed by comparing the quantity of output generated with the time expended or resources employed in its production.

Within an organizational context, it is observed that employees who experience motivation tend to exhibit a heightened inclination towards operating with enhanced efficiency, so positively impacting their performance. Consequently, such improved performance contributes to the organization's ability to effectively attain its predetermined goals, thereby enhancing overall productivity. Motivating employees is a common practice in both public and private enterprises, wherein various strategies such as wage increments, non-financial incentives, and fringe benefits

are employed. This is primarily done to mitigate the risk posed by unmotivated employees, as their lack of motivation might hinder the achievement of organizational objectives. Motivation, as a broad concept, encompasses various drives, desires, needs, and similar forces. In order to encourage desired behavior and enhance productivity, organizations endeavor to motivate their employees by implementing strategies that aim to fulfill these drives and desires.

Enhancing Productivity in Organizational Settings

The enhancement of productivity and the strategies employed to achieve it have emerged as a prominent area of managerial concern in contemporary times. There are several potential measures that can be implemented to enhance productivity within a business. These acts may encompass:

The implementation of management decision support systems. Decision Support Systems (DSS)

Establishing a centralized warehouse equipped with automated storage and retrieval systems.

Implementing workforce optimization strategies to reduce the required number of staff during periods of high demand.

The provision of computer facilities in user areas has been shown to have a positive impact on long-term productivity.

The process of acquiring knowledge, skills, and competencies through systematic instruction and practice.

Incentive programs that are structured on the enhancement of long-term productivity.

METHODOLOGY

Design of the study

The research employed a descriptive survey design. This study is exclusively empirical in nature, relying on primary data obtained through the use of questionnaires as the major source of information. Additionally, we obtained significant data from secondary sources, such as relevant journal articles, textbooks, official documents, and online sources.

Participants of the study

The study employed a survey design, utilizing a questionnaire as the primary research instrument. The data gathered will serve as the foundation for analysis. The study's sample

consisted of employees from an industrial firm. With a staff population of 2000 individuals. The research study utilized a sample size of 100 staff members. The study employed a basic random sampling technique to choose a sample of 100 staff members. The research instrument employed in this study was a questionnaire that was designed in accordance with the research objectives. A questionnaire was employed as a means of obtaining data from the participants. The inquiries were designed with the purpose of gathering data for the research and aimed to encourage participants to willingly complete the questionnaire. In order to ascertain the instrument's validity, it will be administered to a research specialist who will assess its content and face validity. This will aid in assessing the extent to which the instrument effectively collected the intended data. The input provided by researchers and academics will be utilized to implement essential modifications to the instrument. This may involve the removal of unclear items and rectifying any spelling errors that may have occurred. The researcher delivered copies of the questionnaire to a selected sample and then collected them. The primary analytical techniques employed in the analysis consist of the simple percentage and mean (average). The study questions were addressed using the basic percentage, while the data obtained from these questions was analyzed using the calculated mean (average).

DATA COLLECTION

The research question 1 addressed in this study is: "*What are the motivational factors that have a positive impact on workers' productivity?*"

Table 1: Motivational Factors that Enhance Workers' Productivity

S/N	Item	SA%	A%	D%	SD%	Total%
1	Salary is the source of motivation of workers.	68	22	7	3	100
2	Allowance is important for workers to work hard.	50	31	13	6	100
3	Workers work hard when they are provided with working material.	42	30	18	10	100
4	A good working environment increases workers productivity.	35	30	25	10	100
5	Job security motivates workers to increase their production	20	52	18	10	100
6	A good working relationship between workers and their boss motivate them to work harder	43	29	15	13	100
7	Training and retraining of workers increases their level of productivity	49	30	13	8	100
8	Provision of housing for workers increase their level of output	20	37	23	20	100
9	Recongnition of worker effort through praises increase the worker level of output	45	29	16	10	100
	Mean %	41%	32%	17%	10%	100%

According to the data presented in the table, it can be observed that 41 respondents, which accounts for 41% of the total, expressed a strong agreement (SA) on the positive impact of motivational factors such as salary, allowance, working materials, working environment, job security, excellent working relationship, provision of housing, and recognition on enhancing workers' productivity. A total of 32% of respondents agree that these characteristics have a positive impact on workers' productivity. In contrast, 17% of respondents express disagreement (D) over the notion that these elements will enhance workers' productivity, while 10% strongly disagree (SD) with this proposition.

The research question 2 addressed in this study is: *What are the elements that impede production among workers inside the organization?*

Table 2: elements that impede production among workers

S/N	Item	SA %	A %	D %	SD %	Total %
1	A bad working environment increase workers productivity	48	32	12	2	100
2	Indiscipline can negatively affect workers productivity	43	20	20	17	100
3	Heavy work load decrease a workers level of output	40	25	20	15	100
4	Conflict among workers can decrease their production	38	32	15	15	100
5	Low work load lead to low output	38	21	21	20	100
	Mean%	41%	26%	22%	14%	100%

According to the data presented in the table, a significant proportion of respondents, specifically 41%, expressed a strong agreement (SA) with the notion that several factors, including a negative working environment, lack of discipline, excessive workload, conflicts, and low motivation, have a detrimental impact on production efficiency. A total of 26% of respondents concurred (A) with the notion that the aforementioned factors had a negative impact on productivity. In contrast, a proportion of 22% expressed disagreement (D) about the notion that these factors impede output, while 14% strongly disagreed (SD) with the idea that these factors hinder production.

The research question 3 addressed in this study is: "What is the impact of hygiene elements on workers' productivity in the workplace?"

Table 3: the impact of hygiene elements on workers' productivity in the workplace

Ite m	Question	SA %	A %	D %	SD %	Total %
1	Supervision of workers increase workers productivity	30	39	20	11	100
2	A good policy and administration can increase workers output	32	40	20	8	100
3	Nature of job can increase workers output	25	35	25	15	100
4	Good relationship with supervisor increase workers output	58	25	10	7	100
5	Participation in decision making motivate workers to increase productivity	25	40	27	8	100
6	Increase in sales and growth motivate a worker to increase productivity.	30	26	24	20	100
	Mean %	32%	35%	21%	12%	100%

According to the data shown in the table, it can be observed that 32% of the respondents expressed a strong agreement (SA) about the favorable impact of hygienic aspects, such as supervision, policy and administration, type of job, interaction with supervision, involvement in decision making, and sales and growth, on production. A total of 35% of respondents expressed agreement (A) with the notion that these elements will have a favorable impact on productivity. In contrast, a notable proportion of respondents, specifically 21%, expressed disagreement (D) over the potential positive impact of these hygiene elements on output. Additionally, 12% of respondents strongly disagreed (SD) with the notion that these characteristics would have a good effect on production.

PRESENTATION OF THE FINDINGS

The results obtained from the investigation pertaining to Research Question 1 indicate that several aspects, including salary, allowances, working materials, working environment, job security, positive working relationships, availability of housing, and recognition, have a positive impact on productivity levels. This finding is substantiated by the work of Koontz and Weihrich (1990, as mentioned in Uzonna, 2013) titled "Impact of Motivation on Employees Performance." The individual held the belief that there exists a substantial body of data supporting the notion that performance can be enhanced when appropriate incentives, referred to as motivators, are provided. According to the Expectancy theory, individuals are more likely to perform optimally when they are adequately motivated. The data also indicates that certain elements, known as non-motivators, do not serve as incentives for workers to enhance their productivity. The variables that contribute to negative working conditions encompass an unfavorable work atmosphere, lack of discipline, excessive workload, conflicts, and insufficient task allocation. The results of this study are consistent with the research conducted by Koretz (1995) on output within a mining firm located in Texas, United States. The author observed that these circumstances may result in reduced work productivity or even work abandonment among employees. The results of this investigation are consistent with the research conducted by Eden (2004) in a tea plantation. Based on his research findings, it was determined that workers are subjected to adverse working conditions, including the absence of necessary resources, excessive workloads, and a lack of job security. Additionally, it was noted that employees exhibit reduced productivity levels and a portion of them choose to resign from their positions. The researcher reached the conclusion that a deficiency in the provision of incentives is associated with diminished levels of productivity.

The results obtained from the investigation pertaining to Research question three indicate that hygienic considerations have a significant impact on the productivity of workers. These findings are consistent with the study conducted by Vrancic (2015) in a coal mining firm located in the United States of America. The study revealed that a majority of miners, specifically 57%, expressed agreement regarding the impact of their involvement in decision-making processes on their work approach and productivity. Additionally, the results of this study align with those of a previous investigation conducted by Leiberman in a United States-based shoe factory, which involved a sample size of 587 employees. According to the researcher's findings, a significant majority of workers (60%) expressed the belief that effective supervision plays a crucial part in

enhancing productivity. This sentiment is attributed to the observation that workers tend to demonstrate increased diligence and effort when they receive appropriate supervision. In a study conducted by Tyilana (2012) on a prominent national broadcasting station in South Africa, a total of 630 journalists were examined. According to the researcher's findings, a significant majority of the personnel, specifically 88%, reported that the hygiene elements have a favorable impact on their productivity. The results of this investigation are consistent with those conducted by Hartt Spack in a meat processing facility located in Alabama. Based on the research findings, it has been observed that employees who maintain positive relationships with their supervisors exhibit higher levels of productivity and performance compared to those who have strained relationships.

Based on the analysis of the findings, it was determined that the productivity of employees is influenced in a good manner by factors such as acknowledgment, praise, and transfer of authority. However, it was observed that monthly allowances and regular payment of salary to employees do not necessarily lead to a rise in their performance. The inclusion of employees in decision-making processes may not necessarily provide a solution to motivational difficulties, particularly when it involves employees who have not yet fulfilled their basic requirements at the first three levels. Based on the conducted research, it was determined that certain factors can counteract demotivation, alternatively referred to as hygiene factors, or in some instances, motivate employees to enhance their performance. These factors include promotion opportunities, improved living conditions and work environment, transportation and meal allowances, as well as fostering a friendly and positive employer-employee relationship.

RECOMMENDATIONS:

Based on our findings, the study makes the following recommendations;

Staff development: The significance of staff development in any firm is of utmost importance and should not be underestimated. The training program imparts knowledge on the significance of occupations and emphasizes the essential skills required for successful job applications.

Incentive-based motivation refers to the utilization of motivational influences that are specifically designed to drive behavior and encourage employees to generate high-quality work. Various forms of incentives are utilized by employers in order to enhance productivity figures. Employee incentives encompass a diverse range of offerings, such as remunerated leave, monetary

rewards, cash incentives, and travel benefits. Employee motivation is influenced by incentives as they provide workers with other goals to pursue beyond their normal salary.

The provision of recognition and rewards is crucial for motivating staff to consistently deliver high-quality work. Recognition and employee incentive systems serve the purpose of identifying individuals who demonstrate exemplary performance in their respective job roles. Recognizing and commending employees for their accomplishments fosters a positive emotional state and serves as a motivating factor for them to continue performing at a high level. Employers acknowledge employees by monitoring their progress and offering comments on their continuous improvement. Public acknowledgment is an additional incentive that positively influences the level of worker productivity. Certain employers promote the practice of encouraging colleagues to express commendations for exemplary performance. Additionally, incentives like as providing meals and organizing celebratory events can serve as a positive means of acknowledging exemplary performance.

CONCLUSION:

Strategic management is often regarded as the most effective approach for fostering organizational growth and enhancing operational effectiveness. One of the most challenging tasks for an administrator in any organization is determining the most effective approach to mobilizing human and material resources in order to meet the organization's purpose, vision, and goals. One hypothesis within the field of administration sciences posits that, irrespective of its complexity, no aspect of production can fully replace the contribution of personnel inside an organization. This statement highlights the inherent necessity for a workforce that operates with a high level of efficiency and productivity, akin to that of automated machinery, in order to generate profitability for the organization. If this news is applicable to the staff or workforce of an organization, the manager is then confronted with the challenge of determining the most effective approach to motivate the staff to contribute their utmost efforts towards advancing the organization's long-term productivity and sustainability.

The innate inclination of individuals plays a significant role in determining their level of commitment within an organization as part of the workforce. Moreover, individuals are conscious homo-economic agents whose actions and inactions are increasingly motivated by circumstances that benefit them. These advantages can be either extrinsic or intrinsic in nature. According to

Bernard (1968), individuals willingly contribute their energy to the Organization due to distinct reasons that should not be jeopardized by management (p.12). It is worth noting that a viable approach for the Organization is to perceive the concerns of the employee as those of the Organization itself, as this would therefore foster the employee's commitment to the Organization (Argis, 1964). The evaluation is primarily focused on investigating the correlation between motivation and employee performance within the renowned university. According to Dubravin (2011), motivational administration has a long history, dating back to the era of subjugation. However, it has been found to be ineffective since it was a management approach that hindered initiative and creativity. According to Dessler (2008), the implementation of performance pay cannot serve as a substitute for effective management.

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