

MOTIVATION AND WORKERS
PERFORMANCE IN AN A ORGANISATION
A CASE STUDY OF DUTSE MUNICIPAL
LOCAL GOVERNMENT AREA

BY

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AD/PAD/19/070A

**IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE AWARD OF ADVANCE
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APPROVAL PAGE

This research was read and approved as meeting the requirement for the Award of Advance Diploma in the Department of Public Administration, College of Business and Management Studies, Jigawa State Polytechnic Dutse.

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DEDICATION

This research project I was dedicated to my parents. Alhaji Sani Shehu and my mother Hajiya Aishatu Habibu Garba Mai Akwala. For their financial contribution and other support throughout the course of my study. May Almighty Allah continue to bless them, Amen

DECLARATION

I hereby declared besides the references made this project work, the ideas contained are surely the product of my research effort undertaken under the supervision of Mallam Gambo Uba and that work is not copied, neither has it ever been presented here in Jigawa State Polytechnic nor elsewhere for the award of Advance Diploma certificate . All sources of data used have been duly acknowledged, and to the best knowledge information herein is original.

ABUBAKAR SANI

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DATE

CERTIFICATION

This is to certify that, the research work for this project has been conduct and prepared by Abubakar Sani with Registration AD/PAD/19/070A and was carried out under my supervision

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In name of Almighty Allah the most beneficent of the merciful peace be upon to his beloved prophet Muhammad Sallallahu Allaihi Wassalam (S.A.W) who give me the opportunity to educated myself, it is perhaps the people mention below, project would not have been taken on its final form.

This project was carefully checked and closely supervised by Mallam Gambo Uba Ringim offering consummative criticism and suggestion where appropriate.

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CHAPTER ONE

1.1 GENERAL INTRODUCTION

An organization has goals that can only be achieved by the effort of who work in the department individual or workers also have their own goals in life and these are likely to be different from the organization goals.

A major consideration for supervisor and management is the problem of getting the workers to work in such a way that the organization achieve its goals in order workers must be motivated.

Motivation and worker performance in organization, motivation and that directs or channels behavior towards goals in other words, motivation is a general term applying to the entire class of drivers desires, need wishers and similar forces likewise to say that managers motivated their subordinates is to say that they do those things which they hope will satisfy these drives and desires and induce the subordinate to act in a desired manner. Workers representatives should on board of directors to note the fifth directives of the C E C which state that "at least one third of members of supervisory organ shall be appointed by the workers or their representatives.

Motivation refers to the way urgent aspiration drive and need of human belong direct or control or explain their behavior. It may simply be described as keenness for a particular of behavior.

Motivation inters physiological process whose presence or absence as inferred from observation or observes performance within and individual

1.2 STATEMENT OF THE PROBLEMS

Today who ever want to write a research project must face a lot of problem and a lot of difficulties before getting the information relate to the research topic, the following are the major constraints or problem account during the research work.

- I. Lack of inadequate financial support
- II. Time limit is not all that enough
- III. Lack of inadequate consultant material

1.3 SIGNIFICANCE OF THE STUDY

In any organization public or private the motivation of the employees is necessary, if that organization want to achieve their objectives goals because the performance of the employees or workers is determine how that organization is move, so this research findings on how to increase the performances to an individual or organization in order to know how to motivate the workers can understand the problems associated with lack of proper motivation and its effect to their day to day activities in an organization.

Lastly this research project after completion will help the managers or management on how to motivate their employees with good techniques and method

1.4 AIMS AND OBJECTIVES

The central purpose of this study is to shoe specifically the workers performance in governmental organization precisely Dutse Local Government Area in order to

enhance better and high efficiency in worker performance their duty in governmental organization.

Therefore the study will critically examine the following:

- I. The motivation and workers performance with special reference to Dutse Local Government Area.
- II. How can workers be motivated performing their duties efficiently
- III. The relationship between the subordinate and the superiors.

1.5 RESEARCH HYPOTHESIS

The research is guided by a central hypothesis which state that the attitude of financial institution fall short of expectation in order to examine this central hypothesis, the research has to set some preparation such as;-

- I. **Null Hypothesis:** the relationship between the subordinate and superior officer could enhance work efficiently.

ALTERNATIVE HYPOTHESIS: the relationship between the subordinate and superior officers could not enhance work efficiently

- II. **Null Hypothesis:** motivation to workers is one of the way that raise efficiently in organization.

ALTERNATIVE HYPOTHESIS: motivation to employees is not the of the way that raise officially in organization

1.6 SCOPE AND LIMITATION

The research work is confined to Dutse Local Government Area. I am constrained to limit this research work due to and adequate financial resources will carry the

research. Time and resources at my disposal cannot permit me to have wider coverage of the study.

1.7 BRIEF HISTORY OF DUTSE LOCAL GOVERNMENT AREA

Dutse meaning "Rock" has qualified Gadawur coined from a world of legendary hunter at an incident Garu town the rock forest some time is memories. The hunter was said to have noticed a sudden crossing of oriented take a surprise he said " Yanzu Naga Gada" (Antelope) Wur (cross) Tawuce is just now I saw on Antelope (crossing) where the origin of Gadawur title is known about the ancient history of Dutse, but ample historical evidences available suggest that Dutse have been existing as a politically originated kingdom for more than six hundred (600) years, the Kano chronicle for instance relates about a war between Sarkin Kano Abdullahi Bukja and Dutse in the first half of the 15th century (1400-1450 AD). This goes to show that not only Dutse was politics but was even passing threat to the expanding Kano kingdom.

The years (between 1500 – 1800 AD) witness remarkable achievement in the field of politics, administration culture and the building for city wall which had thirteen (13) gates for instance Dutse entered the trade network that linked Ganja, Kano and the Bauchi regions what was just remarkable. However, was that Dutse remained on independent political entity throughout the speech. Nevertheless, in the opening year of the 19th century as a result of the jihad piloted by Sheik Usman Danfodio, Dutse lost its independent and fall under the influence of Kano. This notwithstanding Dutse maintained a semi independent status as historical fact available indicated. Suffice it note that Dutse has two (2) rulings dynasty

tracing to the champion of Jihad movement in Dutse Salihi Dan M. Lawan and Musa Dan Mallam Amadu who provided the successive Sarkin Dutse up the present day.

The 20th century created by colonial over rule movement challenge in the people affixture to life environment and entire organization. What was significant in that Dutse assumed a westernally and politically importance producing Ministers, Governors and administration in the successive regime.

Since 1987 and also a present town is "Garu" was purposely chosen as the settlement because of the security aspect it gives to the populace it is naturally surrounded by stones walls giving the occupants their opportunity of checking and dealing with in order.

Mean while on the 27th August, 1991 create new nine States during General Ibrahim Badamasi Babangida administration which is Jigawa is among the nine states created and also Dutse is the state capital of Jigawa State. It's the central for the other Local government in Jigawa. Moreover in 1992 the first military governor, Colonel Olayinka Sule we divide Jigawa into five emirates Dutse, Ringim, Hadejia, Kazaure, Gumel. A part from development of agriculture Dutse people produce foods and cash crops such as millet, guinea corn, beans cassava and groundnut is the most reorganized cash crops for development or irrigation to be cashier Dam, which constructed at Warwade village and other places.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 DENITION OF TERMS

The terms motivating originally derived from Latin word which means "to move" however this one word is obviously an inadequate definition for this purpose. What is need is a description which sufficiently covers the various aspects inherent in the process by which human behavior is activated.

Motivation is that set of attitudes which a predispose a person in thus an inner state which energize channels and sustain human behaviour to achieve goals. Also motivation the course of certain behavior that will make people the work to perform when we are looking of motivation we booked of social psychology they do hence come with a motivation channels.

Also motivation is all those inner tension for the need that we described as hopes wishes desires fears intention any inner state that activates and move us. It is the urge or compulsion to do sometimes e.g. eating, drinking, seeking, for shelter make love throw a pouch win a dart much becomes a famous scientist or produce more and better goods at lower cost, motivation.

Therefore a continues process which brings an awareness of a need of sense of tension and process though the satisfaction of that or the dispersal of the tension to awareness of another need or sense of further tension and so on.

Motivation is a process that arouse sustain and regulate behavior toward or specific goals or objective obviously this process is of interest to everyone to the

supervision whose job is to get to perform task, it is virtually important the supervision has to become involved with the motivation of workers do that performance requirement of organization can be met and workers need and expectation satisfied.

2.2 MOTIVATION TO WORKERS

This chapter is concerned with the review of related literature since there is not private and public organization that does not see the important of motivation to workers performance in organization.

According to Steer Richard (1975) he defined motivation to workers as:

“The term motivation is inner state that energize activities or move hence motivation and that direct or channels or behavior toward goals, in entire class because managing involved that creation and maintenance of an environment for performance of individual working together in group towards the accomplishment of a common objective, it is obvious that manager cannot do this job without knowing what motivates people”

The necessity of building motivation factor in organization roles the staffing of this roles and the entire process of directing and leading peoples must be built on knowledge of motivation to emphasize. The important of taking of motivation factors, their job is not to attempt to manipulate people but rather to recognize motivation factors in designing an environment for performance.

The bias element of all human behavior is some kind of activities whether physical or mental we can look at human behavior as a series of activities. The question arises as to what activities human being will undertaken at any point in time and

why we know that at activities are lead them to out. Sometimes people know exactly why they do things later, however, individual derives less buried in their sub consciousness for example do you know why you did not what you do top day and what all your various activities were designated to achieved.

The primary task of management or director of personnel management get people to contribute activities which will help in of any department other organized until within the organization clearly to guide people activities is derived direction required to be known to the best of any Director of Personnel Management ability what motivate them.

2.3 THE PROCESS OF MOTIVATION

The process start with a perceived need them a tension is created with the start of the motivate the behavior, then there is a move toward the realization of the need, a goal oriented behavior. As soon as need is satisfied, the tension is relived.

To motivate and workers department must create real or imagined need for the workers to aspire the performance. It is worthy of nothing the term need desire aspiration and drives are use entire changeably since every workers had need he is capable of being motivated according to organization desires in order to create performance. It could be acquired that if a person is work to a job he will do that job and no or question or motivation arises, if the person does not want to do the job he can easily rising, but the issue of the motivation is the key of actors that will make the particular person to like the job and do it more efficiently.

By the following method of the motivation system (i.e. performance will rise). To certain the performance worker in organization is by using performance appraisal system.

According to Breach, E.F.L (1975) he said, performance appraisal the objectives of the performance appraisal could either evaluated (judgment or development changing) the evaluation objectives include:

- I. Provision of feed back to sub ordinate to know where the stand
- II. Diagnosing individuals and organization strategies weakness
- III. Counseling coaching career planning motivation subordinate
- IV. Development positive superior subordinate relation sometimes the objectives of evaluation and development could be in conflict when performance is expected to meet the evaluation objectives, superior may have make difficult to judgment when the evaluation is communicate and the immediate consequences to subordinates are adverse the superior subordinate relation can become strained at that stage the superior plays the role of her per meet the development objective of the appraisal. The difference communication process required to accomplish the complication objective pose difficult process for raises issues concerning the appraisal process. This is the suggested that uncoupling the twin objectives and dealing with them separately could be better alternative.

Performance of appraisal system can be put to several uses covering the entire spectrum of personal human resources function in an organization the illustrate list 58 of uses of the management objectives includes:

- I. Systematic effort to one up performance base on performance result appropriate feedback and correctly action
- II. Input for an array of personal decision such as placement transfer promotion and record
- III. To identify individual with high potential
- IV. To develop career and succession planning
- V. To take decision on determination
- VI. To analysis training and development need
- VII. Human resources planning
- VIII. For diagnosis individual and organization problems

2.4 WHY IS MOTIVATION PROBLEMS

One may be wondering why is motivation important it could acquire that if a person is working to a job and no question or motivation arises, if the point of issues however is the efficiency with job is done it suggest that if an individual can be motivated by one another they will work more efficiently (i.e. performance will arises) or they will perform better. There some debates as to what the actual efforts of improved motivation are efficiently or quality but it was become widely accepted that motivations is beneficial to the organization and most of the research into motivation. Been done with people who are in the non managerial rank authorities some like that porter and lower and marchland have include professional and executive while there is a little resources have made it clear that problem motivation is complicated by the fact that what motivate peoples varies people individual and with situation.

One of the nation's top experts in the area of executives motivation and compensation arch pattern has identified those motivations which he has funded to be especially important. In this case of executives they are the following:

- a. **The challenge found:** - if this is to be maximized people most known the purpose and scope of their job responsibilities what their department is and what is expected of them and what they are doing.
- b. **Status:-** department recognized for centralized by churches the military government industry has come to see status as a motivator only in recent rear, it includes title promotion and such symbols as office size and appointment and "Executive" Secretary of the department car and all memberships
- c. The urge to achieve leadership while difficult at times it is really the wish to be leader among the ones peers.
- d. The lack of competition:- this important factors is present in many aspect of life.
- e. Fear this takes many forms including fear of errors of loss of job or reduction of a bonus
- f. Money while placed last money is by on of means the least effective motivation most often it is more than more money being generally a reflection of other motivation

2.5 MASLOWS HIERACHY OF NEEDS THEORY ON MOTIVATION

According to Nwonsu, H. W. (1957) he discourse an Abraham Maslow's who develop the theory of self actualization urged what human motivation on can be

understood by investigation of specific need which are to be met in a progressive manner his assumption are:

- I. Man is constantly in what or need of something
- II. That total satisfaction of need is almost impossible
- III. That these need are graded by the organization in the order of the importance
- IV. That as some urgent and pressing need is satisfied another higher order need will emerge.
- V. That a currently satisfaction need become unimportant and under estimated by organism and no longer control or dominates behavior

Maslow's categorized the hierarchy of need in this order.

1. Physiological Need
 2. Safety Need
 3. Social Need
 4. Self-Esteem Need
 5. Self Actualization Need
1. **Physiological Need:** these needs are the lowest order need and they are basically in nature since they determine the survival of organization or human being. They include food, water, air, sex deflection. Maslow argued that when there physiological need is denied to individual all other needs are suspended until they have been met.
 2. **Safety Need:** there need includes shelter and clothing which are meant to ensure the safety and security need partly innate and partly 70% inherent

they include protections from badly harm and protection from arbitrary loss of workers.

3. **Social Need:** Every individual want to associate with other this is the reason why people get a marriage and join voluntary association and social organizations being accepted by others and need for friendship affection and interaction.
4. **Self Esteem Need (EGO):** This need include self esteem, self respect, self regard and self evaluation, sometimes on individual tens to feel superior to others by purchasing expensive cloth or cars, attending popular schools.

2.6 MOTIVATION AS BEING APPLIED BY DUTSE TOWARDS EFFICIENT AND EFFECTIVE MANAGEMENT

An interesting special application of motivation is the techniques apparently successfully applied by have psychologist biff skinner is been strictly followed by the organization the special application called a positive reinforcement or behavior medication includes:

- I. The organization precise good performance when the analysis the work situation which determined what course workers to act the way they did and then initiate changes which eliminate troubles.
- II. The authority hold the opinion that every individual can be motivated by property designing their work environment and providing performance which they strictly did.
- III. Specific goals are set with workers participation and assistance prompt and regular feedback of such is made available through the effective use of monitoring and evaluation department.

- IV. That punishment for fear of less of job errors or even reduction of bonus
- V. Performance improvement are appraised through administration department and improvement are rewarded with promotion bonus recognition praise
- VI. Even when performance does not equal goals is ways are been found to help people and raise them for good thing they do.
- VII. The authority informs its staff an authority problem especially those in which they are involve through the join force monitoring and evaluating media unit and administration department by collection of the work programme of each department on quarterly basis and producing to affects the problems through media unit
- VIII. Through good management: the approach emphasis as removal of obstruction of performance carefully planning organization and controlling through feed and expansion of communication this gives an element of participation by self responsible for performance.

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CHAPTER THREE

3.0 RESEARCH METHODOLOGY

The general instrument used in the field or research to assess the information. Therefore these project works will depend on the collection of data through the use of questionnaire document and the use of journals, newspapers and textbooks in gathering information and data I respect of the research topic. Motivation and workers performance in organization. A Case Study of Dutse Municipal Local Government Area.

3.1 RESEARCH DESIGN

The method adopted for this study is diagnosis of variable and their relationship to one another. It means the structuring of investigation aimed at identifying those variables and their relationship. It attempt to find out the incidence, distribution and interaction among the variables as well as focus on vital facts, beliefs, opinion and behavior from the sampling drawn by administering questionnaire in order to gather relevant data needed for this research study

3.2 POPULATION SIZE OF THE STUDY

Population refers to the entirety of the term technically known as the members bring considered it is also called universe. Dutse with a Headquarter of Jigawa State different district located in a different organization a part of population of about 962 people among of them include

both staff and sub staff of the organization. In addition to above mention of staff person are working in the organization.

3.3 SAMPLING TECHNIQUES

Dutse is simple where each is unit of population has exactly same as any other unit of being in the sample. This is what makes the researcher to adopt the random sampling one method of obtaining random sampling is the most practical method which these use of table of random numbers or these numbers can be read in any methodical way.

3.4 METHOD OF DATA COLLECTION INTERVIEW

This can be define as the selecting information by the process of consecration between the researcher the between interview and the respondents (interviewee). This method of data collection is probably the most popular is surely its merit includes the flexibility in use when answer from respondent are not clear problems question most could be asked and difficult question could still fully be asked for comprehension.

Interviewing workers along with question native. This method created the opportunity for effective communication through it was always available at the time required.

3.5 RESEARCH INSTRUMENT

The instruments of users in collection of data are primary and secondary types and sources of data in order to have more information.

Primary data is the first-hand information, it involves the researcher going to the field to collect information never collected on the subject matter under study, example response from the interview, while secondary data refers to the collection of information that was already obtained, gathered and stored in text or printed materials examples, books, journals, reports, television, and radio programmes. Consequently, in this research project fifty (50) respondents are to used due to lack of the ample time and to minimize cost.

3.6 METHOD OF DATA ANALYSIS

For the analysis of the data we relied on quantitative descriptive analysis and simple percentage.

Asika (1991:118) defines quantitative descriptive analysis to mean summarizing a mass of information generated in the in the research, so that appropriate analytical method could be used to discover the relationship among variables, while we make use of simple percentage for the survey techniques. The simple's percentage means the rate of number or amount in each hundred. The adoption of the foregoing analytical method becomes necessary since the study relied principally on observation and survey technique

CHAPTER FOUR

4.0 DATA PRESENTATION AND INTERPRETATION

The question about fifty (50) were distributed to workers in Dutse Local government and some other department all the question are for respondents.

This data analysis therefore is going to based on the fifty (50) questionnaire collected it will be analyzed based on the two distinct part B and B. part A personal data and part B subject matter data:

4.1 DEMOGRAPHIC DATA OF THE RESPONDENTS

Table 4.2.1 Sex Distribution

SEX	FREQUENCY	PERCENTAGE
Male	40	80%
Female	10	20%
TOTAL	50	100%

From the table 4.2.1 above it can be seen clearly that 80% of the respondents are male while 20% of the respondents are female

Table 4.2:2 Age Distributions

AGE	FREQUENCY	PERCENTAGE
18-20	4	8%
21-30	15	30%
31-40	5	10%
41 and Above	26	52%

TOTAL	50	100%
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From the result showed in the table 4.2.2 26 respondents are between the age of 40 to above (52%), between the age of 31-40 (15%) between the age of 21-30 (15%) while (4%) of the respondents are between 18-20.

Table 4.2.3 Educational Qualification

QUALIFICATION	FREQUENCY	PERCENTAGE
Primary	NIL	NIL
Secondary	20	40%
Tertiary	28	56%
Other	2	4%
TOTAL	50	100%

From the result of this table 4.2.3 there was no respondent with a primary school qualification in the table, of the respondent passes secondary school, 40% passes through tertiary education 56% of the respondent passes and others

Table 4.2.4 Marital Status

STATUS	FREQUENCY	PERCENTAGE
Married	20	40%
Single	15	30%
Divorced	5	10%
Widow	10	20%
TOTAL	50	100%

From the result in table 4.2.4, 40% of the respondents are married 30% are single, 10% are divorce, and 20% of the respondents are widow.

4.2.5 Working Experience

EXPERIENCE	FREQUENCY	PERCENTAGE
1 – 5 years	5	10%
6 – 10 "	15	30%
11 – 15 "	10	20%
15 – 25 "	20	40%
30 above	NIL	NIL
TOTAL	50	100%

From the table 10% of the respondents had working experience below 1 – 5 years, 30% respondents had working experience 6 – 10 years respondent with 20% represent 11 – 15 years, 40% of the respondents had working experience 16 - 25 years while 30 above has NIL.

PART B: SUBJECT MATTER DATE

Table 4.3.1 which of the department are belong?

RESPONSES	FREQUENCY	PERCENTAGE
Treasury	5	10%
Agric Department	15	30%
Admin Department	30	60%
TOTAL	50	100%

From the table above 10% of the respondents are treasury staff, 30% of the respondents is in agric department and 60% from the administration department.

Table 4.3.2 What do you think in your opinion determine the success of organization base on workers performance

RESPONSES	FREQUENCY	PERCENTAGE
Administration	15	30%
Motivation	30	60%
Communication	2	4%
Others	3	6%
TOTAL	50	100%

The above findings table 4.3.2 that 30% respondents choose Administration, 60% respondents that motivation is what determines success, 4% respondents, communication and 6% belongs to others.

Table 4.3.3 In your opinion access the effect of motivation in an organization

RESPONSES	FREQUENCY	PERCENTAGE
Adequate	30	60%
In – Adequate	10	20%
Very Adequate	10	20%
TOTAL	50	100%

From this table 4.3.3 that 60% of the total respondents choose adequate 20% choose in adequate and 20% very adequate motivation in an organization.

Table 4.3.4 Is there any cardinal relationship between executive and subordinates in your organization?

RESPONSES	FREQUENCY	PERCENTAGE
Yes	50	100%
No	-	-
TOTAL	100%	100%

Table 4.3.4 all the respondents agreed and stated there is cardinal relationship between executive and the subordinate.

Table 4.3.5 What does the bring in the organization?

RESPONSES	FREQUENCY	PERCENTAGE
High performance efficiency	30	60%
Does not create efficiency	7	14%
Effective productivity	13	16%
TOTAL	50	100%

From 4.3.5 that 60% of the respondents are of high performance efficiency, 14% of the respondents are of does not create efficiency while 16% are effective productivity

Table 4.3.6 What role should management play in promoting and motivation? By maintaining the phenomena effectively because it's the cost of every human behavior

Table 4.3.7 Is motivation style catalyst to efficiency and effectiveness

RESPONSES	FREQUENCY	PERCENTAGE
Yes	40	80%
No	10	20%
TOTAL	50	100%

Table 4.3.7 that of the all respondents is motivation style a catalyst to efficiency and effectiveness.

4.3.8 Does your organization identify motivation as import to improve efficiency?

RESPONSES	FREQUENCY	PERCENTAGES
Yes	40	80%
No	10	20%
TOTAL	50	100%

Table 4.3.8 that of the respondents choose yes 80% of the respondents then 20% respondents answered No the importance of motivation in organization.

Table 4.3.9 how you relate motivation and workers performance through motivation cannot be observe directly but of workers are motivated it will say the goals and insight.

Table 4.3.10 Does you perform effective productivity in your organization

RESPONSES	FREQUENCY	PERCENTAGE
Yes	50	100%
No	NIL	NIL

TOTAL	50	100%
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From the above table we can see that 100% of the respondent's response is on the motivation that their performances affect the productivity in your organization.

Table 4.2.11 What is your general view on motivation in connection to workers performance?

Workers should be motivated because is the only phenomena or tool which involves in the stimulating action towards particular objective

4.3 INTERPRETATION

As regards to the interpretation, I wish to submit:

Table 1: means that among it can be seen clearly that 80% of the respondents are male while 20% of them are female.

Table means that among respondents question asked by questionnaire it indicates 6% of the respondents that fall within the age 18 – 20 next in line are 8% fall within 21 – 30 years, 30% of the respondents.

Table 4.2.3 shows education qualification of the respondents 0% for primary school holder and 56% respondent are tertiary holders and 40% are secondary certificate responses and 4% are and other responses

Table 4.2.4 marital status of total responses and it shows that majority of responses are married which is 40% and then single 30% are responses while 20% are widow and 10% for divorced.

4.2.5 Responses of working experience of total response that 40% responses are below 16 – 25 years and 20% responses are 11 – 15 years and 30% responses are 6 – 10 responses are 1 – 5 years and 30 above respectively

Table 4.3.1 which of the department are you belong, 60% of the respondents are administrators, 30% are from agric department and 10% are from treasury.

Table 4.3.2 what do you think in your opinion determine the success of an organization base on workers performance of total response 60% are of motivation and 30% are for administration and 4% of the respondents are communication and 6% responded on management.

Table 4.3.3 In your opinion access the effect of motivation in an organization. The 60% responses are adequate and 20% are of inadequate while 20 responded on very adequate

4.3.4 Responses are they cardial relationship between executive and the subordinate in an organization where by the whole 100% goes to yes.

4.3.5 Shows what does the bring in the organization of total responses 60% response are does not create efficiency and 14% responses are high performance efficiency and 16% responses are effective productivity.

Table 4.3.6 research question? What role should management play in promotion motivation?

By maintaining the phenomena effectively because its cost of every human behavior

Table 4.3,7 Is motivation style catalyst to efficiently and effectiveness of total responses.

Table 4.3.8 Does your organization identify motivation as important to improve efficiency? Of the responses 80% responses are yes 20% are No.

Table 4.3.9 show how do you related motivation and workers performance of the total response 80% responses are yes While 20% response are No.

Table 4.3.10 does your performance affect productivity in your organization? Of the response 100% response and motivation that their performance affect productivity in an organization.

Table 4.3.11 what is your general view on motivation in connection with workers performance. Response 100% are yes means all total responses are yes.

4.4 TEST OF HYPOTHESIS

Hypothesis is divided into two types which include:

- I. Null Hypothesis
- II. Alternative Hypothesis

Null Hypothesis: which shows the negative statement while the

Alternative Hypothesis: shows the positive statement

H1: Null Hypothesis: motivation to workers performance is one of the way that rise efficiency in organization

H1: Alternative Hypothesis: motivation to workers performance not rule the way that raise efficiency in an organization.

CHAPTER FIVE

5.1 SUMMARY, CONCLUSION, RECOMMENDATION

5.2 SUMMARY

From the available literature and all the data gathered the research has been able to discover that, motivation and workers performance in an organization cannot be trampled upon if an organization must achieve its objectives.

The organization should device the best motivation tonal techniques suitable to motivate its workers. However in all things the executive should learn to give equal treatment to all worker under them or else some workers that are been motivated will be dissatisfied and then reduce their input in the organization.

Workers salary and fringe benefits should be reasonably increased, the manager should always be concerned about the workers personal disposition and their social need should be provided for accomplishment with a conducive working environment. Reward should be given justly according to workers input otherwise some of the workers will be dissatisfied which eventually lead to poor quality performance absenteeism which are some of many things attached to lack of proper workers motivation.

5.3 CONCLUSION

In conclusion the only way an organization could achieve its objective is to critically study its workers to which that will motivate them better to work and then making the motivation techniques discover part and parcel of the organization policies, motivation as a must for a executive to acquire its

objectives because its importance cannot be over emphasized if organization objectives must be achieved.

5.4 RECOMMENDATION

All necessary research work has been carried out by the researchers, below is the few recommendation from the findings:

1. The executive of the organization should make it known to the workers that good performance is highly valid by the organization and such attracts a high reward.
2. Good recreational facilities and a conducive environment that will facilitate a sense of belonging between the work and workers should be made available in organization.
3. The workers should be provided gratifying environment to work in under no condition should reward be lower or high than performance
4. Reward should be commensurable to performance workers of all status should be given equal opportunity to table their view and opinion, this will no doubt boost their morale hence induce them to work efficiently.
5. Management should not pay deaf ear to its workers personal problems all possible assistance should be accorded them where and when due is needed.
6. It is very important for management to know that good and reasonable increase in salary and fringe benefits are two of the many ways to induce workers to performance effectively

7. Workers should continually be motivated to get them best from them. Motivation in an organization should not be related upon its should be part and parcel of an organization administration

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APPENDIX

QUESTIONNAIRE

This research questionnaire is designed strictly to collect data for a research work leading to acquisition of Advanced Diploma in Public Administration.

Please fill free to give honest response it will be treated strictly confidential and use for academic work only.

PART A: PERSONAL DATA

1. Sex
 - a. Male
 - b. Female
2. Age
 - a. 18 – 20
 - b. 21 – 30
 - c. 41 and above
3. Educational qualification
 - a. Primary
 - b. Secondary
 - c. Tertiary institution
 - d. Others
4. Marital Status
 - a. Married

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2. Age
 - a. 18 – 20
 - b. 21 – 30
 - c. 41 and above
3. Educational qualification
 - a. Primary
 - b. Secondary
 - c. Tertiary institution
 - d. Others
4. Marital Status
 - a. Married

- b. Single
 - c. Divorced
 - d. Widow
5. Years of working experience
- a. 1 – 5 years
 - b. 6 – 10
 - c. 11 – 15
 - d. 16 – 25
 - e. 30 and above

PART B: SUBJECT MATTER DATA

6. Which of the department you belong to?
- a. Treasury
 - b. Agric
 - c. Administration
7. What do you think in your opinion determine the success of an organization base on workers performance?
- a. Administration
 - b. Motivation
 - c. Communication
 - d. Others
8. In your opinion access the effect of motivation in an organization?
- a. Adequate
 - b. Very adequate
 - c. Not adequate

9. Is there any cardinal relationship between the executive and the subordinate in the organization

- a. Yes
- b. No

10. What does the bringing in the organization?

- a. High performance efficiency
- b. Effective productivity
- c. Does not create efficiency

11. What role should management play in promoting motivation?

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12. Is motivation style a catalyst to efficiency and effectiveness?

- a. Yes
- b. No

13. Does your organization identifying motivation as important tools to improve efficiency?

- a. Yes
- b. No

14. How do you relate motivation and workers performance?

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15. Does your performance affect productivity in your organization?

- a. Yes

b. No

16. What is your general view on to motivation in connection to workers performance?

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