

**THE RELATIONSHIP BETWEEN MOTIVATION
AND EMPLOYEE PRODUCTIVITY IN BAUCHI
STATE HIGHER INSTITUTIONS**

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by

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Abstract

This study is about the motivation and employee productivity of Bauchi state institutions. The idea of motivation is thus one of the areas that had tremendous contribution hence this study was conducted. The major problem facing institutions of learning especially in the developing world is the issue of withdrawal behavior i.e. employee turnover intention, absenteeism and lateness hence this study investigate whether such problems has any relationship with motivational issue. A questionnaire survey was conducted with one hundred and twenty questionnaires sent and eighty three filled questionnaires were returned. Analysis was conducted using the SPSS package to which the subsequent result of the correlations shows significant relationship between all the independent variables and the dependent variables except lateness which shows no relationship with the independent variables a multiple regression was also conducted and finally a discussion, recommendation and conclusion was made.

In the name of ALLAH the most gracious the most merciful

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CHAPTER ONE

1.1 INTRODUCTION

The concept of motivation in organizations has received considerable attention in the past and recent years. Scholars, researchers and managers in organizational productivity and performance have given several contributions on the concept of motivation. Abraham Maslow, Frederic Herzberg etc have proffered several pathways to organizational productivity and performance in relation to motivation. As time changes due to recent innovations in technology, competition, level of education and above all changes in the employee behaviors, questions as to why do employees behave the way they do still exist thus giving rise to changes in motivational requirements.

As quoted by Ogunrin, Ogunrin and Akerele (2007), Huitt (2003) stated that motivation seeks to explain and predict what energizes, directs and sustains human behavior. The concept pertains to the sum of the forces within an individual that accounts for the level, direction and persistence of effort expended at work (Johns, 1996). It has been called the vital link between knowing and doing, thinking and action, and competence and performance (Revelle and Anderson, 1995). Human performance on a job has been linked to ability and motivation; but improvement in ability is a slow process, whereas motivation can be improved quickly and by implication, so can work performance (Accel-Team.com, 2003). The forces that motivate, or make humans seek to accomplish goals had been called motives, motivators, drives, desires, needs, wishes, stimulus, and so on, with slight differences in meanings.

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