

RELATIONSHIP BETWEEN STAFF MOTIVATION AND THE PERFORMANCE OF THE STUDIED ORGANIZATIONS IN BAYELSA STATE.

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Keywords: Motivation, Organizations, Performance, Relationship, Staff	Abstract: <i>The study aims to assess the relationship between staff motivation and the performance of the studied organizations in Bayelsa State. The specific objectives are: to examine the effect of extrinsic motivation on the productivity of the organizations. To assess the relationship between intrinsic motivations and creativity of workers, Ascertain the effect of Introjected motivation and lack of it on the profits of organizations in Bayelsa state. Descriptive surveys and inferential statistics are employed. The primary source of data for the study was gathered using the instrument of a questionnaire administered to stakeholders. The study adopts inferential statistical analysis using Microsoft Excel to analyze the data generated. The result revealed that extrinsic motivation affects to a great extent, productivity, intrinsic motivation affects to a great extent innovation and creativity, that Introjected motivation affects to a great extent, the profit of the case study organizations. It can be concluded that staff motivation affects to a great extent affects the performance of studied organizations. It was recommended that organizations should motivate their staff reasonably enough to make them efficient, effective, and cultured. This will improve organizational productivity for the enhancement of organizational performance.</i>
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1.1 Introduction

The survival of any organization is dependent and directly proportional to the structures and strategies adopted by the management of that organization. Several factors are responsible for the success of such structures and strategies as it is one thing to have strategies mapped out but yet another thing to have them properly implemented or workable. An organization is made up of the management, Staff, and the

product or services rendered. While the management sees the overall activities of the organization, and the product/service generates the revenue, the staff is the focal point. This is so because they possess the skills and the strength to bring the other two parts of the organization to bear. It is therefore imperative to ensure a healthy balance of the three. No matter how passionate an individual is about a business, the core value lies in the need to make a profit; hence

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the principal interest of any organization is to yield profit, monetary or otherwise. Naturally, adequate attention needs to be paid to the staff since they produce the skill and manpower to make the products and services available, hence their performance on the job can also not be ignored.

Job performance is a mirror of the progress or regress of an organization in the sense that performance determines output/productivity. Thus, it is important to take note of what improves job performance. Campbell (1990) defines job performance as a means to reach a goal or set of goals within a job, role, or organization. The overall performance of an employee encompasses both tangible and intangible factors such as time management, punctuality, and personal effectiveness, ability to finish a given task according to the set standards, objectives, and goals. Zayum, Aule, and Hangeior (2017) aver that the success of an organization is largely dependent on a good appraisal system. Consequently, when there is performance appraisal, motivation, constructive criticism, and reward should become inevitable. The major aim of performance appraisal is to enhance the productivity of the staff. In the same vein, Mullins (1999) holds that performance appraisal provides sufficient feedback regarding how the members of staff of an organization are performing; it evaluates and measures their results, calling attention to their strengths, weaknesses, potentialities, and deficiencies. Certainly, performance appraisal opens up the avenue for a worker to understand the result of his work to see for himself whether he is meeting the organizational goals or not.

It then follows that the employer who seeks to prosper must provide all that is required to get the best out of his employees. More so, research suggests that employees perform better when the management encourages them and make the work environment conducive by being supportive and reducing unnecessary stress levels (Kiazad et al., 2019). Therefore, to achieve success and thrive in today's challenging and competitive global economy, it is crucial to have healthy human resource management. The staff of any given organization is the bedrock of the organization, hence staff motivation is an intrinsic determinant of organizational effectiveness; an unmotivated team is a redundant team. Motivation means having a positive compelling reason to accomplish a given task directed towards achieving the objectives of an organization. In other words, it involves boosting morale, encouragement, and reward given in order to utilize the strength of the staff to the maximum. Staff motivation can be seen as "the degree to which an employee feels good about his/her work and work environment" (McKnight, Ahmad, and Schroeder, 2001). Undoubtedly, it is psychological that when someone feels that another is being fair, he feels duty bound to reciprocate such fairness (Taghipour & Dejban, 2013). Staff motivation can be either intrinsic or extrinsic; it is noteworthy however that motivation is difficult to control and measure but when it is done right, the effect is massive. Therefore, a worker who is highly motivated by his employer shows greater commitment than one who is not motivated. The basic elements of motivation include but are not limited to effective communication, constructive

criticism, the rule of thumb, appreciation, rewards, a work environment that is free of hassle, and job security, among others.

1.2 Statement of the Problem

There is no gainsaying the fact that owing to the unemployment rate in Nigeria and the teeming population of unemployed graduates who go as far as doing menial jobs in a bid to survive, Nigerian employers most often than not, do not think it necessary to keep their staff motivated. Employers of labour misconceive the need to motivate their staff as they simply assume that the worker is paid his/her salary, hence payment is enough motivation for them to work. While it is true that they are paid to work, that notion alone leaves their commitment, zeal, and talent untapped. Data abound that point to the direct relationship between motivation, performance, and productivity. The motivational tools need to be formulated by taking into consideration the fact that individuals join the organization because they feel that their personal goals would be satisfied by getting associated with the organization. Motivation is required in every area of organizational life, as it helps in building the zeal and interest among the staff to pursue organizational objectives. It also raises the efficiency of the staff. It is rather unfortunate that in Nigeria, both public and private sectors are guilty of underplaying the need for staff motivation, this could be part of the reasons behind the poor state of the economy in that the staff sticks to their job roles and routines, they lack the desire to go the extra mile for their organizations largely because management does not care whether they put in extra efforts or not. This discourages the dedicated staff who would

have employed his creativity and innovativeness. Employers also give the notion that no one is indispensable and they usually make reference to the fact that whoever has a problem with the firm can leave and a replacement will be gotten almost immediately. This is the reason behind the failure of many organizations in Nigeria, some of them have motivation problems and bully their staff with the unemployment rate and the fact that there are no jobs out there - the outcome is a lack of commitment, sticking to specific roles assigned, working just for the paycheck, adding no extra effort, working less passionately, among others.

Therefore, this study seeks to evaluate the impact of motivation on Staff performance and productivity. Since motivation is the primary cause of behavior, this study could justify the need for employers to pay more attention to keeping their staff adequately motivated for overall improvement in organizational performance.

1.3 Objectives of the Study

This study aims to assess the relationship between staff motivation and the performance of the studied organizations in Bayelsa State. The specific objectives are:

- i. To examine the effect of extrinsic motivation on the productivity of the organizations in Bayelsa State
- ii. To assess the relationship between intrinsic motivations and creativity of workers in Bayelsa State
- iii. Ascertain the effect of Introjected motivation and lack of it on the profits of organizations in Bayelsa state.

1.4 Hypothesis of Study

- i. Extrinsic motivation has no significant effect on the productivity of studied organizations in Bayelsa State.
- ii. There is no significant relationship between the intrinsic motivations and creativity of workers of studied organizations in Bayelsa State.
- iii. Introjected motivation and lack of it has no significant effect on the profit of studied organizations in Bayelsa State.

Review of Related Literature

2.1 Conceptual Review

Motivation: Motivation is a theoretical construct used to explain behavior. It represents the reasons for people's actions, desires, and needs. Motivation can also be defined as one's direction to behavior, or what causes a person to want to repeat a behavior and vice versa. A motive is what prompts the person to act in a certain way, or at least develop an inclination for specific behavior. Both motive and motivation show a similar connection between what we do and why we do it, Maehr and Meyer (1997). Motivation is a word that is part of the popular culture as few other psychological concepts are. Motivation is categorized into :

Extrinsic Motivation: Extrinsic motivation (EM) refers to the performance of behavior that is fundamentally contingent upon the attainment of an outcome that is separable from the action itself. In other words, EM is instrumental in nature. It is performed in order to attain some other outcome. Extrinsic rewards tend to shift the individual's reasons for performing the behavior from internal (e.g., interest, fun) to external (e.g., to receive the

reward), thus changing the source of the motivation and locus of causality for action. extrinsic –because personal autonomy is compromised. For instance, it has been found that threats of punishment (Deci and Cascio 1972), deadlines (Amabile et al. 1976), and surveillance (Plant and Ryan 1985) all work to diminish intrinsic motivation and increase extrinsic motivation.

Intrinsic Motivation: Intrinsic motivation (IM) refers to engagement in behavior that is inherently satisfying or enjoyable. IM is non-instrumental in nature, that is, intrinsically motivated action is not contingent upon any outcome separable from the behavior itself. Rather, the means and end are one and the same. If an individual engaged freely in an activity (out of interest) and was subsequently offered an external reward such as money (Deci 1971) or points (Lepper et al. 1973) for engaging in that activity, then intrinsic motivation toward the activity declined. Although these initial findings were controversial because they challenged operant theories of behavioral reinforcement, a subsequent meta-analysis affirmed that when extrinsic rewards are expected and tangible, they indeed undermine intrinsic motivation for an activity (Deci et al. 1999).

Introjected Motivation: Introjected motivation is a negative internalized motivation, similar to negative reinforcement. The stimulus for introjected motivation may take many forms, such as internalized guilt around a previous negative interaction with a boss or colleague or consistent negative feedback without positive action items. In introjected avoidance motivation, people try to avoid feelings of low

self-worth, shame, or guilt that may arise as a result of the failure to live up to the introjected standards (Carver, 2006 Elliot, 2006). Although introjected approach motivation is unlikely to be associated with highly maladaptive outcomes, it is still considered less autonomous than identified motivation, a motivational orientation in which people engage in actions because they truly understand their value and identify with them (Ryan & Deci 2000).

Staff Motivation in Nigerian Organizations

Before now, the staff of any organization is merely regarded as a production input. However, in more recent times, it has been discovered by many scholars that to get the desired commitment from workers, they have to be motivated. This is mainly because, in the modern competitive world, business organizations are facing ever-increasing challenges ranging from commitment, engagement, belief, recruitment, and to the retention of their employees. Following the same line of thought Chukwudi, Odogwu, and Adedehinbo (2012) hold that both public and private sectors in Nigeria have goals that can only be achieved by effectively motivating employees in order to reach the desired results. It is unfortunate that a great percentage of Nigerian workers are disgruntled and discouraged within the work environment, only a few are satisfied or fulfilled with their jobs. Motivation along with attitude, perception, personality, and learning are constituents of understanding behavior. (Nabi, Islam, Dip, Hossain, 2017). The concept of motivation is one that has been known to yield numerous results and bridge the gap between the staff, the

management, and the organizational goals. Motivation according to Ludhans (1992) is about providing the staff with the appropriate combination of resources, direction, guidance, and tangible and intangible rewards in order to make them keen, enthusiastic, and inspired to work to the satisfaction of the employer.

Forms of staff motivation in organizations

The degree of employee productivity that ultimately leads to favorable organizational performance is a key indicator of organizational success that should be given greater emphasis as it measures the competitive power of an organization (Hanaysha, 2016; Soltani, 2016). Motivation can be intrinsic or extrinsic; hence Managers need to understand what works best for each individual, some are self motivated, and some need to see significant efforts by the organization so as to give the job their best effort. Mary, Simon, and Kibet (2018) opine that intrinsic motivation is not related to monetary compensation, but recognize employees through positive feedback on appraisals, promotion, award of recognition, recommendation, among others. Flowing from this, motivation can be achieved through rewarding employees using either financial or non-financial rewards.

2.2: Theoretical review:

Vroom's Theory of Expectancy: Vroom's theory of expectancy is the fourth popular motivational theory. Victor Vroom assumed that employee effort would lead to performance, and performance would lead to reward (Vroom, 1995). These rewards can be positive or negative. The more positive the reward, the more motivated the employee will be. Therefore, in

this theory employees are motivated based on the possible reward. They work hard and put on a better performance to get a greater reward which is their motivational factor. Expectancy: This is often the individual's recognition that a specific level of efforts will help to achieve a desired result. For instance, people are more likely to work hard if they believe that their extra effort will be rewarded. And the expectancy will be low if people think that better result has no relationship with the reward. Instrumentality: Vroom characterized instrumentally as the relationship between the perceive degree of execution and the result accomplished. Motivation will be low in the event that that person accepts that they will not receive a reward for that hard work. Valence: Valence refers to the emotional orientations people hold with respect to outcomes (Vroom, 1995).

Adam's Equity Theory, simply known as the Equity theory focuses on a balanced relationship between an employee's input and output in a workplace. If the balance is right, it would lead to a more productive relationship between employee and the management. Concurring to the theory, workers judge the fairness of rewards received in extent to assets contributed for completing a task by evaluating one's own investment-reward proportion and compare it against the proportion of another colleague holding comparable position. In other words, disparity happens when an individual sees that the apportioning of his result to inputs and the apportioning of a significant other's results to inputs are unequal. Hence, a person is propelled in essence to the measure of rewards gotten for a certain sum of effort as compared to others.

Therefore, this theory highlights on equality in workplace. As a result, promoting employees, giving them compensation and conducting performance appraisal needs to be done right to ensure the equality in the organization to keep employees motivated.

The Reinforcement Theory: Skinner and his colleagues proposed the Reinforcement Theory of Motivation. It claims that behavior is a function of its outcome, and that people would repeat behaviors that result in positive outcomes while avoiding behaviors that result in undesirable outcomes. The 'law effect' is another name for this phenomenon. The Reinforcement Theory ignores a person's intrinsic motivations and instead focuses on external factors. This is why many companies invest time and resources to improving workplace culture. Employees can be motivated and their morale can be improved by working in a healthy environment. The Reinforcement Theory can be used to influence individual behavior in a variety of ways. Employees are not driven by needs or a process of motivation, according to the theory. Rather, it is concerned with how an employee's future choices are influenced by the repercussions of previous activities. A behavior that has a positive outcome is more likely to be repeated, while behavior that has a negative outcome is more likely to be avoided (Dessler, 2012)/ Positive reinforcement encourages behavior to occur. It should be observed that the more spontaneously a reward is given, the greater the value of reinforcement (Dessler, 2012). On the other hand, Negative reinforcement is the process of reducing barriers so that others can respond positively and perform as intended. In

conclusion, these motivation theories give a good concept of human behavior and psychology. Even though individuals vary from one another, these theories are applicable depending on the organization and the human resource policy.

2.3 Empirical Review

Ojogbo, Ofili, and Anthony (2018) carried out research with the aim of establishing the implications of employee motivation on organizational productivity in the Nigerian media industry. The research focused on the Delta State Broadcasting Service with the objective of unraveling the methods employed to motivate employees so as to improve not just their performance but also ensure positive productivity. The data for the study was obtained through interviews and structured questionnaires which were distributed to 62 respondents, purposive sampling technique was applied. The data was analyzed using descriptive and inferential statistics (chi-square). The method of data interpretation adopted was a combination of quantitative and qualitative analysis. From the study, it was found that there exists a significant relationship between incentives given to workers and the productivity of workers in the Delta State Broadcast Service. The study further revealed that of the various forms of motivation, financial incentives had a stronger impact on employees. The study, therefore, recommends that employers should pay more attention to expanding their motivation programs and technique while considering psychological factors.

Elomien, Nchuchuwe, Idowu, Onabote, Osabohien (2021) conducted on research on Employee motivation and Industrial Output in

Nigeria. Autoregressive Distribution Lag (ARDL) Econometric method was applied. Data for the study was obtained from the World Development Indicators (WDI) of the World Bank over a period of 31 years (1981 - 2018). They concluded that an increase in employee motivation potentially increases industrial output by 98%. According to their results, it was found that regular payment, salaries. Wages, bonuses, and other benefits have a positive impact and also influence industrial productivity. Therefore, while there are many other factors that affect Industrial Output, motivation is also a necessary catalyst for growth in Industrial Output. They also assessed other factors such as electricity power consumption, inflation, and cost of input as components of Industrial output.

Solomon, Hashim, Mehdi, and Ajagbe (2012) conducted a study on Employee Motivation and Organizational Performance in Multinational Companies; a Case study of Cadbury Nigeria Plc. The data for the study was gotten through structured questionnaires administered to 100 respondents, however, 87 questionnaires were retrieved. Descriptive and inferential statistics were employed in analyzing the data. The study revealed that there is a positive relationship between employee motivation and organizational performance/productivity. It was also discovered that Cadbury Nigeria PLC adopts the motivation principles as a means of driving staff to achieve optimal performance and productivity. They recommended that the management of organizations should adopt the motivation approach to keep their staff completely dedicated.

3.0 Methodology

Descriptive surveys and inferential statistics are employed in the course of this study. The primary source of data for the study was gathered using the instrument of a questionnaire administered to stakeholders who have informed knowledge of the variables under study. The population of this study is made up of 17 employees from KGA farms, 15 Managers/Supervisors from Excellent Bakery, and 30 employees from Top Nylon Company in Yenagoa, Bayelsa State, this gives a total population of 62 from the three case study manufacturing organizations. The census method involves sampling the entire population under study; this is especially adopted in a case where the entire population is less than two hundred (200) and the famous Bouley's sampling allocation formula is used to sample a given fraction from a given population when the population is larger than required to arrive at a fairly distributed sample. The study adopts inferential statistical analysis using Microsoft Excel to analyze the data generated. To this end, the mean and the standard deviation were analyzed. The generated data were grouped into four categories and a numerical weight was assigned to each category, thus: Very High Degree (VHE), High Degree (HD), Low Degree

(LD) , and Very Low Degree (VLD). The formulated null hypothesis was tested using Z-test. Z-test is suitable for this analysis considering that the sample size is above 30. This null hypothesis will be accepted if the calculated Z-value is less than the table value. On the other hand, if the calculated Z-value is greater than the table value, the null hypothesis will be rejected. The formula for computing Z-test is as follows;

$$Z = \frac{\bar{X} - \mu}{s/\sqrt{n}}$$

Where

\bar{X} is the mean of the sample

s is the sample standard deviation.

n is the sample size

μ is the mean of the numeric weight assigned to the four levels of response (VGE, GE, LE and VLE). This mean is the minimum benchmark for acceptance and as such will serve as the comparison mean.

Data Presentation and Analysis

4.1 Data Presentation

Data obtained from structured questionnaires administered to supervisors and managers of case study organizations on the three research questions were summarized and respectively presented in tables 4.1, 4.2, and 4.3.

Table 4.1: Responses of employees of case study Organization on research question one.

S/N	Ranking	Responses on Research Question One		
		Efficiency	Effectiveness	Work Attitude
1	VGE	39	44	35
2	GE	14	9	21
3	LE	6	3	2
4	VLE	3	6	4

TOTAL	62	62	62
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Table 4.2: Responses of employees of case study organizations on research question two

S/N	Ranking	Responses on Research Question Two		
		Skills	Training	Experience
1	VGE	41	33	40
2	GE	15	24	11
3	LE	5	1	10
4	VLE	1	4	1
TOTAL		62	62	62

Table 4.3: Responses of employees of case study organizations on research question three

S/N	Ranking	Responses on Research Question Three		
		Sales	Product Market	Turnover
1	VGE	32	47	6
2	GE	26	12	8
3	LE	4	1	6
4	VLE	0	2	2
TOTAL		62	62	62

4.2 Data Analysis

Question One: The effect of extrinsic motivation on the productivity of the organizations in Yenagoa, Bayelsa Local Government Area, Nigeria?

Table 4.4: Average mark of employees' responses in the organizations under study on the effect of extrinsic motivation on the productivity of the organizations in Bayelsa State of studied organizations in Yenagoa, Bayelsa Local Government Area, Nigeria.

S/N	Description	Respondents' Scores		
		(X)	SD	GRADE
	The effect of extrinsic motivation on the productivity of the in Yenagoa, Local Government Area, Bayelsa State, Nigeria In relation to their productivity			
1	Efficiency	3.43	0.86	GE
2	Effectiveness	3.61	0.97	GE
3	Work attitude	3.40	0.84	GE
	GRAND MEAN/SD SCORE	3.48	0.89	GE

Question Two: The relationship between intrinsic motivations and creativity of workers in Yenagoa, Bayelsa Local Government Area, Nigeria?

Table 4.5: Average mark of employees' responses in the organizations under study on the relationship between intrinsic motivations and creativity of workers on studied organizations in Yenagoa, Bayelsa Local Government Area, Nigeria.

S/ N	Description	Respondents' Scores		
	The relationship between intrinsic motivations and creativity of workers in Yenagoa, Bayelsa Local Government Area, Nigeria? in relation to their innovation and creativity	(X)	SD	GRADE
1	Skills	3.54	0.71	GE
2	Training	3.39	0.87	GE
3	Experience	3.45	0.82	GE
	GRAND MEAN/SD SCORE	3.46	0.80	GE

Question Three: To Ascertain the effect of Introjected motivation and lack of it on the profits of organizations in Yenagoa, Bayelsa Local Government Area, Nigeria.

Table 4.6: Average mark of employees' responses in the organizations under study on the effect of Introjected motivation and lack of it on the profits of studied organizations in Yenagoa, Bayelsa Local Government Area, Nigeria.

S/ N	Description	Respondents' Scores		
	The effect of Introjected motivation and lack of it on the profits of organizations in Yenagoa, Local Government Area, Bayelsa state, Nigeria. in relation to their profit.	(X)	SD	GRADE
1	Sales	3.45	0.62	GE
2	Product market	3.67	0.67	GE
3	Turnover	3.35	0.68	GE

	GRAND MEAN/SD SCORE	3.49	0.65	GE
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4.3 Hypotheses Testing

To determine whether there is a significant effect between the comparison mean (2.5) and the sample mean for the research question being analyzed; null hypotheses formulated are analyzed thus:

1. **H₀₁:** There is no significant effect between the minimum acceptable mean (2.5) and the mean score of employees' responses in the organizations under study on the level to which extrinsic motivation affects the productivity of studied organizations.

Table 4.7: T-test Analysis of the Mean score of employee responses in organizations under study on the level to which extrinsic motivation affects the productivity of studied organizations in Yenagoa, Bayelsa Local Government Area, Nigeria.

	N o	X Sampl e	X Compariso n	SD	Z- Calculate d	Z- Critica l	Level of Significanc e	Decisio n
Sampl e Data	62	3.48	2.5	0.89	8.67	1.96	0.05	H ₀₁ Rejected

H₀₂: There is no significant relationship between the minimum acceptable mean (2.5) and the mean score of employees' responses in the

organizations under study on the level of relationship between intrinsic motivation and creativity of studied organizations.

T-test Analysis of the Mean score of employees' responses in organizations under study on the level relationship between intrinsic motivation and creativity of studied organizations in Yenagoa, Bayelsa Local Government Area, Nigeria.

	N o	X Sampl e	X Compariso n	SD	Z- Calculate d	Z- Critica l	Level of Significanc e	Decisio n
Sampl e Data	62	3.45	2.5	0.80	9.35	1.96	0.05	H ₀₂ Rejected

H₀₃ There is no significant effect between the minimum acceptable mean (2.5) and the mean score of employees' responses in the

organizations under study on the Introjected motivation and lack of it on the profit of studied organizations.

Table 4.7: T-test Analysis of the Mean score of employee responses in organizations under study on the effect of Introjected motivation and lack of it on the profit of studied organizations in Yenagoa, Bayelsa Local Government Area, Nigeria.

	N o	X Sampl e	X Compariso n	SD	Z- Calculate d	Z- Critica l	Level of Significanc e	Decisio n
Sampl e Data	62	3.49	2.5	0.65	11.99	1.96	0.05	H ₀₂ Rejected

4.4 Discussion of the Findings

The result analysis of Table 4.4 shows that the mean score of the response of employees in the case study organizations is 3.48. This implication of this is that the respondents are of the view that extrinsic motivation affects to a great extent, the productivity of the case study organizations. This is true considering that good staff motivation will make the staff work in an efficient and effective manner so as to attract more motivation from the employer. This enhances good work culture and overall organizational productivity.

Results and analysis of Table 4.5 show that the mean score of the responses of employees in the case study organizations is 3.45. This reveals that the respondents believe that intrinsic motivation affects to a great extent innovation and creativity of studied organizations in Yenagoa, Bayelsa State, Nigeria. This result is expected considering that adequate staff motivation will make the staff feel like stakeholders and then think out of the box to ensure that innovative and creative ideas for doing things emerge.

The result analysis of Table 4.6 shows that in research question three, the mean score of the response of employees in the studied organizations is 3.49. This implies that the

respondents are of the opinion that Introjected motivation affects to a great extent, the profit of the organizations. Adequate staff motivation can make the staff go the extra mile in securing a bigger product market, higher turnover, 5.1

Summary of Findings

Below is a summary of the findings emanating from this study:

- i. The average score of the response of employees in the case study organizations is 3.45. This shows that the employees believe that extrinsic motivation affects to a great extent, the productivity of the organizations studied.
- ii. The average score of the response of employees in the case study organizations is 3.48. This shows that there is a relationship between intrinsic motivation and creativity to a great extent in the organizations studied.
- iii. The average score of the response of employees in the case study organizations is 3.49. This shows that the employees are of the view that Introjected motivation

and lacks it affects to a great extent, the profit of the organizations studied.

5.2 Conclusion

Judging from the results and analysis obtained in this study, it can be concluded that staff motivation affects to a great extent affects the performance of studied organizations in Yenagoa, Local Government Area, Bayelsa State, Nigeria.

5.3 Recommendations

Based on the analysis of results obtained in this study, this research recommends the following:

- i. That Organizations should motivate their staff reasonably enough to make them efficient, effective, and cultured. This will

improve organizational productivity for the enhancement of organizational performance.

- ii. That Organizations should motivate their staff by training them and making them acquire top-notch skills and experience in their work. This will improve organizational innovativeness and creativity for the enhancement of organizational performance.
- iii. That Organizations should motivate their staff enough to help them deliver higher sales, higher turnover, and improved product market. This will improve organizational profit for the enhancement of organizational performance.

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