
Motivation Factors that Enhance Employees' Performance in Nigerian Libraries

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ABSTRACT

The paper describes. Some motivational factors that enhance employees Performance and also ascertains the extent to which these factors Influence performance and all analysis show that increase in Salaries/wages leadership styles of supervision, promotion; fringe benefits, e.g refunds of medical bills, car and furniture loans, training opportunities, Recognition (praise/award) and provision for job security during and after retirement aim significantly factors for employees performance. Although number Of incentives are provided in the Libraries, Employees will continue to demand more of them as a result of Man's in satiable desire to acquire more financial and materials benefits.

Introduction

Motivation refers to the willingness to expand energy to achieve a goal or reward, to make somebody feel to do something especially something that

involves hard work and effort (Oxford Dictionary 7th Edition). It also is described as a process that arouses, sustains, channels and directs people's behavior 'it concerned with the "why" of human behavior. What it is that makes people behave, the way they do? Thus, Motivation can be seen as a process of arousing action, sustaining the action in progress, and at the same time, regulating the pattern of the activity. Besides to motivate workers is one of the most difficult tasks in an organization, largely; perhaps the responsibility of training to make its organization run smoothly tends to lie in the hands of the Executives and the Employees. However, despite attempts being made by the management of an organization to improve the working condition of employees, which in turn might have an adverse effect on their performance.

The question then for instance is why despite enormous work demands of Librarianship do, Employees remain in the job.

A number of factors motivate employees to work harder in organizations, and some theories support and explain the effect of motivation on job performance, the theories are that of Maslow (1954), McGregor (1960), and Porter and Lawler (1956), were based on human nature or behavior and Motivation.

Motivation is often classified into two groups the positive and negative Motivation. The positive Motivation is incentives geared towards motivation in anticipation of reward that the management offers some valuable item in the form of pay, bonuses, praises to an individual solely to induce desired behavior. This type of Motivation is said to be effective and recognized. Its problem is that, too often every employee gets a carrot reward, regardless of increased performance, all of which are not based on an individual effort.

On the other hand negative Motivation is called stick Motivation, utilizing threat may be in form of loss of jobs, demotion and other number of penalties act as strong Motivators.

THE: MOTIVATIONAL FACTORS

The motivational factors comprised the following:

1. Permanent Appointment
2. Increase in Salaries/Wages
3. Promotion through seniority

- 4: Fringe benefits e.g leave grand, refunds of medical bills, car and furniture loans
 5. Training opportunities (on job and development training)
 6. Recognition (praise, rewards)
 7. Satisfaction with physical environment and infrastructure
 8. Provision for job security during and after retirement
 9. The joy derived from the job itself
 10. Workshops, symposia, seminars and often damed of conferences.
- Hamna,l. (2004). Motivation correlates with workers performance.

DISCUSSION

The position of staff is pivotal. For effective achievements of an organizations objective, therefore, Employees have to be interested in performing their duties hence they need for Motivation.

The motivation is satisfier when applied and its absence causes dissatisfaction. The importance Of Motivation therefore is that it can led to an Employees looking for better ways of doing a job implying that highly Motivated Employees are more productive than apathetic ones. When Employees feel satisfied about their job, they use more creativity and more careful and try all that is humanly possible to achieve excellence; when they are dissatisfied with the job, they are likely to put in minimum performance, (Herzberg, E. 1959).

However, if the number of incentives were provided in Nigerian Libraries, Employees-would continue to demand for more as a result of human; insatiable desire to acquire more financial and material benefits. Most staff preferred to work in the Libraries, to working ministries, public or school Libraries because of the benefits such as high income, good welfare packages, fringe benefits they get from University/Colleges Libraries which are lacking in many organization or establishment.

The importance which money holds in our society as a measure of achievement, mast Employees tend to place much emphasis on earning promotion, they asserted allow for a feeling of achievement, responsibility and advancement; fringe benefits, fulfill expectations of staff, can increase largely and Employees satisfaction by providing for their welfare needs and financial satisfaction tied to the job.

On the other hand inability of Employees to be sponsored to attend seminars, workshops, symposia and conferences make them to generally lack knowledge of current trends In Librarianship, particularly with the current technological advancement in the field of information science. Indeed, what motivate an Employee to work effectively one a challenging job which allows the feeling of respect, achievement, growth, enforcement of the work itself and recognition, factors which also not peripheral to the job itself. For example, work rules, policies, titles, seniority, right wages; fringe benefits (to senior staff) are what satisfy Employees. Employees become dissatisfied when opportunities for meaningful achievements are not in sight and become sensitized to the environment and begins to find faults, it was also revealed that ethnicity, tribalism, religion, nepotism, natural hatred and corruption have broken the link between effort and reward to the detriment of Motivation and productivity, (Abbot 1993) & (Haruna 2004).

Understanding human motivation is a complex matter sometime a person motives may be clear to him, but quiet puzzling to others. In other situations both the individual and those affected by his behavior understanding what is driving him. In some situation especially where stress is involved, the individual concerned may be totally unaware of his motives, whereas others may see them quiet clearly. It is important for those in Libraries and other organization to be aware of these issues and to take account if their own prejudices in this areas of their work, this is because our efforts to understand others are colored by attitudes towards them and the assumptions we make about their behavior. If we assume that a particular group of workers is hardworking and reliable, we tend to treat them with respect and trust. If however, we found them lazy and unreliable, we may treat them as requiring close control and supervision in our Nigerian Libraries, (Abduiganly, 2011).

CONCLUSION

I would like to conclude the paper by stating that Motivational factors (incentives) influence or enhance job performance. The fundamental factors in the SUCCESS Ot" Motivation are the extent to which Employees could satisfy their physical anti social need based on the reward system of management. Nigerian Libraries are highly structured bureaucratic organization such a work

environment usually leaves little room for innovation flexibility or discretion. Employees often feel that they are at the bottom of the ladder and that no one above them cares what they think as long as the job is done. When this happens, morale usually drops and continues to drop until management takes action, quality of work suffers, reflecting in the quality of service they receive. From the above therefore, I recommend that the Library head of units or sections should continue to operate an open door policy with their staff and participatory management practice. Indeed, if the condition of service, the social, psychological and the environment factors are good, the Employees can work harder and improve their effectiveness.

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