



THE IMPORTANCE OF MOTIVATION TO EMPLOYEES PERFORMANCE IN THE POLYTECHNIC BALI

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ABSTRACT

The Purpose of this study is to examine the important of motivation on employee's performance in the Polytechnic Bali. The study adopts descriptive survey design. The population of the study comprises of 150 Polytechnic Academic Staff. The researcher is sample fifty percent (50%) from the population. The data for this study is been collected from sixteen Departments of the Polytechnic Bali. The structured of the study is observation method use to collect the data. The instrument is design with some items

Introduction

Motivation is the most important matter for every organization public or a private sector. For the success of any organization motivation play an important role. All organization encounters the matter of motivation whether they are in the public or private sector (Chintallo & Mahadeo, 2013). According to Chaudhary & Sharma (2012) basically motivation word is derived from Motive". The meaning of "motive" is needs, wants, and the desire of the persons. So that employees motivation mean the process in which organization inspiring our employee with the shape of rewards, bonus etc. for achieving the organizational goals. Today organization can easily change their material, needs, goods and services to other organization, or to other countries. But the only one resource which is not easily exchangeable is human resources. So we can say that human resources is the very important or most competitive assets of any organization that cannot be exchangeable. Human resources or human assets mean the workers or the employee of any organization. So the motivation is main factor that affect the human resources of the organization. The organization should be motivating their employees for the best performance or for achieving the organizational goals. In fact motivation is the best tool for best performance. Today there are many discussions about motivation and the relationship of employee's efficiency and the organizational efficiencies. Motivation will lead to the fact that workers or



and validated by two experts from the Department of OTM and one from the Department of General Studies in the Polytechnic Bali. Cronbach Alpha method was used to test the reliability of the instrument and it yielded a reliability coefficient index of 0.77 which shows that the instrument was reliable for the study. The study found that important of motivation on employee's performance in the Polytechnic Bali is highly required for the enhancement of students performance and listening skill also enhances students' performance. It was recommended among others that Academic Staff of the Polytechnic Bali should always be motivating in order to enhance their performance.

Keywords: *Motivation, employees, performance and motivational theories*

employees of the organization will seriously do his duties and responsibilities (Azar and Shafighi, 2013).

Attractive Salaries or pays also a Valuable tool and play an important role to increase employee's performance and also increase the productivity of an organization (MUOGBO U.S, 2013). According to Iqbal et al. (2012), Employee's motivation and their ability collectively participate into employee's performance and in their difficult tasks given by the manger are to purpose get maximum productivity. Now a day's researcher have more concerned with increase productivity, perfection and working ability. Employee's need and wants having more important in research history. Motivation is the one of the most important term of psychology and most of mangers who want maximum output and productivity. They tackle this is with a good way and motivate their employee in batter way. And also increase the cooperation between employee and mangers, it also encourage their responsibilities. And also encourage participation their sub ordinates, to take their responsibilities in batter way and also help to overseas other employee and monitor their performance. And motivate get their maximum interaction toward work and knowing employee's working capacity and assign work according to their capacity to get maximum productivity (Ali, Abrar and Haider, 2012).

The employee's performance, therefore, Another way used to motivate an employee performance is by Appraisal, through the use of an appraisal we can monitor the quality of an employee performance. We monitor performance by using these broader performance management systems that links: 1. Organization objective; 2. Day by day performance; 3. Professional development; 4. Rewards and incentives. In simple words we said that appraisal is the assessment in individual performance in an systematic way, performance can be measured in such factors e.g. job knowledge, quality and quantity of output, leadership abilities, supervision, dependency, cooperation, judgment, versatility and versatility. Performance cannot depend on past performance of employee. Employees play important role in the customer perception about the company. Company spend huge amount of money to gain customer loyalty but they forget the Employees motivation. Customers interact with the employees and also carry out company image in



their mind through the behavior and attitude. So company should be move their attention toward the employee motivation. Now the era of globalization companies face competition in the market, if company could not successfully motivate their employee. Company didn't exist in competitive environment of business (Ahmad, 2012).

Purpose of the Study

The Purpose of this study is to examine the important of motivation on employee's performance in the Polytechnic Bali. Specifically the study seeks:

- i. To find out the effects of motivation on employee's performance in the Polytechnic Bali?
- ii. To determine the motivation problems affecting employees performance in the Polytechnic Bali?
- iii. To ascertain the ideal keys to the difficulties of employees performance in the Polytechnic Bali?

Research Questions

The research questions are formulated to help the researcher carry out the study well. They are as follows:

- i. What are the effects of Motivation on employee's performance in the Polytechnic Bali?
- ii. What are the motivation problems affecting employee's performance in the Polytechnic Bali?
- iii. What are the ideal keys to the difficulties of employee's performance in the Polytechnic Bali?

Significant of the Study

The study had of great significance to the organization because there is a lot of competition all over the world. Organization in different parts of this world are completing for the resources that are available such as employees. So in order to get the right number of employees, you want your organization must have a good image of retaining and motivating employees. The study added to the existing stock of knowledge. The researcher has benefited from the research he carried out because he has gone to the field with an open mind, so he got knowledge experience, skill from the field and he became more expert in the field. Since the researcher met people with different experience, knowledge and skill, he has learnt more from them hence adding to the existing stock of knowledge.

The study has helped students to get his degree program after completing the university. In order one to be awarded degree program, he must conduct research about a certain topic and he has to go to the field and come up with fully researched information. To draw the attention of the organization to focus on employees' welfare and their interests so that it reflects in public service delivery. The study increased and contributed to the skills,



knowledge, and experience and competence level of the researcher. The study clarified the meaning and importance of motivation to the employee's performances in the Polytechnic Bali. The study identified the value and importance of employees to the development of the organization

Literature Review

There are number of views of literary personalities relating to motivation and motivational theories. Content theories give us a lead to know about people's needs and the things which are necessary for motivation work:

- Maslow's Needs Hierarchy;
- Herzberg's theory of Two Factor;
- McClelland's Motivational Achievement theory.

Maslow's-Hierarchy of Needs Theory

Maslow's full Name Abraham Maslow. He says that five universal needs motivate a person. He arranges them as:

Physiological or Basic needs

According to Anyim (2012) physiological or basic needs are the basic need of a person. It includes as driving force. This is also called felt need. This need causes physiological tension which is shown by any body's behavior. This can be reduced by eating something. Chintaloo and Mahadeo (2013) also explain physiological needs. According to them physiological needs basically is satisfied the basic need of human. Physiological needs or basic needs also called biological needs. Maslow said when a person fulfills the basic, physiological or biological needs him move up the next level. For example: Food, shelter, clothes, sleeping and breathing etc.

Safety needs.

Safety needs is the needs for shelter and protection. In this need a person needs security, stability and dependency. In this a humans needs freedom from anxiety law and order and structure. This need is also called security needs. For examples the employee's or the worker's in a private organization demand that the organization or company must be provide their job security, health security and promoting safety. And nowadays private organizations also provide the promoting safety and health plan, and emergency fun and accident cover's benefits.

Belongings needs

These needs are also known as social needs. It includes love and belongings. Usually man's needs love and care. These needs can be fulfill by interaction with coworker and colleagues. For examples the feelings of friendship, feelings of love, caring of family or relative etc. At work, having a good relation with group fellow or colleagues. For promoting the team work and achieving the organizational goal the managers could force the workers that they must be works in groups or in a team.



Esteem needs

Esteem needs are also known as egoistic needs. In this a man needs self-respect and the esteem of other. Man needs or reputation, prestige, status, fame, glory, dominance and recognition etc. Esteem needs are difficult to satisfy in some industries. In an organization a manager should be respectively treat their employees. And the workers should also respect the policies or the law of the organization. The worker's also respect each other. Example of these needs is the achievement and confidence.

Self-actualization needs

This is the highest need. A man wants self-realization and self-development and desire to be able to do something. Morality, acceptance of facts, lack of preconception, creativity, spontaneity and problem solving are all examples of self - actualization needs.

Herzberg's Two-Factor Theory

This is called motivation hygiene theory. He says people that having two sets of needs.

- Their these needs to avoid pain as animal
- Their needs to grow awareness of human. He derived this theory from interviewing a person
- When a person thinks well about job
- When a person thinks negative about a job.

There are two factors which is result of this investigation.

Satisfiers

Five steps are strong favors as job gratification acquirement, appreciation, restraint and improvement. Last three issues were found to be most significant for changes in approach.

Dissatisfies

Company policy, supervision, salary, administrative policies, and working conditions are cause dissatisfaction. Satisfying factors are also called intrinsic factors and dissatisfying factors are called extrinsic factors. These are two different things. Elimination of these dissatisfactory factors brings peace not motivation.

McClelland's Achievement Inspiration Philosophy:

He established the concept of inspiration on human need for accomplishment. This need to attain has been abridged as n-ach. He says this need is fulfilled by people to avoid failure and compelling desire for success such person must have following qualities.

He sets judiciously tough but attainable goal:

- He takes 'premeditated perils';
- He likes response on his performance;
- He likes precise and swift response on how he is doing;



- He needs talented co-workers in spite of personal feelings. He says that this can be taught to underdeveloped persons.

According to him there are three needs of human that are very important and necessary (a) necessity for attainment; an erudite need to outlive and show in life, (b) necessity for power, an erudite need to lead and change the conducts and dogmas of others, (c) need for connection, a speculative need for social interaction with others.

Motivational factors

There are number of motivational factors that increase the presentation of employee's in an association.

Salaries and wages

If the association administration paid the reason able remunerations in time and fixing the salaries then enactment of the employees habitually increase. Otherwise not well. Because salaries and wages is the main and very important motivational aspect that affect the employees performance in the organization (Agwu, 2012).

Bonus

Association administration can easily increase the work performance of the workforces with the help of additional benefit. We can say that additional benefit is the above salary gives the employee's according to their performance. Bonus is an important tool for increasing the productivity (Agwu, 2013).

Encouragements

Encouragements mean additional allowances like medical allowance, travel allowance and house allowances etc. company can increase the employee's performance by providing this encouragement.

Job Security

Organization increases the employee's performance or productivity by providing job security.

Promotion

Organization increases the employee productivity by promoting them.

Discussion & Conclusion

In this study having motivational theories such as Maslow's hierarchy of need, Herzberg's Theory and Alderfer's three party hierarchies of needs. We follow two theories of needs Maslow's hierarchy of need and Alderfer's three party hierarchies of needs. These researchers gave their point of view related to human needs and human needs play an important role to motivate the employees of any organization. Anyim (2012) and Chintaloo & Mahadeo (2013) also follow these theories of need. These theories helps us



how to motivate the employee. According to Maslow hierarchy of need if organization fulfills basic need, safety need, belonging need, self-esteem need and self-actualization of their employees then the performance of employee easily increase. And according to Alderfer's three party hierarchy of needs if organization fulfill the existence need, relatedness needs and growth needs the performance of employees are also increase. Present study is used to examine the relationship between motivation and employees performance in the Polytechnic Bali. Results from present study suggest that if the Polytechnic Bali will motivate their employee's by using these tools such as job enrichment, job security, reasonable salary and other additional incentives then the employee's performance will automatically increase and the organization will achieve their goals easily. The results further suggested that the motivation in the Polytechnic Balican significantly influence performance of employees. We can say that if top management put their focus upon motivation of employees then it will lead toward a positive increase in employee's performance.

SUMMARY OF FINDINGS

This study was aimed at examining the role of motivation to employees which can enhance the performance in the Polytechnic Bali as a case study. This was done through structured questionnaire. The concept of motivation to employees performance was introduced at the inception of this research. Operations through the articulation of various literature, schools of thoughts, different ideologies, empirical evidence is opulent in this concept. An embracing evaluation shows the concept is, as erroneously conceived more than just a function of public relations. The concept however, embraces public relations, customer relation, employees relation, good working conditions, corporate social responsibility, advertising etc. Motivation of employee's was defined in various ways by different contributors following their perceptions and experience.

Recommendation

Following the findings of this research report, the researcher therefore recommends the following: For the Polytechnic Bali.

- a) There is need to improve upon employees welfare and management worker relations.
- b) The public relations efforts should be improved upon.
- c) The federal Polytechnic Bali should expand the scope of its corporate social responsibility.
- d) There is need for the Polytechnic Bali to drink the culture of giving attractive packages to its employees.
- e) Communication and information within management of the polytechnic and between its numerous public employees should be properly managed. employees of their day to day incarnate.

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