



ABSTRACT

Motivation is something that moves the person to action and continues to move the person to action and continues to move the person to action already initiated.

Motivation has the role to develop and intensify the desire of every member of the organization to work effectively and sufficiently in his position. The motivation for the study was prompted by the low level of attraction on

EFFECT OF MOTIVATION ON EMPLOYEE PRODUCTIVITY

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BACKGROUND OF THE STUDY

The Ghana education service (GES) is responsible for spearheading the nation's vision by laying a good foundation that would facilitate the development of human resource in Ghana. Since the sector has a direct investment in human capital which is the direct investment in human capital which is an instrument for improving the productive capacity of societies as much as political, economic and technological development is a concern, there is the need for a good foundation. When children are educated poverty is reduced, the fertility rate is lowered, health is improved, and the national status is raised coupled with high literacy leading to higher income (Shultz, 1974; Cohn, 1979; Noor, 1981). Furthermore education enhances the status of; promotes adaptability to technological change and segregation a limit (Juster, 1975).

The future development of the nation (Ghana) therefore hinges more than ever, on the capacity of the nation and individuals to act and nowledge in literacy, number and problem solving skills



and attitudes. This is so since education is the keys to net development and quality basic education is the foundation. It is significant to note that the availability of well initiated teachers is central to improving student's achievement. Even with the best strategy in place and an approximation a large I texture, an organization will be effective only if its members are able to perform at a high-level. Leading is such an important managerial activity that it encompasses during that each member of the organization are effective, the outcome is a highly motivated workforce. A key challenge to managers of organizations both

employee motivation as compared to the employees of other organizations which have caused a NAC shortage of qualified teachers at the basic and 2nd cycle (Senior High School) level due to high migration to other sector (GNAT Report, 2013). Motivation in Ghana Education Service is down, the workers and the government, who are responsible for implementing the nation are responsible for implementing the nation as and programmer relating top reiterated year at country, have clashed many times in the recent years over salary and conditions of work (GNAT Report, 2013). It is against this Background that the research investigate don't: "the effect of motivation on employees Performance: Empirical evidence from the bring a hacked auction dire". The general Objective of the study is to determine the effect of met employees; to identify Factors that motivate employees; to determine the employees "performance and to assess the effect of motivation on the employees, "performance in as unadorned thou Nicola led Directorate. Mixed methodology, that is questionnaires and interviews were used later data and analysis was done using Statistical Package for Social Sciences (SPSS), and content Analysis for qualitative aspect. The study has revealed that promotion and opportunity for advancement are them ajar motivation factors and the study has also revealed that motivation level is low in the area of wages and salaries. Ghana Education appears to be paying lowest. Wages and salaries in the industry. It is therefore recommended that Ghana Education Service (management) should consider as a matter of urgency, the need to make upward adjustment in wages and salaries which will go a long way to reduce the high in turnover.

Keywords: Effect, Motivation, Employee, Productivity. Foundation



small and large is to encourage employ he format a high-level (Jonesetal,2000).

STATEMENT OF PROBLEM

The Ghanaian education service is responsible the coordination of the approved nations policies and programmes relating to pre-tertiary education. The service is made up of teachers and on teaching supporting personnel imprecise educational institutions in the public system; derivational units and their supporting stag staff; and other persons that may be employed for the service (Ghana education service act, 1995 [Act506]).

Motivation has the role to me organization to work effectively and striven organization to work effectively and efficiently. Teacher motivation is inadequate for instance; meagre salary compared toother institutions, no accommodation for teachers and they have to struggle for accommodation after completion, and sometimes have to commute long distances to so. These and other factors are causing absentee, lackadaisical attitude and dissatisfaction among the gesso tiers. The rate of turnover of goes workers I since the alarming rate and those staying are embarking on frequents for better conditions of service (Asunción or tum unifies education annual performance report, 2013). Therefore, the purpose of the study is to determine the Motivation on Employees Performance: Empirical evidence from bring a hacked auctioned.

THEORIES OF MOTIVATION

Theories of motivation stress in different facts, contribute to job satisfaction. Both intrinsic and extrinsic motivated behaviour the various theories that can be adopted in an attempt to understand motivation behavior. Maslow (1946) and Herzberg (1968) are content theorists who stress on the satisfy. Maslow (1946) and Herzberg (1968) theory focuses on the question of what across, sustains and regulates goal directed be



habit there is the assumption that everyone response that is what particular things motivate propel in much the same way to motivating pressures there is, therefore one best way to motivate everybody and it focuses on the individual. Vroom (1969), Porter and Lawler (1968) who are process theorists emphasize on or of motivation and importance of rewards. The process theory on the other hand changes emphasis from needs as in content theory. Processes by which workers are motivated. They attempt to explain and describe how people WTA, sustain and direct behaviour aimed at the satisfaction of needs or the elimination of inner to.

It focuses on the rewards of the individual. Armstrong (2007) stated that Taylor's theory of Motivation to work is related to rewards and penalties which are directly connected to performance.

It has emerged from the study that motivation in the area of allowances, accommodation, retirement benefits among others are very low compared to other sectors. It is therefore recommended that Ghana Education Service (management) should consider as a matter of urgency, the need to make upward adjustment in allowances, retirement benefits, and provide affordable housing for newly posted teachers to underserved communities to attract and retain new and existing ones for better performance. 5. Finally, the study has revealed that there is not enough in-service training for teachers on the current teaching and learning methodology. It is therefore recommended that there should be regular In-service training for new and existing employees to give them opportunity to improve and develop their practical and managerial skills. 5.4 Areas for further research The researcher could not research satisfactorily on all areas of this topic and therefore recommends the following areas for future investigations. (i) The impact of pre-job and on-the-job training on teacher performance. (ii) Using performance management as a motivational tool for teacher performance. (iii) Using



compensation package for effective performance. (iv) Employee motivation, the bane of poor teacher performance in Ghana Education Service. (v) The importance of employee motivation in education delivery in Ghana

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