

**Influence of Motivation on Job Performance in Nasarawa State University
Library, Keffi Nigeria.**

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Abstracts

The paper investigates the Influence of motivation on job performance in Nasarawa State University Library Keffi, Nigeria. The study had three objectives: to identify the factors of motivation in job performance; to identify the impact of motivation on employee performance and to ascertain the level of job satisfaction in Nasarawa State University Library Keffi, Nigeria. The study adopted case study approach. The population of the study comprised of twenty-five (25) library staffs in Nasarawa State University Library Keffi Nigeria. Total enumeration of all the 25 staff of the Library was carried out for this study. Structured questionnaire was used for data collection. The method of the data analysis was by direct interpretation of responses to each question posed by the questionnaires by means of frequency count and simple percentage. The study revealed that compensation package, job design, environment and performance management system to be positively significant factors in explaining staff motivation in Nasarawa State University Library Keffi Nigeria. These job motivation factors were significant predictors on job performance.

Keywords: Librarians, Job Performance, Motivation, Influence, Nasarawa State University, Nigeria

Introduction

Motivation is the only catalyst capable of enhancing performance in any organization. Every successful organization is backed by a committed employee base, and the commitment is the outcome of motivation and job satisfaction, (Varman, 2017). Motivation allows employees to develop competences, creativity, interest, plans, talents and it boosts engagement. Mullins (2002), motivation is the driving force through which people strive to achieve their goals and fulfil a need or uphold a value.

Motivation is important in an organization to boost morale among employees in order to achieve organizational set goals and objectives. Motivated employee helps the organization to become more successful, they are constantly looking forward to improving their work performance, Ali and Ahmed (2009). The outcome of a motivated employee will produce high level of productivity since they are enjoying their work. A good employee performance is necessary for the organization since its success is dependent on the employee's creativity, innovation and commitment, Kreisman, (2002). Moreso, Oluseyi and Ayo (2009), opined that job performance is the willingness and openness to try and achieve new aspects in the work place which in turn will bring about an increase in the individual's productivity. Therefore, job performance refers to how well an employee performs at work. Job performance has been defined as the quality of work performance expected from each employee (Khan et al, 2009). According to Chaudhary and Sharma (2012) they defined job performance as the behavior executed in line with the set objectives of the organization.

Motivation is one of the key factors in the job performance of an employee, particularly in Nasarawa State University Library Keffi, Nigeria. Motivation is a good indicator for better library workplace performance and productivity, (Yaya, Uzolue and Akintayo, 2016). When employees are fully motivated by managers or superior in the organization, it makes the employees productive because they give in their best knowing that they are been recognized and rewarded. Ugah (2008) stated that financial incentives help library managers to escalate library staffs work behavior towards workplace success. Motivation strategies are essential elements to improve an individual work performance. It is very important to encourage workers by motivating them at work. This is because motivation influences organization's employees towards giving in their best to achieving organizational set goal and objective. Motivation, when properly packaged, can drive the employee into exhibiting high level of skills, talent, creativity, effort, time and commitment that enhances productivity within an organization, as such, this can lead to excellent performance which is very important to any organization, institutions, firms and companies if they are to stay and remain competitive in this ever changing world.

Statement of the problem

Libraries play a critical role in providing information and resources to individual in various communities. In order to effectively fulfill this mission, the library rely on the motivation of the engaged work force which is referred to as the internal factor that drives individuals to performed well in their jobs, the problem arises from the need to identify whether there is a relationship between job motivation and job performance in library settings, if there is a positive correlation it would indicate that motivated employees are more likely to demonstrate higher levels of job performance leading to an improvement in the library services. Overall, investigation has it that, there is a correlation between job motivation and job performance of the employee engagement productivity and library performance, this draws the attention of the researcher to

investigate the influence of motivation on job performance in Nasarawa State University Library, Keffi Nigeria.

Bloom (2013) opined that a motivated employee is more likely to give a better output within the organization. The concept of the effect of motivation in the university library is of prime importance; this is because achieving socio-economic development and making impact in the learning ability of the students within the country cannot be overlooked, (Ogah, 2008). It is in view of this that this study will examine the influence of motivation on performance in Nasarawa State University Keffi, Nigeria.

Objective of the Study

The major objective of this study is to examine the influence of motivation of performance in Nasarawa State University Library Keffi, Nigeria. while the specific objectives of the study are outlined below.

1. Identify the factors of motivation in job performance in Nasarawa State University Library
2. Identify the impact of motivation on employee performance in Nasarawa State
3. University Library
4. To ascertain the level of job satisfaction in Nasarawa State University Library Keffi, Nigeria.

Literature Review

The study reviewed literature relevant to the study in order to gain full understanding of what other authors had previously opined concerning the subject under review. The subject of motivation and its influence on job performance has attracted the interest of the academic world, corporate organizations, institution and firms. Motivation is an entity that compels one to act (Forgas and Williams, 2005).

Concept of Motivation

According to Ogah (2008), he defined motivation as an internal drive to meet desires and needs. Motivation is the propelling of individuals to take action in order to achieve a goal. Since motivation is concerned with achieving a set of goals, there are elements that fuel people's behavior to achieving the set goals and objectives, and these may include money, reward, promotion, growth and opportunity. Ogah (2008), highlighted motivation strategies for library staff as job enrichment, merit, pay, and flexible working hours. He further opined that motivation as an essential element to improving the work performance.

Performance in Organization

Performance is the measure of alignment between employee and organizational objectives (Armstrong, 2015). Performance requires that an employee eagerly accepts and effectively participate in the goal setting process. Therefore, performance can be defined as the potential for future successful implementation of actions in order to reach the objectives and targets of an organization. Fadil, et al (2012) defines performance as the process where employee with their engagement of knowledge and

skills perform the work through realization of their objectives effectively. For an organization to achieve job performance from its employees, it is crucial to motivate employees, this is because motivation triggers the desire to work by the employee. When an employee is properly motivated at work, the employee is propelled to give the best towards achieving organizational set goals and objectives.

Factors of Motivation

Motivation is one of the main reason individuals act or behave in a certain way. Every individual needs to be motivated in one way or the other on everything they do. Motivation at the place of work can lead to several advantages such as improved work environment, financial benefits, productivity and desire to gain new skills and professional development, (Benson, 2022). The factors of motivation are an important component of every business or organization. Understanding how employee can be motivated and ensuring that the organization functions effectively and efficiently is dependent on the factors of motivation. Motivation factors determine both negative and positive staff experiences, and knowing the proper motivation factor to use could help increase the overall employee productivity and satisfaction. Motivation is important to management because it is directly linked to job performance (Noor et al, 2020). Highly motivated personnels are likely to show greater loyalty to a company and lesser absenteeism (Lau, 2010). Researchers have identified factors such as pay and fringe benefits that affect employee performance of non-academic staff, Gichure (2014). In addition to these factors of motivation, Doan, et al (2012) added salary, colleague, training and promotion as positively and significantly affecting employee performance. All these are factors of motivation and they shall be discussed clearly in this study.

Workplace

Workplace environment is considered important for employee because the workplace environment has a negative or positive effect on the performance of an employee in the workplace. According to Chandraskar, (2011) work environment impacts employee morale, productivity and engagement. People working in poor work environment are prone to disease which can make an employee sick as such absenting himself/herself from work. The unsafe and unhealthy workplace station, insufficient safety measures in fire emergencies and lack of protective equipment are factors that lead to poor performance at work (Apat et al, 2021). The quality of work place impact an employee's productivity and subsequently influence performance.

For employee to be satisfied at work, the environment must be such that it creates satisfaction to the employee. Apat et al (2021) argued that there are several considerations on the physical setting as well as social atmosphere in the workplace. With technological development, innovative communication and alternative work pattern, work place continue to change rapidly. A study conducted by Muktar (2016) agrees that the work environment affects employee work performance. Similarly, Naharuddin (2013) and Norlina, et al, (2020) also submitted that physical workplace environment has significant relationship towards the employee performance while Bushiri (2021) clearly stated that performance improves whenever problems are

addressed such as; flexibility, work noise, supervisor's interpersonal relationship and work incentives. A work environment that is conducive is very crucial in achieving organizational set goals, objectives and it improves employees performance at work. A work environment where employee is productive is paramount to increasing better output in the organization or even academic institution.

Professional Growth and Development

Training has always played a significant role in the professional growth and development of an employee. Training program plays a pivotal role in the employee performance in the organization. The benefit generated from training by an employee includes; updated employee knowledge, it enhances personal skills and improve performance. Training program also makes it easier for management to appraise employee performance at work and they can also use the same medium to address issues of incentives, promotion, reward, compensation and welfare facilities among other things. Universities can develop non-academic staff by providing comprehensive job specific training. There is the need for job assessment so that management can know the kind of training required for its staff, (Adejare, 2020).

Promotion

According to Mathias et al, (2013), promotion occurs when an employee is transferred from one position to another in a higher reward, responsibility and level in the organization. Robbins and Judge (2013), stated that promotion will provide opportunities for personal growth, more responsibilities and increased social state. Job promotion provides satisfaction to employees, job promotion creates a feeling of achievement and growth to the employee as such the employee is motivated to put in more effort that will ensure productivity in the organization. A research study from Gathunguet al (2015) shows that job promotion significantly motivates employees, if they are motivated in the workplace, they will make positive choices, this is simply because their desires are satisfied. Knowles et al (2005) stated the purpose of job promotion;

- i. it giving high recognition, position and appreciation for high performing employee
- ii. it achieves personal satisfaction, desire, pride, higher social status and income.
- iii. It increases work motivation, discipline and productivity
- iv. it ensures employee stability
- v. it provides opportunities for employees to display creativity and a better innovation for maximum company's benefit.

Therefore, job promotion has different indicators which include;

1. Increased responsibility
2. Increased tasks
3. Increased right
4. Increased authority

Research findings also indicated that promotion had a positive and significant effect on job performance, Dean and Joseph (2015). Therefore, an employee who believes he would be promoted based on his contribution to achieving set goals and objective will always put in his best towards achieving success at work and the organizational success in general.

Salaries

Obikeze and Anthony (2003) pointed out that salaries or wages are rewards that individuals receive from organization in exchange for their labor and that every organization can administrate its salaries and wages. Sometimes salaries of employee are increased by the organization, sometimes this comes as a result of salary review, appraisal and sometime by mounting pressure on management on the need for increment. Stoner and Freeman (2002) observed that any good compensation or salary policy is aimed at attracting, retaining and motivating high quality employees in an organization. It is also aimed at rewarding organizational members for high performance and productivity. According to Rahman and Hoque (2014), one of the best motivations is salary or pay. There are several studies that confirm the positive relationship between salary or compensation and work performance.

Rewards and Incentives

Incentives pay play a crucial role when it comes to capacity development by motivating individuals and targeting organizational performance.

Methodology

The case study approach was used for this study. The population of the study comprises of twenty-five (25) library staffs in Nasarawa State University Library Keffi Nigeria. Total enumeration of all the 25 staff of the Library was carried out for this study. Structured questionnaire was used for data collection. The method of the data analysis was by direct interpretation of responses to each question posed by the questionnaires by means of frequency count and simple percentage.

Data Analysis and Findings

Twenty-five (25) copies of the questionnaire were distributed and a total of 25 copies (100 percent) were returned. Therefore, the number of the subjects used for the study was 25. Thirteen (13) of the respondents are female while twelve (12) of the respondents are male.

Table 1: Factors of Motivation to Work

S/N	Factors of motivation	Yes	No
1	Salary	23%	2
2	Incentives	19%	6
3	Rewards	20%	5
4	Promotion	22%	3
5	Recognition	18%	7

6	Growth and Development	24%	1
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Source: Field Survey, 2023.

The table 1, shows the responses of respondents on the factors that motivate them to work. 23% responded Yes, which indicated salary as a factor of motivation while 19% indicates salary as a factor of motivation and only 18% responded that it is a Yes, recognition is a factor that motivates them to work, Lastly, on motivation, 24% indicates Yes that growth and development is a factor that motivate them to work, however, only 1% indicates No. therefore, the analysis above shows that growth and development, salary and rewards are the major factors that motivates employee towards job performance.

Table 2: Ascertain the Job Satisfaction

S/N	Job Satisfaction	Yes	No
1	I am being paid a fair amount for the work I do	12	13
2	Satisfied with the benefits I receive.	18	7
3	I receive the recognition that I should receive	9	16
4	Rules and procedures make doing a good job difficult	17	8
5	Those who do well on the job stand a fair chance of being promoted	13	12
6	My supervisor is unfair to me	9	16

Source: Field Survey, 2023.

The table 2 is on job satisfaction. The responses of respondents indicate that 18% indicates Yes that they are satisfied with the benefit they receive at work while only 7% indicates No. 17% indicates that rules and regulation make doing their jobs difficult and 8% responded No. 13% says Yes that those who perform well at work has the chances of been promoted but 12 % of respondents indicates No. while 9 % respondents responded that their supervisor is unfair to them and 16% indicates No. Therefore, the responses above shows that majority of respondent believes that they are not been paid the fair amount at work, this can lead to job dissatisfaction. Majority of the respondent who are staff of the Nasarawa State University Library do not receive the kind of recognition they deserve. Majority of the supervisor in the Library are fair to their junior staffs and chance of promotion is slim.

Table 3: Description of Job performance

S/N	Job performance	Yes	No
1	Good time management	22	3
2	Creativity and innovation	15	10

3	Ability to perform in all key areas	19	6
4	Initiative and productivity	19	6

Source: field survey 2023

The table able show the responses of respondent on job performance. 22% respondents describe their job performance as good time management while 3% indicates No. 15% says Yes to creativity and innovation and 10% indicates No. 19% indicate Yes to ability to perform in all key areas while only 6% indicates No. On initiative and productivity, 19% indicate yes while only 6% responded No. Therefore, Good time management is important to job performance. Ability to perform in all key areas that is in all department in the library is key to achieving job performance in Nasarawa State University Library Keffi Nigeria. Finally, initiative and productivity of the staff plays a vital role to achieving job performance.

Conclusion

Motivation as a meaningful construct is a desire to satisfy a certain want and is a central pillar at the workplace. The study examined the influence of motivation on performance. The study finds compensation package, job design, and environment and performance management system to be a positively significant factors in explaining staff motivation in Nasarawa State University Library Keffi Nigeria. These job motivation factors were significant predictors on job performance.

Recommendation

Based on the findings of the study the following recommendations were made.

That the management of the Nasarawa State University Library should always recognize high level performing staff, this is because one of the most important factors that contribute to employee motivation is how often their hard work gets recognized.

That staff should be paid their salary as at when due, and they should be fairly paid for their contribution at work. That there should be a platform for training and development for staff who show commitment to work and display outstanding performance.

There should be a reward system for a high level performing staff, there also should be incentive packages for staff who performs well.

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Influence of motivation on job performance in Nasarawa State University ...

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