

## EMPLOYEE MOTIVATION AND PRODUCTIVITY OF AN ORGANISATION

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### ABSTRACT

According to Abah (2007), motivation is the thoughts to do an element since element has that means to the character doing it. Also, Emma (2008) stated that for a person to be motivated, he needs to accept as true with that an act on his element need to be observed through a given outcome. Motivation has been described in phrases of ways behavior get commenced and the way its miles sustained, is directed, stopped and the way its miles sustained, is directed stopped and what form of subjective response is gift withinside the organism whilst all that is going on. This study's foundation is the relationship between motivation and productivity. The project is a laborious effort to study productivity, with Enugu State University of Science and Technology (ESUT) serving as a test group. Specifically, the research intends to isolate and analyze the motivational techniques used by the mentioned university to solicit worker cooperation. This study is descriptive in nature, and the pattern of descriptive analysis is based on answers to specific research questions formulated by the researcher.

### I. INTRODUCTION

Since Motivation and productivity are concepts that have piqued the interest of both researchers and practitioners. Several scholars have defined both concepts in various ways. If we have to go over the definitions again, the paper will become unnecessarily long and tedious. As a result, we've

taken the approach of defining what we mean by these two terms before proceeding to discuss the issues, with the understanding that the descriptions will serve as definitions.

Employee motivation is an important aspect of the workplace because it affects the success of the department and, in some cases, the entire company. It is essential to motivate your employees on a regular basis. It refers to the factors that motivate employees to give their all to their jobs. Motivated people are hardworking, creative, dependable, and completely immersed in their work. When you find the right ways to motivate your employees, turnover becomes unimportant, and employee productivity skyrockets.

Employee motivation is essential for a number of reasons. Mostly because it enables management to meet the company's goals. Companies that do not have a motivated workforce may find themselves in a dangerous situation. Employees who are motivated are more productive and contribute to an organization's overall output. Employees who are unmotivated are usually responsible for wasting the organization's time and money because they produce mediocre results.

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Hand provocation is essential for a number of reasons. Substantially because it enables operation to meet the company's pretensions. Companies that don't have a motivated pool may find themselves in a dangerous situation. Workers who are motivated are more productive and contribute to an association's overall affair. Workers who are unmotivated are generally responsible for wasting the association's time and plutocrat because they produce medium results.

## **II. SIGNIFICANCE OF THE STUDY**

Employee motivation is crucial to the success of any organization. It is the level of dedication, drive, and energy that employees bring to their jobs on a daily basis. Without it, businesses suffer from lower productivity and output, and they are more likely to fall short of important goals. Motivation reflects something unique about each of us and enables us to achieve valued outcomes such as improved performance, improved well-being, personal growth, or a sense of purpose. Motivation is a means of changing our way of thinking, feeling, and acting.

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## **III. PROBLEM STATEMENT**

One of the major issues confronting management today is motivating employees to complete assigned tasks in order to meet or exceed predetermined standards. Motivation is defined as the energizing forces that induce, compel, and sustain behavior. Human behavior is motivated and goal oriented. It is difficult to motivate an individual because the success of any motivational effort is determined by how well the motivator meets the needs of the individual employees for whom it is intended. Motivation is an internal psychological process that is intended to be present or absent based on observed performance. In Nigeria today, a lack of proper managerial knowledge, economic depression, and a high rate of unemployment have subjected most workers to deplorable working conditions, which are, of course, the catalyst for poor performance.

## **IV. AIMS AND OBJECTIVES OF THE STUDY**

The primary goal of motivation is to create conditions in which people are willing to work with zeal, initiative, interest, and enthusiasm while experiencing high moral satisfaction on a personal and group level. Motivation also fosters feelings of responsibility and loyalty. This eventually leads to indiscipline. Naturally, employees feel pride and confidence in their ability to effectively achieve organizational goals. Any organization's predetermined objectives and goals can be met by the work force's willful and efficient efforts. Only motivation can get a workforce to meet expected standards and efficiency. As a result, it is a basic duty of every manager to motivate his subordinates to achieve predetermined organizational goals and objectives.

## V.RESULTS

The purpose of this paper is to conduct a literature review and analysis of theories and empirical evidence on the relationship between employee motivation and organizational productivity to draw important managerial practice lessons. To accomplish this, the paper reviewed some of the key theories and empirical studies on motivation and its impact on employee productivity, drawing on experiences from diverse organizational settings in Nigeria and other countries. According to the study, there are several factors to consider when motivating employees, some of which are monetary or financial in nature, such as pay, and others that are non-monetary in nature, such as recognition and challenging jobs. Important implications for managerial practice are presented.

## VI. CONCLUSION

The Above Outcome Shows that A motivated employee is an asset, who can deliver immense value to the organization in strengthening the business and revenue growth. This paper concludes that the employee motivation is important to obtain organizational success. If they're not driven properly, an organization cannot achieve their productivity level.

When employees are productive, they are either doing more work in less time or taking lesser hours to accomplish work. This helps in reducing operational costs. As a result, producing the same output requires less workforce, which in turn increases profitability.

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