

Influence of Motivation on Personnel Productivity in Kwara State Colleges of Education Libraries.

JATTO MEDINAT KEHINDE

Kwara state college of education,
Library department, ilorin

Abstract

This study examined the factors that motivate employees of the three state owned Colleges of Education, i.e., Kwara State Colleges of Education, Ilorin, Oro and Lafiagi (Technical). The focus of the paper was to determine what factors best motivate the employees in the libraries of the Colleges. As its theoretical base, the researcher used Maslow's hierarchy of needs. The four-motivational factors put to test by the researcher were salary and wages, promotion, Job enrichment and positive reinforcement. The factors were used in order to determine those ones that motivate employees best. Findings from the study clearly revealed that motivation enhanced staff performance in discharging their responsibilities. On the basis of the findings from the study the researcher recommended that the library staff of the institutions should be adequately motivated, so as to enhance their job performance.

Introduction

Human resources represent an indispensable asset to the organisation. Their performances or otherwise will determine the success or failure of an organisation. Besides, employees' performance is a function of motivation. Thus to elicit excellent performance from library employees, library management must provide the employees their basic needs. Bernard (1983), contends that if all those who may be considered potential contributors to an organisation are arranged in order of willingness through neutral or zero willingness to intense willingness or opposition or hatred. But a moment reflection will show how true it is. What we need to is to think of the various organisation we belong to e.g. club, company, school, professional society etc. and ask ourselves how intensively we are willing to serve them without some inducement other than the fact of being a member.

This means that all those who are responsible for the arrangement of the library must build into the entire system factors that will induce people to contribute as effectively and efficiently as possible. The management or supervisor does this by building into every possible aspect of the organisational climate, those things, which will make people to act in desired ways. Therefore, another function of management is the activating or motivating of the potential work force.

Coon (1980) expresses the fact that the study of psychology has implications for physical educators in areas such as learning theory, motor development, motor learning, psychology or sports, personality development and attitudes concerning self.

Psychology is the science of the mind and soul. Psychologists study human nature scientifically, and rather than formulate conclusion from casual observations, they sort out and check and re-check human characteristics under reliable conditions. In this manner and through the use of acceptable scientific evaluation, it is possible for psychologists to determine the conditions under which certain human characteristics will operate.

Berger (1963) explains that sociology is concerned with a study of people, of groups of persons, and human activities in term of the groups and institutions in society. It is concerned with the origin of the society. It is a science interested in institution of society such as religion, family, government, education and recreation. It is a science involved in developing a better social order characterized by good, happiness, tolerance and racial equality.

Physical education is concerned with sociological elements small people; human activities; institutions of society (for example, schools and physical activities); and ways in which a better social order may be achieved utilizing the expertise, research, and leadership at its disposal for accomplishing this purpose.

Biomechanics is another area of science that is concerned only with humans in motion but also with object motion. Biomechanics utilizes the application of scientific principles of physics in order to understand the movement and actions of human bodies and objects-.

Bucher (1983) observes that biomechanics is sometimes confused with the term kinesiology. Kinesiology refers to the science of motion in human beings. The main difference between biomechanics and kinesiology would appear to be that kinesiology is primarily concerned with the anatomical, mechanical, nerve and muscular aspects of motion. Biomechanics on the other hand, is broader in scope; it is not only concerned with the structure and function of biological systems, but also applies the laws and principles set forth in mechanical physics to a study of these systems.

Core courses in physical education

Physical education has been described as a body-oriented discipline. There are some compulsory courses that are taken together with the medical students of which one cannot continue in his or her medical or physical education line if he/she fails the courses. Such courses include:- Anatomy, Physiology and kinesiology. These are pure science subjects of what importance are these courses to a physical educator?

Human Anatomy

Spence (1982) described anatomy as the study of the structure of an organism and the relationship of its parts. It examines the general structures of the body (gross anatomy) as well as those structures that can be seen only with the aid of a micro-scope (microscope anatomy). Gross anatomy can be studied by regions, such as the head, neck, thorax, abdomen, pelvis, or limbs. This approach referred to as regional anatomy, is often used in dissection, in which all structures in a region are studied simultaneously.

However for physical education purposes the study of anatomy by organ systems that perform common functions (systemic anatomy) is most beneficial. Microscopic anatomy includes the study of cells (cytology) study of tissues (histology) Each body structure contributes not only to the structure itself but to the general well being of the entire body. At the most basic structural level, the body is composed of cells. In most animals, including human, groups of similar cells join together to form tissues.

Tissue formation allows the body to perform more involved physiological activities than would be possible for individual cells. Even more complex physiological processes are possible when two or more tissues combine to form an organ. The ability of the organs to function for the general well-being of the body is enhanced by the fact that certain organs work together as a system, each organ in the system performs a specific part of a general body function (Spence, 1982).

Human Physiology

One may wonder why we should study physiology. What is this physiology? Guyton (1979) describes physiology as the study of life itself, It is the study of function of all parts of living organisms as well as of the whole organism.

As small children, we begin to wonder what enables people to move, how it is possible for them to talk, how they can see the expanse of the world and feel the objects about them, what happens to the food they eat, how they derive from food the energy needed for exercise and other types of bodily activity, by what process they reproduce other beings like themselves so that life goes on, generation

after generation. All these and other human activities make life. Physiology attempts to explain them and hence to explain life itself.

The basic functional unit of the body is the cell and 75 trillion cells make up the human body (Guyton, 1979). Each of these is a living organism in itself, capable of existing, performing chemical reaction, and contributing its part to the over all function of the body also in most instances of reproducing itself to replenish the cells that die.

Non motivation or effective motivation have certainly led to several misgivings between the librarians and their staff and where employees are not adequately motivated, morale falls, enthusiasm dwindles and the spirit of doing better job is killed. The question is, does motivating enhance performance or productivity of library staff?

Research Questions

This research tends to provide answers to the following research questions:

- a. Of what significance is motivation of library staff to the attainment of the set goals of the library set up?
- b. To what extent does motivation of library staff raise their performance at work?
- c. To what extent does the provision of good environment enhance staffers efficiency?
- d. To what extent does on - the - job training (e.g. refresher course, study leave etc encourage library staff?

Methodology

The research design for this study is descriptive The variables considered for the study were staff motivation as it affects personal productivity in Kwara State Colleges of Education Libraries, Ilorin, Oro and Lafiagi as the focus. The population for the study comprises the librarian, library staff and members of College management that were served with the questionnaire to give their opinion on the subject matter. The questionnaire has two sections A and B. Section A of the questionnaire dealt with the personal information of the schools, while section B of the questionnaire consisted of 20 items. They all responded with the following responses: Agreed and disagreed. A total of one hundred (100) questionnaire forms were administered to respondents out of which 83 were completed and returned. As regards the research questions, data related to each will be analyzed using simple percentage as the statistical tool.

RQ1 - Of what significance is motivation of library staff in the attainment of set goals of library setup?

Table 1: Summary of the analysis of data on the responses of the respondents for testing the significance of motivation of library staff to the attainment of set goals by frequency count and percentage.

S/N

S/No	ITEMS	YES	%	NO	%	TOTAL	%
A	Motivation serves as encouragement to Library personnel to perform their duties effectively.	65	78.31	18	21.69	83	100
B	Library personnel can be motivated if there is good library management?	50	60.24	33	39.76	83	100
C	Praise is more effective in improving results than reprimand?	53	63.86	30	36.14	83	100

From table 1 it was discovered that 65 respondents representing (78.31%) agreed that motivation is an important ingredient In encouraging library personnel in order to perform effectively while 18 (21.69%) of the respondents disagreed. 509(60.24%) out of 83 respondents that if there is good library management's their personnel will be motivated while 33(39.76%) of the respondents disagreed. Only 53 respondents 63.85%; agreed that to praise library staff during their duties would encourage them and improved result than reprimanding them which only 30(36 %) disagreed.

RQ2 - what extend does motivation of library stall raise their performance at work?

Table 2. Summary of respondents' responses or, how motivation of library staff raise their performance at work in frequency count and percentage.

S/No	ITEMS	YES	%	NO	%	TOTAL	%
D	Job enrichment and jobs rotation will make worker perform better on their job?	60	72.29	23	27.72	83	100
E	All allowances such as annual leave, shift and overtime, calculated on reasonable percentage are paid promptly as at when due.	58	69.88	25	30.12	83	100
F	Are you satisfied with the common Job assigned by the libraries.	39	46.99	44	50.01	53	100

Table 2 indicates that 60 respondents representing (72.29%) agreed that job enrichment and jobs rotation will make worker perform on the job better while 23(27.71%) disagreed with the question. Again it was agreed that if all allowances such as leave, shift, overtime are paid promptly will improve staff productivity in the library with 58 or (69.85%) only 44 or (50.01) disagreed with the question whether the staff are satisfied with the job assigned to them by the librarian while 39(46.99%) agreed.

RQ3 - To what extent does the provision of goals environments enhance staffs efficiency?

Table 3: Summary of responses on factors that enhance library staffs efficiency in frequency counts and percentage.

S/NO	ITEMS	No of respondents	%
G	Job satisfaction	3	3.61
H	Good motivation	5	6.02
I	Good recognition	4	4.8
J	Good security	2	2.4
K	All of the above	69	83.1
	Total	83	100%

Table 3 shows that the majority of the respondents is 69 or (83.13%) agreed that job satisfaction, good motivation, good recognition and good security are the some of the factors that should be provided to enhance staffs efficiency and improved environment atmosphere that will motivate the staff. 3(3.61%) agreed on job satisfaction, 5(6.02%) good motivation 4(4.82%) good recognition while 2 or (2.40%) agreed on good security to enhance staff's efficiency.

RQ4- To what extent does on – the jib training (e.g. refresher course, study leave etc encourage library staff?

Table 4: Summary of responses whether on the job training encourages library staff in frequency counts and percentage.

S/NO	ITEMS	YES	%	NO	%	TOTAL	%
L	Are you being motivated through study leave, seminar and conferences attended in your library?	51	61.45	32	38.55	83	100
M	Motivation serves as increase in production or output?	64	77.11	19	22.89	83	100
N	Some librarians motivate their workers in order to achieve the stated objectives.	58	69.85	25	30.72	83	100

Table 4 indicates that 51 respondents (61.45%) agreed that some staff are motivated through the study leave, seminar or conference they are opportuned to attend which improves and upgrade their knowledge; while 32 or (38.55%) disagreed with the question. Again 64 or (77.11%) agreed that motivation serves as increase in production or output. Only 58 or (69.88%) agreed that some librarians are interested in motivating their staff in order to achieve the stated goals while 25 respondents (30.12%) disagreed.

Conclusion

In the final analysis, this paper aims at assessing and finding the problems which have been hampering motivation of workers in our libraries and its effects on the growth of various libraries in Nigeria. Organizations both private and public are often faced with the problem of motivation. Motivation forms the basis of increasing productivity in libraries. Alternative needs are inter-related and it is quite not possible to satisfy all of them in a given situation

However, it is presented that if workers' needs are satisfied, their performances will be geared towards achieving a high level of output. In the light of the aforementioned, it could be concluded that staff motivation is highly essential for high productivity in the library.

Recommendations

In the light of the above conclusion, the researcher recommends the following:

- a. If a worker is achievement oriented, put him in a job where he can set his own standards, get concrete feed back and deal with moderate risks
- b. Librarian should provide his members of staff the tools with which to get the job done effectively Never be little or criticize your staff in front of others. Every one wants to feel important and useful.
- c. Librarians should always give the subordinates undivided attention at least occasionally and be pleasant and try to develop a friendly atmosphere with them.
- d. Librarians should make sure that his staff members do not engage in conflict as such, where a clash occurs, it should be settled immediately.
- e. The management should set up objective and develop, control techniques as well as appraising workers' performance against set standards in order to attain the stipulated goals of the establishment.
- f. Management should maintain cordial relationship with their members of staff.
- g. Library staff should be sincere, get interested in their duties and be dedicated.

References

- Adesina, S. (1980). An aspect of school management. Ilorin: University Press. Appleby, M. (1978). Developing top management: England: Gower Publishing Company Limited.

Benard, E. (1983). Trends in organisation productivity; Nigeria: Published by NISER.

Benelson, A & Steiner, J. (1964). Strategic management concept cases. Texas: Business Publication, Inc
Piano.

Maslow, A. H. (1954). Motivation and personality. New York Harper and Row.

Pickle, E.A. & Abraham, C. (1980). Personnel: A diagnostic approach. Texas: Business Publication.