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EFFECT OF MOTIVATION ON EMPLOYEES' PERFORMANCE INLAPAI LOCAL GOVERNMENT, LAPAI, NIGER STATE, NIGERIA

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Abstract
The issue of motivation has continually posed a big challenge to organizations around the globe especially in the local government system where high levels of productivity affect or play a major role in determining the growth, development, stability and future success of that tier of government. Therefore, an organization in a bid to achieve success in maintaining a competitive edge as well as avoid a steady decline in the productivity levels of its employees, must ensure that its staff are adequately motivated. The primary purpose of this study is to examine the effect of motivation on employee performance on Lapai Local GovernmentArea of Niger State, Nigeria. This study adopted a descriptive and causal research design as well as the survey method in investigating the effects of motivation on local government levels. The entire population of the study was 2200 while the determined sample size is 338 using Taro Yamani formula of sampliling determination. The finding of this study revealed that 95% of the respondents believed that Extrinsic factor influenced employees job performance the researcher recommends that government should keep or establish the rules and regulations that will govern the organizations both the private organizations as well as the public organizations in following the appropriate procedures, policies as well as the rules that will lead these organizations to give enough incentives and to give these employees appropriate compensation package that will enable them to work hand and be committee to their. Also, as organization, there is needs to establish short seminars and training to the all department and employee's on the motivation aspects that are going to be given so as to increase their performance such as given promotion so as to enable them to perform harder and aloes that the employees may be given good compensation package to the higher performers. Also the departments need to give bonuses or incentives to these employees so as to work hard and to establish the policies, procedures, rules and regulations that will lead the employers o the motivation aspects so as to help the employees perform in good way that can lead into development of the organization as well as to achieved their goals as individual employee.

Keywords: Competitive Edge; Employee Performance; Motivation: Productivity: Productivity Levels.

Introduction

Generally, most local government areas in Nigeria are faced with numerous challenges. One of such challenges is in the area of management which refers to the utilization of resources both effectively and efficiently in order to achieve an organization's goals and objectives. Some of these managerial challenges are obvious in matters concerning employees such as reimbursement, recruitment, performance management, training and career development, health and safety, benefits, motivation and administration, amongst others. The human resource is the most vital of all resources among other factors of production and the human capital is what distinguishes one organization from the other (Maimuna& Rashad, 2013). Therefore, for organizations to survive and remain relevant and competitive, it is essential for them to be able to entice and maintain efficient and effective employees in a bid to enhance productivity (Sunia, 2014).

Hellriegel (1996) viewed motivation as any influence that portrays, directs, or maintains people's goal directed behaviors. It refers to the driving force that makes an individual to act in a specific way. It is an inner drive that causes an individual to behave in a certain manner. The goal of most organizations is to improve productivity. Therefore factors of motivation play significant roles in improving employee job satisfaction levels. This will in turn aid in improving an organization's productivity levels.

Employees make up the workforce of any organization; as such they are an integral part of the organization. Aluko (2014), stated that an organization is only as good as the workforce that runs the

organization. This is to say that when employees are motivated, the chances are that their morale would be high, resulting in increase in performance and productivity levels. In order to achieve high levels of productivity, managers therefore need to continually seek ways of ensuring that their employees stay motivated. This is because a lack of employeemotivation leads to reduced productivity, which is harmful to organizational performance and continuous success.

Jennifer and George (2006) defined employee productivity as the level of effort put forth by the workforce of an organization towards achieving organizational goals and objectives. There are several ways by which a workforce can be motivated to enhance organizational productivity. George and Jones (2012) state categorized motivation into two classes namely intrinsic and extrinsic. Intrinsic motivation arises from an employee's internal craving to execute a task out of self-interest rather than a need or wish for some external reward. External motivation is the type of motivation that arises when an employee is compelled to act in a specific way either as a result of that employee's desires for external rewards or to avoid punishment.

Extrinsic motivation also helps to boost an employee's effectiveness and efficiency levels. This is because certain external factors such as adequate compensation, work environment as well as training and career development appeal to employees, therebyinspiring them to resourcefully and successfully discharge their duties. An organization that fails to provide a conducive work environment, compensate its workforce adequately, create room for proper training and career advancement is at risk of having a demotivated workforce. This means that such a workforce being demoralized would fail to effectively and efficiently discharge their duties leading to low performance and productivity levels (Nwachukwu, 2004). This study therefore examines the effects of motivation on the performance of employees of Lapai Local Government Area of Niger State, Nigeria.

Statement of the Problem

Since employees are the most important resource in the organizations and those employees (human capital) are the one who utilize other resources in the organization, the process which lead to organization performance. Motivation is something nearly all people to some extent are concerned with and employees work best when they are motivated, which make motivation essential to employees performance. One of the most difficult challenges organizations are facing is to get employees to do their best, during all conditions and making employees to perform at a required or expected standard something needs to motivate employees.

Motivation of an employee is very important in every organization, in order to improve the performance of individual employee and organization in general motivation must be conducted in very careful manner because when employees are not properly motivated it will affect the individual performance where by the employee will be dissatisfied with the work and also organization performance will deteriorate and cause things like high employees turnover, poor employees performance, absenteeism, increasing the rate of conflicts and grievances as well as the organization might fail to achieve their targeted goals to happen.

Since motivation is important for employees 'performance, a number of research have been conducted. But there are some limitations that need to be addressed. First, researches have been conducted in private sectors and not parastatal organizations. Also the variables that have been used to study the influence of motivation on employees' performance left out intrinsic factors and extrinsic factors. It is for this reason that this study is conducted to fill the gap.

Specific Objectives

i. To examine the influence of working environment on employees' performance.
ii. To examine the influence of intrinsic factors on employees' performance.
iii. To examine the influence of extrinsic factors on employees' performance.

Research Questions

i. What is the influence of working environment on employees' performance?
ii. What is the influence of intrinsic factors on employees' performance?
iii. What is the influence of extrinsic factors on employees' performance?

Literature Review

Conceptual Clarification

Work is an important event, a fact that is inevitable in the life of an individual in whatever form, it is done; it is an activity and source of satisfaction one needs. Employees try to find satisfaction in what they do and as a result, the manager should be able to understand the problems faced by his workers and find a way of satisfying their needs and aspiration. The general assumption is that an adequately motivated worker will in turn, give in his or her best towards the attainment of the goals of the organizations. Consequently when a worker is motivated the question of poor performance and inefficiency may not arise in an organization. Managers who are successful in motivating employees often provide an environment in which appropriate or adequate goals called incentive are available for the needed satisfaction of the employee.

Campbell and Richard (1980) came up with the following assumptions about human behaviour.

1. All human behaviour has a course, which can be traced to the effect of the environment.
2. The root of human behaviour is also traceable to needs, wants and motives.
3. Human behaviour is goal-seeking people would release their effort in the direction they believe will help to satisfy their personal needs.

Conceptual Framework

Adequate motivational factors have little or no place in a rationalistic account of conduct, because man's reason is the overriding factor in the determination of what he does. His will is free to choose whatever course of action his reason dictates. If this choices are unwise, unethical, or immoral, he is responsible for them because reason and his will have freely selected them. On the other hand, motivational factors would explain the behaviour of man in particular circumstances if it were accepted that he is irrational.

Since the study is aimed at examining the implication of adequate motivation on workers' productivity in an organization, it is necessary to review some studies in these areas.

The Evolution of Motivational Concepts

In theory, people rationally consider the behaviour alternatives available to them and act to maximize positive results and to minimize negative results. These assumptions were however not testable and with a spirit of inquiry, motivational theory gradually moved from the realm of philosophy to the more empirically based science of philosophy. (Locke, E. A., & Latham, G. P. 2013) Even then, motivation is relativity a new concept in psychological theory. It entered the discipline as 'instinct', only to be reformulated as 'drive'. There are basically four (4) theories of motivation and a brief comment on each of them will enhance the understanding of the nature of motivation. The theories are – instinct theories; drive theories; hedonistic theories and cognitive theories.

One of the greatest exponents of instincts theories was McDougal (1923) who defined instinct as 'an inherent or innate psychophysical disposition which determines its possessor to perceive, and to pay attention to objects of a certain class, to experience an emotional excitement of a particular quality upon perceiving such an object, and to act in regard to it in a particular manner, or at least, to experience an impulse to such actions.

According to McDougall, (1923) man is moved solely by his instinct and under such a situation he wondered why man ever behaved rationally. He saw the problem of man as that of accounting for the control over instincts and he regarded personality as developed in the interest of such control. He therefore accorded great importance to motive forces in man's behaviour.

Drive theorist were concerned with two things: the mechanisms of action; and the forces which energize the mechanism into action. We have many potential acts or behaviours in our repertoires but they do not reach expression continuously or simultaneously in the typical case. They occur individually, sporadically, or episodically, yet the mechanisms that underline them when they do appear are presumably always present in our nervous systems. It takes some special conditions for the mechanism underlying a given act to be activated. Woodworth used the word 'drive' as one condition necessary to power the mechanism into action. It refers to general energy supply and tissue needed as source of drive. Thus drive concept came quickly into use in reference to the physiological conditions, which seem to underline the occurrence of preparatory behaviours and consummator reactions like in hunger, thirst and sex.

Hedonic as the name implies mean devoted to pleasure and there was talk of positive and negative incentives. Incentives were thought to have two functions:-

1. To instigate approach toward it or avoidance (withdrawal) from it;
2. To evoke a state of arousal in the animal so that it will be moved (motivated) to approach or withdraw from the incentive.

The state of arousal is like that envisaged for drive theory, but here the arousal is evoked by theincentive, rather than being due to conditions of deprivation, as in drive theory. Incentive thus became an alternative to drive as the major motivational construct.

Perhaps, one of the most scientific approaches to motivation was that provided by proponents of cognitive theories. McClelland, (1969) was one of the foremost men in this area. McClelland and his, colleagues dealt with the study of the need for achievement and other needs in human beings.

According to McClelland, (1969) all motivates are considered to be learned and motivated behaviour falls along appetite or adapted ability. Motivated behaviour takes the form of approach to a situation or withdrawal from stimuli. A motive is defined as a "strong affective association characterized by an anticipatory goal reaction and bused on past association of certain cues with pleasure or pain".

They saw affective process as fundamental to motivation and held that direction and not arousal of behaviour is the proper function of motivation. They gave external stimuli a greater role in motivation than did drive theories. Reinforcement has been proposed as an alternative to drive and also to incentive theory. It may be necessary to examine how it differs from incentive theory. It has been argued that the reinforcement account of motivational phenomena is a no motivational one.

That the properties of behaviour of interest can be explained in terms of the conditions existing at the time of reinforcement e.g., that they are learned and that no special processes such as drive or arousal by incentives are necessary. This may be a more scientific explanation of the process of behaviour changes than the concepts of behavior modification or reinforcement theory assumes that human behaviour can be shaped or altered by manipulating the reward structures of various forms of behaviour.

Phenomena of choice and preference they pointed out may be given an interpretation based on habit rather than on motivation. Though there are a lot of controversial views on this objection, the researcher believes in motivational concepts and this is in – fact the essence of this study and he agrees that the hallmark of the presence of and the need for motivational concepts in behaviour in the energizing and the control of their vigor and he control of their vigor and efficiency.

Process Theories of Motivation

Process theories attempt to identify the relationship among the dynamic variables, which make up motivation. They provide a further contribution to our understanding of the complex nature of work motivation. Many of the process theories cannot be linked to a single writer, but major approaches and leading written under this heading include: Expectancy – based model – Vroom, and Porter and Lawler, Equity theory – Adams, goal theory – Locked, Attribution theory – Heider, and Kelley.

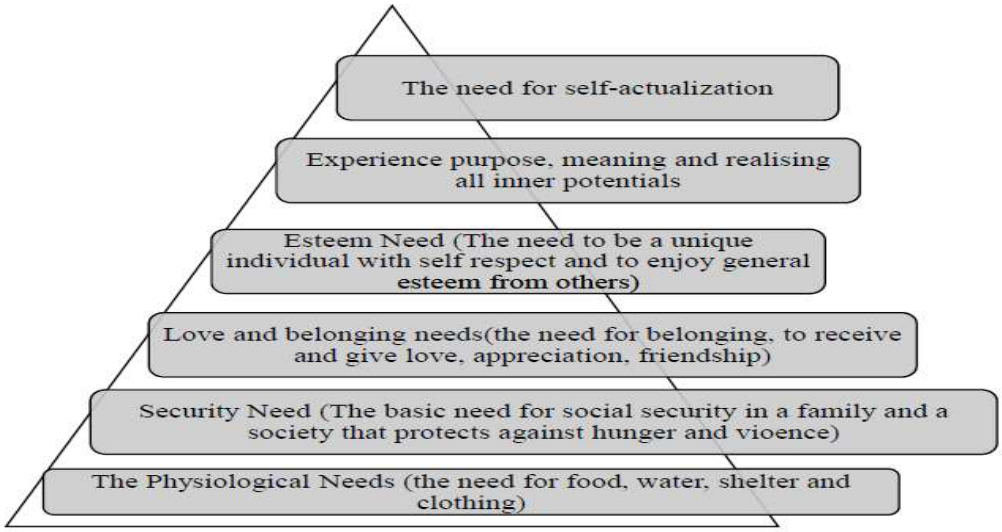
Need theory

Several need theories are identifiable in the literature of motivation and most of the later theories of motivation deal essentially on human needs or are need based. Need theorist while differing in some respects, argue that human needs represent the primary driving force behind employee behaviour in an organizationalsetting.

Abraham Maslow Theory of Need Hierarchy

Abraham Maslow defined need as a physiological or psychological deficiency that a person feels the compulsion to satisfy. This need can create tensions that can influence a person's work attitudes and behaviors. Maslow formed a theory based on his definition of need that proposes that humans are motivated by multiple needs and that these needs exist in a hierarchical order. His premise is that only unsatisfied need can influence behavior; a satisfied need is not a motivator (Ramlall, 2004).

Figure 2.1: Maslow's Hierarchy Needs



Maslow's Hierarchy of need theory (Cuming, M., 1985)

Source: Shah and Shah, (2007).

A person starts at the bottom of the hierarchy (pyramid) and will initially seek to satisfy basic needs (e.g. food, shelter).Once these physiological needs have been satisfied, they are no longer a motivator. The individual moves up to the next level. Safety needs at work could include physical safety (e.g. protective clothing) as well as protection against unemployment, loss of income through sickness etc.).Social needs recognize that most people want to belong to a group. These would include the need for love and belonging (e.g. working with colleague who supports you at work, teamwork, communication).Esteem needs are about being given recognition for a job well done.

They reflect the fact that many people seek the esteem and respect of others. A promotion at work might achieve this. Self- actualization is about how people think about themselves this is often measured by the extent of success and/or challenge at work (Ramlall, 2004). Managers should also take care that employees don't just work for financial incentives. Managers should create an environment where employees like to come to work because they enjoy their jobs hence increase performance. Incentives also motivate the employees when you want them to go that extra mile to achieve your targets. Maslow's model has great potential appeal in the business world. The message is clear - if management can find out which level each employee has reached, then they can decide on suitable rewards which will enhance improve employee performance (Ramlall, 2004).

Methodology

The descriptive survey research design was used in this study. Thus design according to Kahn (2006), deals with the relationship between variables, the testing of Hypotheses and development of generalization principals that have universal validity, hence its adoption.

The Study Population

Lapai Local Government has a staff strength of 2,200. (Lapai Local Government. (2023). This figure staff constitutes the population of this study. The following are the departments and staff in each of the departments in Lapai Local Government:

S/NO	DEPARTMENT	STAFF
1	Education Department	410
2	Primary Health Care Department	380

3	Personnel Management Department	500
4	Finance and Supply Department	250
5	Works Department	370
6	Agric Department	170
7	Budget and Planning Department	120
Total Population of Staff		2,200

Source: Lapai Director of Personnel Management Unit

The Sample Size

To determine the sample size, the researcher used Taro Yamani's formula. Multi state sampling procedure in this study.

At first stage: simple random sampling technique was selected from the seven (7) departments in Lapai Local Government Area of Niger State.

Stage two: the researcher employed proportionate sampling technique in selecting the respondents from the population of each department.

Stage three: the study used simple, random sampling technique to select the respondent using hat and draw procedure in order to arrive at total sample size of three hundred and thirty eight (338) respondents.

The acceptable error was set at 0.05 and the resulting sample size is 338

$N =$

$N/1+ (\varepsilon)^2$

Where:

N = Sample Size

N = is the Population size

ε= Level of Significance selected at 5%

Lapai Local Government Staff , Niger State which has an estimated population 2,200

$$\frac{N = 2,200}{1+ 2,200\ (0.05)^2}$$

$$\frac{n = 2,200}{1+2,200\ (0.0025)}$$

$$\frac{N = 2,200}{1+ 2,200 \text{ x } 0.0025}$$

$$\frac{N = 2,200}{6.5} = 338$$

Therefore, the sample size for this study is 355

S/NO	DEPARTMENT	STAFF	SAMPLE SIZE
1	Education Department	410	$(\frac{410 \text{ x } 338}{2,200}) = 63$
2	Primary Health Care Department	380	$(\frac{380 \text{ x } 338}{2,200}) = 58$
3	Personnel Management Department	500	$(\frac{500 \text{ x } 338}{2,200}) = 77$

4	Finance and Supply Department	250	$(\frac{250 \times 338}{2,200}) = 38$
5	Works Department	370	$(\frac{370 \times 338}{2,200}) = 57$
6	Agric Department	170	$(\frac{170 \times 338}{2,200}) = 26$
7	Budget and Planning Department	120	$(\frac{120 \times 338}{2,200}) = 18$
TOTAL POPULATION OF STAFF		2,200	100

Source: Lapai Director of Personnel Management Unit

Instrument

The researcher used a questionnaire titled Effect of Motivation on Employees' Performance In Lapai Local Government, Lapai, Niger State (EMEPLLGNS). The questionnaire contains two sections. Section A of the instrument consists the respondents bio data; while Section B had a set of 25 items, which respondents indicated their level of agreement or disagreement.. Each of the items was on a 4-point scale of Strongly Agree (4 points), Agreed (3points), Dis agree (2 points) and Strongly Disagree (1 point).

Sources of Data Collection

The researcher made use of used of both primary and secondary of data for the study. Primary data consisted of data from personal observation, interview and responses to the questionnaire, while secondary data were obtained from textbooks, journals, and newspapers.

Validity and Reliability

Validity is the process of finding out the degree to which a researcher or a test indeed measures what it purports to measure. In other words the questionnaire instrument or tests or items concern the content of the variables or rational categories the researcher has identified as the element of these variables of which he/she feels that by using them to test his/her respondents, he/she will receive similar answers from them. By instrumentation validation, the researcher tries to show his/her readers that what she thought the contents of the study to mean are what the umpires have taken them also to mean.

The researcher adopted a method of checking the validity, reliability and consistency of the instrument and questions by including a few extra questions to those deemed essential for the study. A technique of putting in two roughly equivalent or closely related questions but separated were used. The study also adopted the split half ballot technique by constructing two parallel forms of questionnaires that was used with equivalent samples of the population. The researcher was able to determine the effect of different wording of the same questions.

The two forms had some of their questions in common, but certain other questions were worded in different ways in order that the effects of the differences may be measured. At the end of the exercise, the study reexamined and revised some of the questions and their sequences, drawing from the results of the technique as well as outside criticisms.

Pilot–Test

Pre–test was carried out to see how the questionnaire would work out and whether changes were necessary before the start of the full – scale study by the researcher. The people used for the pretest exercise were similar in grade and characteristics to those who were eventually sampled in the final study.

Method of data collection

The researcher and the researchers' assistant personally administered the copies of questionnaire to the respondents. Items which needed clarification were explained to the respondents. To ensure that the respondents do not have ready answers and avoid bias response, the respondents were not pre informed of the visit by the researcher.

Method of Data Analysis

The method of data analysis that was used in this study is standard deviation, mean and mode.

Result

Respondent's Gender.
The researcher sought it was important to find out the gender of the respondents involved in the study since gender determines the level of understanding of individuals as well as the level of conceptualization. Generally, being male or female can in a great way affect the responses an individual gives when asked given questions. Gender was also sought to enable the knowledge of who took part in the study and generally deduce the gender distribution of the people working in the organization. This would enable the researcher to know whether gender equality is held with high esteem in the organization. Findings on the gender of respondents are presented on table.

Table 1: Respondent's Gender.

Respondents	Frequency	Percent	Valid percent	Cumulative percent
Female	215	63.60	63.60	63.60
Male	123	36.39	36.39	100.0
Total	**338**	**100.0**		

Source; Research Data, 2017.

Table 4.1 above depicts that 63.60% and 36.39% of respondents of male and female respectively answered the questionnaires distributed.

Respondent's Age.
In this study, age of the respondents was considered to be important in finding the influence of employees' motivation on employees' performance at National Social Security Fund; Head Quarters.

Table 2: Respondent's Age.

Respondents Age Size(Years)	Frequency	Percent	Valid percent
Below 34	138	40.82	40.82
35 – 44	129	38.16	38.16
45 – 54	98	28.99	28.99
55 – 64	23	6.80	6.80
Total	**338**	**100.0**	**100.0**

Source; Research Data, 2023

The large number of participants that participated in the study are the ones who aged between 25 – 34 years who constituted 40.82% then followed by 35 – 44 with 38.16%, 45 – 54 which made up 28.99% of respondents and lastly with 55 – 64 which made 6.80% of all employees who respond to questionnaires. This shows that the majority of the participants in this study are aged between 25 and 44 years with percentage of 40.00 which made more than a half of all respondents. From the findings on this table, the age group with the highest proportion of individuals are below 34 of age while the least individuals are aged between of 55 – 64.

These findings imply that most people who make up the staff to organizations at the moment are people in their mid-aged, characterized with lots of activity while the least are the elderly who do not have much time to do other things. These findings indicate that the organization has employed a competent workforce.

Working Experience

The researcher intended to find out the length of service of the respondents as this would enable ascertain how well versed with the organization's operations the respondents were. Length of service also determines how conversant an individual is and is also directly proportional with efficiency.

Working Experience

Number of Years	Frequency	Percent	Valid percent
Below 5	57	16.86	16.86
5 – 9	69	20.41	20.41
10 – 14	95	28.10	28.10
15 – 19	72	21.30	21.30
Over 20	140	41.42	41.42
Total	**338**	**100.0**	**100.0**

Source; Research Data, 2023.

Table 4 shows that about 57 respondents who made up 16.86% percent have worked at the agency for the period ranging from 5 – 9 years and this range comprised a large number of the participants, followed by the ones who worked below 5 years who are 69 with 20.41%, who serves 10 – 14 years are 95 with the percentage of 28.10%, 72 with 21.30% who have worked for years ranging from 15 – 19 years, while 140 with 41.42% have worked for over 20 years. This shows that the majority of the respondents of this study have worked for more than 5 years where by more than half and quarter of all respondents while only those worked for less than 5 years comprise a total of 57.

Therefore these findings are an indication that a large proportion of the respondents included in the study have been in the organization for a reasonable period of time and therefore have extensive knowledge of the organization. This means therefore that they are well placed to respond well to the questions directed their way by the study.

RESEARCH QUESTIONS 1: WHAT IS THE INFLUENCE OF WORKING ENVIRONMENT ON EMPLOYEES' PERFORMANCE

S/N	Responses	Yes Freq (%)	No Freq (%)	Mean	Remark
1	My work performance is being influenced with the conducive working conditions.	220(55%)	180(45%)	3.12	Accepted
2.	The degree of cooperation given by workers union in organization has an impact on my performance.	315(78.75%)	85(21.25%)	3.25	Accepted
3.	The amount of noise possess within my job has an impact on my overall performance.	255(63.75%)	145(36.25%)	2.13	Accepted
4.	The amount of stress given by a job at my work place has effects on my level of performance at work.	156(39%)	244(61%)	1.87	Rejected
5.	The degree of effectiveness of health insurance policy influences how much I am motivated to perform well in my job.	342(85.5%)	58(14.5%)	2.22	Accepted
	Average overall mean		**2.65**		

Source: Field Study, 2023

The above shows the results that were obtained when the respondents were asked to indicate whether they agreed or disagreed that the way in which the employees viewed their jobs influenced their level of their performance. The study found that 220 respondents which are equal to 55% of all respondents indicated that they agreed, where 180 respondents equals to 45% dis agreed that the way in which the employees viewed their jobs influenced their level of performance

RESEARCH QUESTION 2: WHAT IS THE INFLUENCE OF INTRINSIC FACTORS ON EMPLOYEES' PERFORMANCE.

S/N	Responses	Yes Freq (%)	No Freq (%)	Mean	Remark
6.	I am performing well in job when I feel I am recognized and appreciated for my contribution to the organization.	210 (52.5%)	190 (47.5%)	3.18	Accepted
7.	The degree of skill variety required to perform my job has an impact on my performance.	300(75%)	100(25%)	3.24	Accepted
8.	How meaningful I believe my work has influence on my performance level.	255(56.25%)	145(36.25%)	2.13	Accepted
9.	The degree of trust exhibited at my work place is a determinant of my level of performance at work.	126(31.5%)	274(68.5%)	1.67	Rejected
	Average overall mean		**2.76**		

Source: Field Study, 2023

The above table shows the results that were obtained when the respondents were asked to indicated whether they agreed that the appreciation of employees by the organization has an influence on employees' performance. 210 respondents which are equal to 52.5% indicated that they agreed that the appreciation of employees by the organization has an impact on their performance. Also 190 respondent which is equal to 47.5% was disagree to the appreciation of employees by the organization has an impact on their performance.

This implies appreciation of employees by the organization has an impact on their performance whereby when organizations recognizes and appreciate the contributions made by employee can make employees to contribute even more than present.

The Influence of Skill Requirement on Employees' Performance
The above table shows the results that were obtained when the respondents were asked to indicate whether they thought that the degree of skill requirements had an influence on employees' performance. The study found that 221 respondents which are equal to 65% of all respondents indicated that they agreed, where 117 respondents equals to 34% dis agreed and to the degree of skill requirements had an influence on employees' performance.

The implication of above results is that the employees performance are being influenced with the skills employee have whereby if employee have enough required knowledge know-how will be able to perform his or her job better.

RESEARCH QUESTION 3: WHAT IS THE INFLUENCE OF EXTRINSIC FACTORS ON EMPLOYEES' PERFORMANCE

S/N	Responses	Yes Freq%)	No Freq (%)	Mean	Remark
10.	The monetary compensation/salary structure has an impact on my level of performance.	180 (45%)	220 (55%)	1.92	Rejected

11.	The style of leadership in the organization has an influence on my degree of performance at work.	215(53.75%)	185(46.25%)	2.05	Accepted
12.	The degree of job enrichment embraced by the organization has an influence on my performance level.	255(63.75%)	145(36.25%)	2.13	Accepted
13.	The degree to which I believe promotion opportunities exist within the organization has an impact on my motivation.	244(61%)	156(39%)	2.17	Accepted
14.	My level of motivation at my job is to an extent influenced by my co-workers.	342(85.5%)	58(14.5%)	2.22	Accepted
	Average overall mean		**2.15**		

Source: Field Study, 2023

The researcher was interested to know if whether respondents agreed or disagreed that extrinsic factors influenced the level of employees' performance whereby the findings shows, 95% of employees were strongly agree that that extrinsic factors influenced the level of employees' performance. 5% respondents disagree with the notion that that extrinsic factors influenced the level of employees' performance.

This results implies, co-workers which represents extrinsic factors influencing the level of employees' performance therefore organization have to support the informal relations within organization and use them in increase the performances of employees.

Summary and Discussion of Findings

The finding from this study tries to explain about the Effect of Motivation on Employees' Performance In Lapai Local Government, Lapai, Niger State And how is it crucial in any performance of employees. This is according to the data collected which was collected from the respondents of Lapai Local Government about the employee's motivation and that may lead to employee's performance in his or her working environment.

Whereby the findings that the researcher came up with the research topic whereby it was derived from the specific objectives that showed how employees motivation leads into employees performance mostly specifically to the organization as a whole. The motive was on the influence of working environment on employees' performance, to examine the intrinsic factors that influence employee's performance and to examine the extrinsic factors that influence the employee's performance.

Furthermore there is satisfactory answer that it is true that the employee's performance is influenced by employee's motivation which might be a conducive working conditions such as enough instruments of working, full support from the line mangers. Also an employee's performance can be extrinsic factors such as good compensation package, good leadership style, job enrichment.

Conclusion

Lapai Local Government, Staff is a social security fund that gives its employees the first priority of motivating them in different ways so as to enable them to work so as attain the goals of the organization and as well as enabling employees to work so as to acquire more members of their social security fund.

Research Recommendations

These are mere researcher's opinion and suggestions to enable improvement to relevant stakeholders, thus following the sturdy findings, the researcher recommend to three organs as follow:

Recommendation to the Government

The Government should keep or establish the rules and regulations that will govern the organizations both the private organizations as well as the public organizations in following the appropriate procedures, policies as well as the rules that will lead these organizations to give enough incentives and to give these employees appropriate compensation package that will enable them to work hand and be committee to their work

Recommendation to the Organization

As the organization it needs to establish the short seminars and training to the all managers and employee's on the motivation aspects that are going to be given so as to increase their performance such as given promotion so as to enable them to perform harder and aloes that the employees may be given good compensation package to the higher performers.

Also the department needs to give bonuses or incentives to these employees so as to work hard and to establish the policies, procedures, rules and regulations that will lead the employers o the motivation aspects so as to help the employees perform in good way that can lead into development of the organization as well as to achieved their goals as individual employee.

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