



Motivation and staff performance in tertiary institutions in Kano State, Nigeria: a case study of Kano State Polytechnic

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Introduction

The study was about establishing the relationship between motivation and staff performance in Kano state using Kano state polytechnic as a case study.

Study objectives

The study was guided by three objectives:

1. to examine the extent to which promotions enhanced staff performance in Kano State Polytechnic,
2. to assess the extent to which financial rewards enhanced staff performance in Kano State Polytechnic,
3. to establish the relationship between training and staff performance in Kano State Polytechnic.

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Methodology

The study adopted a cross-sectional survey design and used a sample size of 83 respondents, of whom 76 participated in the study. Data were collected through primary and secondary sources. Data were then cleaned, coded, and cross-checked using Ms. Excel before being exported to SPSS for analysis.

Key findings

It is also shown that the Adjusted R square was .773 which is an indication that 77.3% of the changes that do occur in staff performance at Kano State Polytechnic are due to changes in motivation.

Key recommendations

It was recommended that Kano State Polytechnic should invest more capital in supporting employees through career development and that Kano State Polytechnic should commit to motivating and promoting employees who have exceptional performance levels.

Key references

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