

Assessing the influence of Motivation on Job Performance Among Lecturers in State Owned Universities in Sokoto State

Haliru Shehu

*¹Department of Counselling Psychology, Faculty of Education, Sokoto State University (SSU), Sokoto State, Nigeria **Email:** hallirushehuyari@gmail.com

Abstract

The study investigated the influence of motivation on job performance among state owned Universities in Sokoto State. Two objectives, two research questions are stated respectively for the study. Descriptive survey research design was adopted for the study. The population of the study consisted of four hundred and fifty five (455) lecturers among state owned Universities in Sokoto State which comprised of Sokoto State university with two hundred and ninety seven (297) lecturers and Shehu Shagari University of Education Sokoto with one hundred and fifty eight (158) lecturers and sample of two hundred and nine (209) was obtained using Raosoft application software. A researcher questionnaire titled motivation and lecturers job performance. The instrument was subjected to corrections and secreting by the experts in the Department of Educational Management, Faculty of Education, Sokoto State University. While the reliability index was estimated using Cronbach's Alpha statistics and it produced an average index 0.88. Mean and standard deviation for the secretive data were used. The study concluded that There is a significant influence of Salary on job performance among lecturers in Sokoto State Universities and also there is a significant influence on transportation among lecturers in Sokoto State Universities. The study recommended that Salary of the lecturers should be improved by implementation of the appropriate scale and increment as approved by the federal government. The will make them have an improved job performance. State government should make available buses for conveying both lecturers and students from and to the institution and should ensure that the condition of the buses is perfectly good.

Keywords: Motivation, Salary, Transportations, job performance

Introduction

The importance of motivation to employee in an organization cannot be over-emphasized. Modern managers believed that motivation is an ingredient which enhances employees job performance. There is no gainsaying the facts that

highly motivated employees perform their duties efficiently and effectively in order to achieve overall organizational goals and objectives.

Mangal (2012) regarded motivation as something which prompts, compels and energizes an individual to act or behave in a particular manner at a particular time for attaining some specific goal or purpose. The real activating forces that push and pull an individual to move or act for achieving specific goals include needs and drives. Needs are general wants or desires. Every human being has to strive for the satisfaction of his basic needs if he has to maintain or improve or fulfill in the world. Derives refers to an aroused awareness, tendency or a state of heightened tension that sets off reactions in an individual and sustains them for increasing his general activity level. The existence of a need moves or derives the individual from within and direct his activities to a goal that may bring about satisfaction of that need.

Motivation can be classified into intrinsic and extrinsic motivation.

Intrinsic motivation refers to the internal factors that drive individuals to engage in an activity for its own sake, without any external rewards. It is driven by personal enjoyment, interest, or satisfaction derived from the activity itself. For example, an individual studying a subject out of sheer curiosity or passion while, extrinsic motivation refers to the external factors that drive individuals to engage in an activity to obtain external rewards or avoid punishment. It involves performing a task to receive tangible rewards or to meet external expectations. Examples include working for a promotion, earning a salary, or avoiding disciplinary actions. Mangal (2012).

Job performance refers to the effectiveness and efficiency with which an individual performs the tasks and responsibilities associated with their job. In the context of university lecturers, job performance can be measured by various indicators such as teaching effectiveness, research productivity, academic contributions, and student outcomes. Several factors can influence the job performance of university lecturers. Mangal (2012).

Staff in tertiary institutions fall in the category of civil servants, as such statutory salary payments are made under the regulation of the government through agencies responsible for employment and salaries. Upon approval of the salary in the respective financial year, the disbursement of salaries is affected by the Ministry of Finance in facilitation by banks to which the staff subscribed during the first appointment. The salary payments of tertiary

institutions' staff do not base on the leadership title one holds at school but rather it is based on entry education qualification and experience due to escalating in Nigerian tertiary institutions' Scales (CONUASS), (COMPACAS) (HATISS) (CONTISS) etc Aminu (2008).

In Nigerian academic and non-academic system, especially in the tertiary institutions, staff earns varied salary and wages depending on whether the staff is a senior or junior. Under normal circumstances, collective bargaining contracts provide for different rates of wages for diverse categories of employees performing the same kind of work. Such differences are clearly defined, except where and when used by the employers to discriminate on the basis of race, colour, religion, sex or nationality. It has been observed that this type of wage differentiation is mostly adopted by public sector organizations especially those that provide essential services such as medical health workers, security operators and thus requires different shift duties and not in the tertiary institutions communities where staff provides the same academic and non-academic services. The only genuine and acceptable salary and wage differentials in staff's pay should be based on substantive positions and grade levels of teaching and non-teaching staff but this is not true to State Owned tertiary institutions in the Northern States in Nigeria.

Salary as a partial motivator for the staff of the tertiary institutions determines the operational performance of the system especially when effectively and appropriately or objectively applied. The overall performance in the tertiary institutions should be related to such variables as increasing quality graduates produced, improved service delivery, available infrastructural development or obtaining the best results in important areas of organizational activities.

From the outset, tertiary institutions are the focal points and drivers of societal development in all countries. At the same time, they are the biggest sources and houses of the World's brains, brawn, money talent, ambition and vision- all of which need to be deployed towards the sustenance of the society. This emphasis has meant an increase in staff and students' enrolment in most tertiary institutions. In other words, the ever-increasing student and staff population in Nigerian tertiary institutions and against the background of achieving sustainable learning and working environment, journey to school and work is no doubt a very crucial aspect of tertiary education (Odugbemi. 1997). This implies that, mobility and accessibility in tertiary institutions is a fundamental necessity.

It should however be noted that, the unavoidable implication of the alarming increase in staff and students' population in tertiary institutions is the inability of the institution owned transportation services to meet the basic mobility needs of the users. Based on this, various modes of public transport compliment the tertiary institutions transport service supply. Public transport is however described as vehicles licensed to provide stage carriage service for hire and perhaps reward (Nash. 1982: Bus and Coach Council. 1984). It is also considered as a means for earning passengers and goods either by private vehicles or and public carriers for hire, to earn money (Adeniji, 1984: 1987; 1993 and Badejo, 1993 and 2000). Badejo. (1993) noted that, any vehicle, including vehicles not registered as stage carriages, such as buses, that have, fixed routes and including taxi cabs with no fixed routes, used for hire and reward, and with varying areas, supported by Federal, State or Local government laws are considered as public transport. The observation of Badejo does not include the informal unlicensed public-transport operators known as "kabu-kabu" and the rapidly growing motor-cycle mode of public transport.

Transportation is an important aspect of settlements. To minimize the distances between and among complementary nodes, this demand is sought. The need for transportation rises as physical space for human activity rises, and the quality of transportation at any given time has an impact on how people interact in space. In the course of their daily activities, people create and attract a variety of trip types daily within and across spatially separate but complementary and highly specialized land uses in towns all over the world (Smith, 2020).

The most common perception of transportation is that it is a necessary component of human activity and, in many respects, the foundation of all socioeconomic transactions (Agunloye, 2008). In other words, a sustainable civilization cannot exist without effective transportation. In fact, without a practical form of transportation, no two places will be able to communicate successfully. It has been determined that land usage affects transportation. In many developing nations, poor transportation infrastructure and services are more often than not. The mobility of staff and students in Nigerian federal and state tertiary institutions has increased. It is a prerequisite for effective learning and work activities. Therefore, according to Olegbeji and Olufemi, (2007), tertiary institutions need to ensure and provide more accessible and efficient transport services that can serve all categories of students or staff.

Also, time management and organizational skills is considered a crucial factors that can influence the job performance among state owned Universities in Sokoto State lecturers effective time management, organizational skills, and the ability to balance teaching, research, administrative duties, and other responsibilities contribute to job performance efficiently managing work load and meeting deadlines is important. Allen (2017).

Furthermore, interpersonal skills is a crucial factor for Sokoto State owned Universities lecturers job performance. Building positive relationship with students, colleagues, and staffs. Lecturers should demonstrate professionalism, respect, and approach ability and effectively collaborate with colleagues and contribute to a supportive academic environment. Also, professional development has an influence on university lecturers. Engaging in continuous professional development activities, such as attending workshops, conferences and seminars helps lecturers stay updated with new teaching techniques, research methodologies and advancement in their field. Allen (2017).

Additionally, provision of institutional support adequate resources, infrastructures and support from university, such resources and administrative assistances, can have a significant impact on job performance among state owned Universities in Sokoto State lecturers.

Kyari, Abubakar and Ayuba (2021), conducted study d examined the effect of Salaries and Promotion Benefits on performance of non-academic staff in tertiary institutions of Borno state. The provision of proper emolument could be viewed as a mechanism for eliciting greater cooperation and commitment to task performance. A number of factors such as delays in payment of salary, delay in promotion benefits and pay cuts particularly of employees whom are expecting pay increase to augment their cost of living can have unexpected effects on performance. Explanations exist that such irregularities could damage employee morale leading to lower performances. The population of the study was 960. With a sample size of 282 respondents arrived at using Yamane's formula. Data were collected using structured questionnaires administered to the respondents. The study used both descriptive and inferential statistics. Regression analysis with the aid of statistical package for social sciences was used to analyze the data collected. Findings of this study revealed that delay in payment of salary, pay cut and delay in payment of promotion benefits has significant effects on employee performance in the study area. Therefore, the study recommended that: Borno state government

should ensure timely payment of salaries in order to induce employee commitment towards task performance. In terms of pay cut, Borno State Government should make consultation with non-academic staff unions in order to avoid industrial disputes. Borno State Government should also make adequate budget to meet up future demands in employee promotional cost and ensure prompt payment of such benefits.

Adamu and Garba (2019), conducted a study and investigated the payment of lecturers' salary and promotion as correlate of lecturers' job performance in Senior Secondary Schools in Adamawa State, Nigeria. This study adopted two research questions and two hypotheses the area of study was Adamawa State, the population was 337 principals and 5128 lecturers. A stratified simple random sampling technique was used to select two education zones out of five and a sample of 332 principals and lecturers was determined using Taro Yarnane's formula. Questionnaire was used to collect data. (PTSPTDQ) and lecturers' job performance questionnaire (T J P Q). The data were analyzed using mean and standard deviation for research questions and the null hypothesis was tested using Pearson Product Moment Correlation Coefficient (PPMCC). Findings indicate that there was significant relationship between payment of lecturers' salary, promotion and lecturers' job performance in senior secondary schools in Adamawa state, Nigeria. The study concluded that payment of lecturers' salaries in senior secondary schools in Adamawa state is moderate and promotion of lecturers in senior secondary schools in Adamawa state is also moderate. And recommended that government should pay lecturers' salaries promptly and promoting them regularly and this will enhance lecturers' job performance.

Agunloye, Taiwo and Orelaja (2021), conducted research and examined the trip characteristics and its effects on trip frequency in the University of Lagos, Nigeria. The study focused on six motor parks in the University of Lagos and its environs (four internal and two external). Based on a preliminary study, the six parks have an average of thirty (30) waiting passengers per hour respectively, most especially during the peak periods. Each Park has an average of eight (8) hours per day, which results into two hundred and forty (240) passengers per/day per/park. Thus, a total of one thousand, four hundred and forty (1440) passengers were available at the six parks during the peak period per week, on the average. This put the sample frame (the passengers) as one thousand, four hundred and forty (1440) passengers. 1-lower, a total

number of three hundred and fifteen (315) questionnaires were completed and analysed. This eventually puts the sample size at 21.9%.

Smith (2020) conducted a study to examine the influence of teaching methods on university lecturers' job performance. The researchers collected data from 200 lecturers across multiple disciplines and analyzed the relationship between their teaching methods and student feedback scores. The findings suggested that lecturers who employed interactive teaching methods such as group discussions and hands-on activities received higher ratings from students compared to those who relied on traditional lecture-style teaching. This study emphasizes the importance of adopting innovative teaching approaches to enhance lecturers' job performance.

The above study and current study differ in terms of scope, population, sample and other additional variables under study.

Research Questions

The following research questions were raised to guide the conduct of the study:

1. What is the influence of salary on job performance of lecturers in State owned Universities in Sokoto state?
2. What is influence of transportation on job performance of lecturers in State owned Universities in Sokoto state?

Objectives of the Study

The study tried to find out the following:

1. Asses the influence of salary on job performance of lecturers in State owned Universities in Sokoto state.
2. Evaluate the influence of transportation on job performance of lecturers in State owned Universities in Sokoto state.

Methodology

Descriptive survey was adopted for this study. The descriptive survey design was used because it is a method of research which concerns itself with the present phenomena in terms of conditions, practices, belief processes, relationships or trends.

The population of the study consisted of four hundred and fifty-five (455) lecturers among state owned Universities in Sokoto State which comprised of Sokoto State university with two hundred and ninety-seven (297) lecturers and Shehu Shagari University of Education Sokoto with one hundred and fifty-eight (158) lecturers and sample of two hundred and nine (209) was obtained using Raosoft application software.

Results

Question 1: What is the influence of salary on job performance among lecturers in Sokoto State owned Universities.

Table 1: Mean and Standard Deviation of Respondents Rating on the influence of Salary on job performance of lecturers in Sokoto State owned Universities

S/N	Salary	SA	A	D	SD	Mean	STD
1	Prompt payment of salary can make me as a lecturer effectively perform my Job duties	80	72	35	22	3.00	0.79
2	Salary increment can bring about effective Job performance by me as a lecturer	82	71	35	21	3.02	0.80
3	Payment of earned academic allowance, overtime and others as when due make me to perform well in the assigned responsibilities	101	60	29	19	3.16	0.83
4	Payment of my allowance without any bias and discrimination can bring about effective Job performance	87	68	33	21	3.06	0.81
5	Sufficient or fat salary package for lecturers in Sokoto State owned Universities will bring about effective Job performance	100	87	13	9	3.033	0.82
Average Mean						3.34	0.88

Table 1 is a summary of Mean and Standard deviation computed to determine the influence of Salary on Job performance of Lecturers in Sokoto State University. The table revealed Cluster mean of 3.34 and Standard deviation of 0.88 for all the items which is very high above the criterion mean of 2.50 set a standard for rejecting or accepting an item for a 4 – point Likert Scale Instruments.

Therefore, since the cluster / average mean of 3.34 is greater than the criterion mean of 2.5, it implies that salary has a strong influence on Job performance of State-owned Universities in Sokoto State.

Question 2: What is the influence of transportation on job performance among lecturers in Sokoto State owned Universities.

Table 2: Mean and Standard Deviation of Respondents Rating on the influence of transportation on job performance of lecturers in Sokoto State owned Universities

S/N	Accommodation	SA	A	D	SD	Mean	STD
1	Adequate means of transportation will encourage lecturers punctuality of their assigned responsibilities	109	91	6	3	3.46	0.91
2	Provision of car loan for lecturers will bring about effective job performance	73	93	23	20	3.05	0.80
3	Regular fueling and maintenance of staff buses will bring about lecturers effective job performance	117	41	28	23	3.21	0.85
4	Granting of car loan facility to lecturers in Sokoto State owned Universities without discrimination or sentiment will bring about effective job performance	52	85	37	35	2.74	0.72
5	Buses are made available to lecturers to attend fellow colleagues wedding, condolence and end of the year festival will bring about effective job performance	87	80	28	14	3.15	0.83
Average Mean						3.12	0.82

Table 2 is a summary of Mean and Standard deviation computed to determine the influence of Transportation on Job performance of State-owned Lecturers in Sokoto State. The table revealed Cluster mean of 3.12 and Standard deviation of 0.82 for all the items which is very high above the criterion mean of 2.50 set a standard for rejecting or accepting an item for a 4-point Likert Scale Instruments. Therefore, since the cluster/average mean of 3.12 is greater than the criterion means of 2.50, it implies that transportation has a strong influence on Job performance of State-owned Universities in Sokoto State.

Discussion

The research question which stated that there is a significant influence of Salary on job performance among lecturers in Sokoto State Universities was in agreement with those of Adamu and Garba (2019) which revealed that there was significant relationship between payment of lecturers Salary, promotion and lecturers job performance in Senior secondary school in Adamawa State, Nigeria.

In the same vein, the study tallied with those of Kyari, Abubakar and Ayuba (2021) which revealed that delay in payment of Salary, payout and delay in

payment of promotion benefits has significant effects on employee performance in the study area.

The findings on research question two which stated that there is a significant influence on Transportation on job performance of lecturers in Sokoto State Universities tallied with the findings on Agunloye, Taiwo and Orelaja (2021) which revealed that majority of the passengers (73.1%) in the study area travel purposely because of work and school. Most (83.0%) passengers travel time is less than 40 minutes. Most passengers (73%) in the study area and its environs depend on the campus shuttle and cabs for their daily trips travel and most (70.5%) of the respondent pay an average of thirty naira as fare to their destination.

Conclusion

Based on the findings of this study, the following conclusions were made:

There is a significant influence of Salary on job performance among lecturers in Sokoto State Universities and also there is a significant influence on transportation among lecturers in Sokoto State Universities.

Recommendations

Based on the above findings, the following recommendations were made:

1. Salary of the lecturers should be improved by implementation of the appropriate scale and increment as approved by the federal government. They will make them have an improved job performance.
2. State government should make available buses for conveying both lecturers and students from and to the institution and should ensure that the condition of the buses is perfectly good.

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