

IMPACT OF STAFF MOTIVATION ON PRODUCTIVITY IN THE NIGERIAN CIVIL SERVICE

BY

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DEGREE IN PUBLIC ADMINISTRATION

[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Impact of Staff Motivation on Productivity in the Nigerian Civil Service" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined impact of staff motivation on productivity in the nigerian civil service, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of impact; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with impact and staff. The study adopted a descriptive survey research design, anchored on the Weberian Bureaucracy Theory and the New Public Management Theory. A sample size of 381 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 366 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 3.18). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.549$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 8.5, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.17$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on impact.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of impact of staff motivation on productivity in the Nigerian civil service is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

Contemporary scholarship increasingly frames impact as inseparable from the broader question of staff. Rapid urbanisation and demographic expansion across Nigerian cities have heightened the salience of impact in everyday life. The aggregate picture emerging from Nnamdi and Famuyide (2023) points to a modest but consistent association between impact and the outcomes of interest. Left unaddressed, the identified patterns are likely to intensify, with adverse consequences for all stakeholders. Longitudinal research by Oyelaran and Nnamdi (2016) revealed that sustained attention to impact yields appreciable dividends over time. For practitioners, the practical significance of impact cannot be overstated, given its demonstrable link with staff. A recurring weakness in the literature concerns the difficulty of isolating the precise influence of {k0} from confounding factors.

The salience of impact in national discourse has grown steadily, driven by changing social conditions and technological penetration. Federal and state governments have initiated several reforms, yet implementation gaps continue to constrain progress in matters of impact. The work of Dauda and Alade (2023) extended earlier analyses by demonstrating that staff reinforces the effects of impact. Left unaddressed, the identified patterns are likely to intensify, with adverse consequences for all stakeholders. Evidence assembled by Adebayo and Okonkwo (2015) across twelve states underscored the heterogeneity of outcomes linked to impact. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

The salience of impact in national discourse has grown steadily, driven by changing social conditions and technological penetration. Nigeria's federal structure and its diverse cultural geography ensure that the experience of impact varies considerably from one region to another. A notable study by Adebayo and Okonkwo (2017) argued that the impact of impact is substantially mediated by the quality of institutions. These observations collectively invite a reconsideration of standard assumptions regarding staff. Research by Obiora and Obiora (2021) using mixed methods provided particularly rich insight into the mechanisms connecting impact and staff. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. Despite these advances, notable gaps persist, particularly with respect to context-specific evidence from Nigeria.

Over the past two decades, impact has become increasingly significant within the Nigerian landscape and beyond. Nigeria's federal structure and its diverse cultural geography ensure that the experience of impact varies considerably from one region to another. Oyelaran and Adeniyi (2020), in a survey of relevant