

STAFF MOTIVATION IN BUDGET HOTELS

BY

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[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Staff Motivation in Budget Hotels" 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 staff motivation in budget hotels, 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 staff; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with staff and motivation. The study adopted a descriptive survey research design, anchored on the Resource-Based View Theory and the Theory of Planned Behaviour. A sample size of 413 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 398 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 = 3.01). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.55$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 8.96, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.07$, $p > 0.05$). 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 staff.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of staff motivation in budget hotels 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.

In both global and African literatures, staff is now regarded as a key index of institutional performance. Auxiliary variables, including education, income, and location, further condition how staff is experienced across communities. The work of Nwosu and Adekunle (2023) extended earlier analyses by demonstrating that motivation reinforces the effects of staff. For practitioners, the practical significance of staff cannot be overstated, given its demonstrable link with motivation. The work of Alade and Bello (2023) extended earlier analyses by demonstrating that motivation reinforces the effects of staff. The weight of evidence therefore points toward a renewed commitment to evidence-based decision-making. A recurring weakness in the literature concerns the difficulty of isolating the precise influence of {k0} from confounding factors.

staff continues to command considerable attention among researchers, policymakers, and practitioners in business administration. The socio-cultural diversity of Nigeria implies that responses to staff must be differentiated rather than uniform. Comparative work by Kalu and Bamgbose (2022) across several states uncovered a consistent pattern linking staff with motivation. For practitioners, the practical significance of staff cannot be overstated, given its demonstrable link with motivation. Comparative work by Alade and Salami (2022) across several states uncovered a consistent pattern linking staff with motivation. Such findings reinforce the argument that staff deserves a place of priority on the development agenda. Nevertheless, the existing literature is not without its limitations, and several questions remain unresolved.

staff occupies a prominent position in contemporary debates about motivation and national development. The colonial and post-colonial legacies of the Nigerian state continue to influence contemporary patterns of staff. Longitudinal research by Alade and Salami (2016) revealed that sustained attention to staff yields appreciable dividends over time. For practitioners, the practical significance of staff cannot be overstated, given its demonstrable link with motivation. Findings reported by Bakare and Nwosu (2018) observed that respondents with greater exposure to staff recorded markedly different results. For practitioners, the practical significance of staff cannot be overstated, given its demonstrable link with motivation. Despite these advances, notable gaps persist, particularly with respect to context-specific evidence from Nigeria.

Debates on national transformation repeatedly return to the role of staff and its attendant dynamics. Economic pressures and resource scarcity frequently determine the pace at which staff advances in practice. Findings reported by Adekunle and Salami (2018) observed that respondents with greater exposure to staff recorded markedly different results. Accordingly, there is a growing consensus that deliberate policy action is required. An examination by Musa and Nnamdi (2019) attributed much of the observed variation in outcomes to institutional capacity and policy continuity. For practitioners, the practical significance of staff cannot be