

# MOTIVATION AND ITS EFFECTS ON STAFF PRODUCTIVITY

A CASE STUDY OF ALLSTATES TRUST BANK PLC

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**ABSTRACT**

High productivity per se has been the focus point of every prospering organization – both private and government (public). Inadequate staff motivation thus has been a great bedeviling factor against the realization of organizational objectives. The choice of Allstates Trust Bank Plc was informed by the high rate of exodus of staff. The staff of this organization quite agree that motivation is a very potent tool for improving workers performance.

Apart from high productivity, motivation also plays a major role in determining how employees work together to achieve corporate objectives. The study further revealed that a positive relationship exist between staff training and motivation. Training and motivation have impact on employee's job satisfaction, while effective leadership has an impact on employee motivation. The study also revealed that effective leadership is a tool of immense motivational value. This is through delegative and cooperative leadership and not oppressive or dictatorial leadership. It was recommended among other things that the management of ATB Plc should consider implementing a compensation plan for her employees.