

**THE EFFECT OF MOTIVATIONAL INCENTIVES ON THE PERFORMANCE OF
EMPLOYEES**

Abstract: Motivational incentives have created a lot of challenges to employee's input and output in organization. Despite the great amount of money used in these Motivational incentives, only few of the Human Resource Managers are able to justify and measure whether they are efficient. The study investigate the effect of motivational incentives on the performance of employees. To achieve the objective of the study, a purposive sampling was used to select of 60 respondents making-up of Managers, Head of Departments and Junior and Senior Staffs in the Vanguard Assurance Company Limited. The main data collection instruments used the questionnaire. The data was analysed using Statistical Package for Social Sciences (Version 26) software and presented using percentages, frequencies and tables. The findings of the study revealed that employee feel very much a part of the family in the organization with various motivations. Also, the findings suggested that poor managerial style in the organization and the bureaucratic structure of the organization affect their employees' performance. Finally, the findings suggested that the values, expectations, norms, policies and rules, programs, leadership within the organization.

Keywords: Motivational incentives, Performance

1. Introduction

According to Carol (2016), performance evaluates the terms of affair of Employee within a specific period of time. The performance of a given Employee is assessed relative to normal for workers doing analogous task (Woods, 2016). Employee performs their work with zeal and excitement when they're motivated. A motivated Employee plan the work of the group and the entire department but not only their individual work but also the work. Generally, the term "motivation"

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is the degree of amenability of an individual to ply and maintain trouble towards attaining pretensions. The Society for Human Resource Management (2010), related motivation to the cerebral forces determining the direction of a person's position of trouble, as well as a person's continuity in the face of obstacles. In an association, motivation deals with the development and the intensity of the desire of every member of the association to work effectively and efficiently in his position.

The attendant effect on Employee performance could be negative. The negative attributes can be seen as poor development, poor product quality enhancement, job dissatisfaction, low morale, low commitment, absenteeism, low development intentions to stay with the association and poor Employee's performance that affects input and affair. Associations are spending huge quantities of plutocrat on their price programs which aim at motivating, retaining, committing and attracting new workers. Despite the great quantum of plutocrat used in these Motivational incentives, only a many of the Mortal Resource Directors are suitable to justify and measure whether they're effective. Considering the significance of motivational incentives to every organisation, the experimenter intends to probe how they enhanced workers to ameliorate their performance. Thus, this study evaluates the effect of motivational incentives on the performance of workers.

2. Literature Review

The term motivational incentives are two common words. Still, motivation can be in the form of incentives which is an act or pledge for lesser action. The incentives is a persuading or supplemental price that serves as a motivational device for an asked action or gesture. The incentives is also called encouragement to lesser action. The term motivational incentives mean

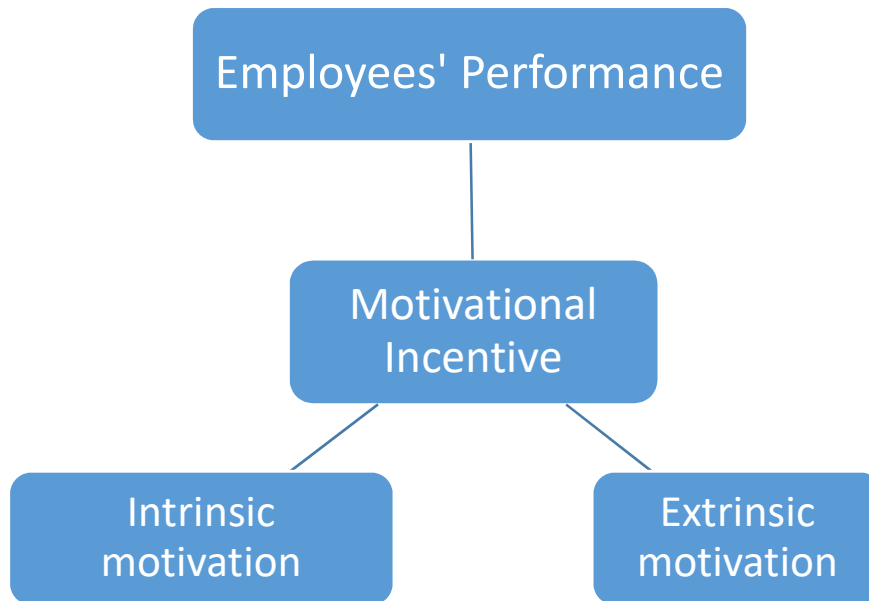
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fresh remuneration or benefit to a Employee in recognition of achievement or better work. The motivational incentives give a spur or zeal in the workers for better performance. Motivational incentives are values that drive the workers to perform. In an association, utmost workers are monetary and extrinsically motivated contemporaneously, but not mutually exclusive. According to Mae (2012), this type of motivation comes out from an individual pleasure or interest in the task and it doesn't involve working on conditioning for the sake of external prices, it rather necessitates the feeling of inner pleasure in the exertion itself. According to Pouliakas (2008), motivational incentives include financial or Monetary and non-monetary or foreign incentives.

From the literature review, the goods of Motivational incentives as a tool form the abstract frame in this study. According to McGaghie, et al. (2001), the conceptual framework is a diagrammatical donation of the independent and dependent variables and the relationship among themselves. The abstract model shown in this study shows the goods of Motivational incentives as the independent variable and incentives as the dependent variable. Figure 2 illustrates the goods of Motivational incentives on Employee performance (dependent variables). The considered Motivational incentives (independent variables) are introductory pay, lagniappes, Motivational recognition schemes and benefits similar as pensions, sick pay and medical cover for the Employee and the dependants. When these incentives are present, Employee performance is also high, whereas when these incentives are ineffective, the job labours are also low.

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Figure 2: The Conceptual framework



Source: Researcher (2021)

Motivational incentives can come in numerous forms introductory payment, stock options, compensation, profit sharing, insurance, withdrawal plans, overtime pay, attendance incentives, competition and contests, affair acquainted merit increases, performance lagniappes, deals commissions, piecework, safety incentives, suggestion awards etc. According to Alaba & Owodunni (2007), Motivational incentives are used to describe incentives in payment plans which tie incentives directly or laterally to productivity norms. Motivational incentives inspire and engage workers in ways that plutocrat is unable of doing. All these prices affect the performances of the workers in different mores. Burton (2012), sees Motivational incentives as the predilection to bear designedly to achieve specific, unmet requirements and the will to achieve, and the inner

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forces that drive individualities to negotiate particular pretensions. The operation should thus take careful assessment and evaluation of workers chops, performance, and length of service, education qualifications and training given to the Employee. According to Mas and Moretti (2009), allowing people to observe each other's performance has a positive influence on workers performance although payment is independent of the other's performance. The motivational incentives mean encouraging workers in boosting their morale with any form of cash payment to workers. Motivational incentives are substantial in value and must be inequality with others, fastening on the requirements utmost people have, although to different degrees, similar as achievement, recognition, responsibility, influence and particular growth. However, they feel important satisfied and come more married to the organizational pretensions, If the workers are Employed proper openings for growth and career advancement and a chance to develop their personality.

3. Methodology

The research design used in this study was descriptive survey. Descriptive survey simply describes what is or what the data shows. The descriptive survey reduces lots of data into a simpler summary. According to Avoke (2005), descriptive surveys are designed to portray accurately the characteristics of particular individuals, situations or groups. The target population for this study were Managers, Head of Departments and Junior and Senior Staffs in the the Vanguard Assurance Company Limited.

A purposive sampling technique was used to obtain a sample size of 60 within targeted population. This sampling technique is used where the sampling units are chosen because they meet set criteria of importance. The technique proved too effective because numbers of people who served as

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primary data sources due to the nature of research design and aims and objectives were limited. Unlike some alternative sampling techniques, purposive sampling technique do not allow; highly vulnerable to selection bias and influences beyond the control of the researcher and high level of sampling error, which lead to little credibility of the studies.

4. Data Discussion

The absence of these forms of motivation influence workers performance. The check revealed that they warrant tone confidence and interest in organizational fresh programs to negotiate specific pretensions due to the absence of these forms of motivation by operation of the association. Also, they lower their prospects for organizational success due to the absence of these forms of motivation by operation of the association. Still, the workers are don't sweat failure in the absence of these forms of motivation by the operation of the association. The check revealed that the motivational incentives by operation are told by the price and compensation structure of the association. The motivational incentives by operation are told by the poor directorial style and the bureaucratic structure in the association. Motivational incentives by operation are told by the concern for workers and administrative support. Still, the motivational incentives by operation are told by the values, prospects, morals, programs and rules, programs, leadership within the association.

5. Recommendation

It was recommended that the operation should develop a motivational structure that will promote the values, prospects, morals, programs and rules, programs, leadership within the association.

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Also, the operation should consider opening-up the motivational structure and planning to the lower position to ensure each-inclusiveness to help exclude the poor directorial style and the regulatory structure of the association affect their worker's performance.

6. Conclusion

As was observed with the findings further of the motivational packages similar as training and development, recognition and creation and particular vehicle or transport system, hires, lagniappes and allowances and withdrawal packages were of crucial concern to the operation of the association with further of these motivational packages motivating workers to perform better. The more the Employee fears failure, the less motivated he'll be to perform work or attempt to negotiate pretensions because it's easier to avoid tasks than to witness shame due to his failure to complete a task. Thus, it could be concluded that there's a strong link between motivation and workers performance with motivation being concerned with an existent expenditure of trouble and energy and a sense of work commitment. Through, the forms of motivations that impact the worker's performance determining how long workers will stay with your association, workers are any and every association means. Hence, workers' performance in the association is told directly by the motivational incentives.

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11 Jönköping, Sweden, Web: <http://www.ju.se/earp>, E-mail: EARP@ju.se.

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