

EFFECTIVENESS OF STAFF MOTIVATION STRATEGIES IN MANUFACTURING COMPANIES IN ENUGU STATE

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ABSTRACT

The main objective of the study was to evaluate the effectiveness of staff motivation strategies in manufacturing companies in Enugu state. The specific objectives include to: Ascertain the effect of quality training on the employee commitment and the effect of recognition and reward of outstanding performance on the output of employees in manufacturing companies in Enugu state. The population consists of 4321 staff of selected manufacturing companies in Enugu state which is made up of Aluminum industries, Block industries, Aqua Ralph industries, Innoson groups, Peace oil, Bakery industries formed the population of the study. The study used the survey approach. The primary sources used were the administration of questionnaire to staff. The 349 sample size of the study, the study used the Freund and Williams's formula. 312 staff returned the questionnaire and accurately filled. The validity of the instrument was tested using content analysis and the result was good. The reliability was tested using the Pearson correlation coefficient (r). It gave a reliability co-efficient of 0.79 which was also good. The hypotheses were analyzed using f -statistics (ANOVA) tool. The findings indicated that Quality training has a positive significance on the employee commitment in manufacturing companies in Enugu state $F(95, n=312)=1193.861, P<0.05$; Recognition and reward of outstanding performance has positive significance on the output of employees in manufacturing companies in Enugu state $F(95, n=312)=344.164, P<0.05$. The study concluded that training as a motivation is an effective tool to enhance efficiency, productivity and workers retention in organizations. It increases that morale of the workers and commitment. The study recommended that training should be part of organizational activities to enable the workers acquire more skills and knowledge to work for the companies and retention assured.

KEYWORDS: *Effectiveness, Motivation, Strategies.*

1.1 INTRODUCTION

Employees are the building blocks of an organization. Organizational success depends on the collective efforts of the staff. The employees will collectively contribute to organizational growth when they are motivated. Employee motivation is said to be the level of energy, commitment, and creativity that a company's workers bring to their jobs. Whether the economy is growing or shrinking, finding ways to motivate employees is always a management concern. Competing theories stress either incentives or employee involvement (empowerment) (Susan, 2018).

Staff motivation and fulfillment are turning into the focal point of considerations of overseeing HR since it has been understood that human capital speaks to the principle device of focused capacities and preferences in the worldwide commercial center. (Merima, 2014). Associations can likewise give a perfect climate to worker motivation, representatives see the consequences of their commitments straightforwardly; input is quick and noticeable. An easily working and persuaded work drive likewise liberates the proprietor from everyday errands for considering long haul improvement. Besides, unmistakable and passionate reward can mean maintenance of alluring representatives. Individuals flourish in innovative workplaces and need to have any kind of effect. In a perfect world the work result itself will give them a sentiment of achievement—however all around organized reward and acknowledgment projects can underline this outcome (Pierce, Cameron, and Banko, thus 2013).

Interminable blends of worker benefits, for example, human services, disaster protection, benefit sharing, representative stock proprietorship designs, practice offices, financed supper designs, kid mind accessibility, organization autos, and that's just the beginning—have been utilized by organizations in their endeavors to keep up glad representatives in the conviction that cheerful representatives are persuaded representatives. The motivation a worker feels toward his or her activity has less to do with material prizes than with the plan of the activity itself. Concentrates as far back as 1950 have demonstrated that very fragmented and disentangled occupations brought about lower representative spirit and yield.

1.2 STATEMENT OF THE PROBLEM

The quick changing patterns in innovation has presented more members in the oil segment with each embracing distinctive methodologies went for pulling in clients and expanding activities therefore making the market a fight ground for the survival of the fittest. Most

associations today, with a specific end goal to hold their staff and survive the fight need to consider better approaches to make their staff feasible in the new condition and to expand their perceivability on the planet arrange.

A few associations have lost the certainty of their staff and even that of the overall population attributable to the wastefulness, apathy and unconcerned demeanor of a portion of its laborers because of absence of preparing. Worker motivation can here and there be especially dangerous there is low representative motivation incorporate lack of concern, lack of engagement, even across the board debilitation, diminish in representative duty and low efficiency.

Such states of mind can cumulate into emergencies, truancy and high turnover, both of which are expensive for any organization, low profitability and powerlessness to accomplish set goals. It is on this basis that the researcher seeks to explore the effectiveness of staff motivation strategies in manufacturing companies in Enugu state.

1.1 OBJECTIVES OF THE STUDY

The main objective of the study was to evaluate the effectiveness of staff motivation strategies in manufacturing companies in Enugu state. The specific objectives include to:

- i. Ascertain the effect of quality training on the employee commitment in manufacturing companies in Enugu state.
- ii. Find out the effect of recognition and reward of outstanding performance on the output of employees in manufacturing companies in Enugu state.

1.2 RESEARCH QUESTIONS

- i. What is the effect of quality training on employee commitment in manufacturing companies in Enugu state?
- ii. What is the effect of recognition and rewards of outstanding performance on the output of employees in manufacturing companies in Enugu state?

1.3 RESEARCH HYPOTHESES

- i. Quality training has a positive significance on the employee commitment in manufacturing companies in Enugu state.
- ii. Recognition and reward of outstanding performance has positive significance on the output of employees in manufacturing companies in Enugu state.

2.1 REVIEW OF RELATED LITERATURE

2.1.1 EFFECTIVENESS

Effectiveness needs to do with capacity of creating a coveted outcome or the capacity to deliver wanted yield. When something is esteemed compelling, it implies it has a planned or expected result, or creates a profound, distinctive impression. Organizations regularly discuss employee when conceptualizing approaches to enhance business. While they sound comparable, effectiveness implies something completely not quite the same as productivity. A successful worker produces at an abnormal state, while a proficient employee delivers rapidly and cleverly. By consolidating effectiveness and productivity, an organization creates better items quicker and with less assets.

Effectiveness is the level of results from the activities of workers and administrators. Employees and directors who show effectiveness in the work environment help create amazing outcomes. Take, for example, a worker who works the business floor. On the off chance that he's compelling, he'll make deals reliably. On the off chance that he's ineffectual, he'll battle to convince clients to make a buy. Organizations measure adequacy frequently by leading execution surveys. The adequacy of a workforce enormously affects the nature of an organization's item or administration, which regularly manages an organization's notoriety and consumer loyalty (Mikson, 2018).

1.1.2 EMPLOYEE MOTIVATION

Employee Motivation is inclination to carry on in an intentional way to accomplish particular, neglected requirements and the will to accomplish, and the internal power that drives workers to achieve individual hierarchical objectives. A man winds up spurred keeping in mind the end goal to accomplish their very own objectives and in addition the authoritative objectives. The more persuaded an employee is, the more probable they are to have authoritative responsibility and distinguish themselves with the association (Ryan and Edward, 2012).

Employee motivation, i.e. strategies for propelling employees, is a natural and inside drive to advance the vital exertion and activity towards business related exercises. It has been extensively characterized as the "mental powers that decide the bearing of a man's conduct in an association, a man's level of exertion and a man's level of ingenuity" (Robbins, Trevor, Everitt, Barry 2016). Likewise, "Motivation can be thought of as the eagerness to consume vitality to accomplish an objective or a reward. Motivation at work has been characterized as 'the aggregate of the procedures that impact the excitement, bearing, and upkeep of practices

pertinent to work settings' (Berridge, Kent; Kringelbach, Morten 2013)". Propelled employees are basic to the achievement of an association as persuaded workers are for the most part more gainful at the work put.

The most noteworthy factor, that the chief controls, is his or her association with every employee. The second most imperative factor in a supervisor's capacity to rouse employees is making a workplace and hierarchical culture that cultivates worker motivation and commitment. This work culture comprises of a domain in which employees are trusted, treated like the grown-ups they are, and not micromanaged. Employees are endowed with the qualities, vision, mission, and key strategy inside which they are required to achieve their employments.

They get visit correspondence, are approached with deference and respectfulness, and have contribution to each feature of the work they are procured to deliver. They are urged to talk up about what they accept while taking part in tackling an issue for their client. They are additionally trusted by the association with the most noteworthy and basic money related data so they are not caught unaware by business issues.

2.1.3 STRATEGIES

Strategy is an abnormal state intends to accomplish at least one objective under states of vulnerability. In the feeling of the "specialty of the general", which incorporated a few subsets of aptitudes including "strategies", coordination's and so on., "strategy" came to indicate "an extensive method to attempt to seek after political closures, including the risk or real utilization of power, in an argument of wills" in a military clash, in which the two enemies connect. (Freedman, 2013).

Strategy is imperative in light of the fact that the assets accessible to accomplish these objectives are generally constrained. Technique for the most part includes defining objectives, deciding activities to accomplish the objectives, and training assets to execute the activities. A methodology depicts how the closures (objectives) will be accomplished by the methods (assets). Strategy can be expected or can rise as an example of action as the association adjusts to its condition or contends. It includes exercises, for example, key arranging and key reasoning (Simandan, 2018).

Procedure is an example in a surge of choices to stand out from a perspective of methodology as arranging, the pith of technique as the exercises to convey an exceptional blend of significant worth – performing exercises contrastingly or to perform unexpected exercises in

comparison to rivals. Procedure is tied in with forming the future" and is the human endeavor to get to "attractive finishes with accessible means". There are distinctive procedures administration uses to spur staff. Motivating force writes; one compose is employee's pay rates and wages. Pay is essential factor of drawing in, holding and propelling a specialist. It is broadly recognized that laborers ought to be repaid in connection to their work. Premium installments are another type of motivating force in perceiving the individuals who take up extra work or work in troublesome condition. Another is installment for time not worked. This incorporates get-away, debilitated leave, occasions, lunch periods and PTO (Paid Time Off) programs. This compensation is normally given to laborers after a particular period and might increment with time. This motivating force is esteemed by employees with families, since they have time with their relatives, while as yet being paid. Here and now motivating force is another apparatus by the business. They are given when the individual meets certain criteria. They are typically called commission or rewards paid week after week or month to month (Tausif, M. 2016).

Another kind of motivating force which is non-financial is permitting adaptable work routines. Here, the business gives the employee chance to change work hours in accordance with their own calendar yet at the same time keeping up position and pay. Another shape is arranging organization exercises. This can be occasion party, end of year party, or other organization work. This is gainful to all specialists since it upgrades assurance and influences them to feel increased in value. Advancement from inside is another frame. Here, the firm outlines programs for employees to be elevated to higher positions previously selecting qualified people for opening. This is imperative for bring down level employees who want to have expanded obligations and pay. Verbal acclaim and positive input are additionally types of non-money related motivating force. It could be sending a thank you email or telephone call to the individual who completed an extraordinary activity on a venture. It influences them to realize that the association esteems and acknowledges what they are doing. Instructive repayment is additionally offered to employees. The firm repays the specialists for costs on enhancing their instructive capability. This is essential for employees who love to enhance their training for expanded pay and positions (Sun, (2013).

2.1.4 EMPLOYEE QUALITY TRAINING AND COMMITMENT

From a down to earth viewpoint, manager's promise to training depends on whether they trust that it will deliver or enhance items and additionally benefits. Absences of employee training

are most circumstances caused by the businesses, who are having a go at everything conceivable to lessen running expense, particularly now that there is a worldwide monetary down turn. Albeit different reports have been given on the positive effect of training on hierarchical responsibility (Boxall and Macky, 2014),

Training fundamentally adds to the yield estimation of an item or administration when it's straightforwardly connected with the key targets set by administration. In the event that preparation is connected to authoritative methodology, it urges chiefs to help the preparation. Another variable that influences administration's help for training is how much the preparation has been demonstrated to improve employee master ductivity and execution. To comprehend hierarchical effectiveness, we should comprehend the general population factor. The nature of an association's kin at all levels decides authoritative achievement or disappointment, on the grounds that an organization is just the strategy(s) that its individuals made, and the predominance of any creation at last relies upon the capacities of its creator(s). At the center of any association's prosperity is the nature of its individuals (Daniel, 2017).

Responsibility isn't just a human connection idea yet in addition includes producing human vitality and actuating human personality. Without commitment, the execution of new thoughts and activities will be endangered (Jaw and Liu, 2014). Human asset framework can encourage the improvement or hierarchical skills through inspiring employees' promise to the firm. Subsequently associations with a fit business methodology, structure and practices and approach may perform better. Walton (2015) recommended "responsibility" as a particular strategy for HRM whose beneficial outcome will be felt.

High commitment work on as indicated by Guest (2013) is a way to deal with overseeing employees, which stresses is on the need to create hierarchical responsibility among workers in view of the supposition that it will prompt positive results, for example, low work turn over, non-attendance, better motivation and enhanced execution. High responsibility human asset practices, for example, staff training will increment authoritative adequacy by making a condition whereby employees turn out to be profoundly energetic and engaged with the hierarchical exercises went for accomplishing authoritative objectives (Abu-Baker, 2010). Unrivalled execution has been connected with associations that actualize this practices in view of the way that 'responsibility approach' is utilized, which goes for expanding viability, profitability and depend on conditions that urges employees to relate to the objectives of the association and furthermore work keeping in mind the end goal to accomplish shared

objectives. In addition, late investigations have demonstrated that high responsibility practices can function admirably synergistically and an intelligent of a general duty system (Sweetman, 2015).

While trying to guarantee that the worker stays with the organization following preparing, bosses may execute a technique to preparing that encourages responsibility. Preparing will build employees' responsibility, which can additionally counter the various immediate and backhanded expenses related with workers' turnover. Organizations can look to accomplish hierarchical objectives through an assortment of human asset systems and approaches and the significance of guaranteeing employees' dedication and maintenance following preparing may lie in the vital approach that is used (Brum 2010).

2.1.5 THE SIGNIFICANCE OF RECOGNITION AND REWARD OF EXTRAORDINARY EXECUTION

Employee recognition is the opportune, casual or formal affirmation of a man's or group's conduct, exertion or business result that backings the association's objectives and qualities, and which has plainly been past ordinary desires. Employees react to gratefulness at work, particularly when it's communicated through recognition of their endeavors since it affirms their work is esteemed. A basic thank you goes far and won't just influence your workers to rest easy, yet will really profit your business all the while (Dan, 2017).

To be extremely viable in your activity, you have to comprehend the brain research of commending others for their great work, to apply the standards of worker recognition yourself and to urge others to start it in their working connections. Thankfulness is a central human need. Reward and recognition are basic to an extraordinary working environment. Individuals need to be regarded and esteemed by others for their commitment. Everybody wants to be perceived as an individual or individual from a gathering and to feel a feeling of accomplishment for function admirably done or notwithstanding for a valiant exertion. Everybody needs a 'praise' to influence them to rest easy.

It's outstanding that connected with staff are fundamentally more profitable, working proficiently and proactively keeping in mind the end goal to complete a great job. In the event that endeavors are probably going to be lauded and compensated, at that point it bodes well that an individual from staff will work harder to get such worker recognition. Perceiving a worker's endeavors exhibits that the activity they're doing is important to the business. It sends the message that their diligent work merits fulfilling and in this way should be vital.

This, thus, makes the individual feel that they are having any kind of effect. The arrangement of prizes gives employees an unmistakable motivation to remain. An upbeat and satisfied employee can be persuaded to perform better due to the positive inclination they have towards the organization. On the off chance that your workers are locked in with your business, they will have the capacity to advance and offer your image far superior than somebody who does not have confidence in or think about it. Remunerating diligent work produces unwaveringness and causes your group to feel a passionate bond with your association. Prizes that consolidate distributed suggestions are awesome for camaraderie, as they urge staff to see the positive properties in each other. Groups are all around put to do this, as they work close by each other consistently. Also, enabling partners to choose each other for rewards is engaging, as it exhibits that they esteem each other's assessment (Kim, 2018).

2.1.9 THE CHALLENGES OF STAFF MOTIVATION STRATEGIES

Motivation is the word got from the word 'rationale' which implies needs, wants, needs or drives inside the people. It is the way toward animating individuals to activities to achieve the objectives. In the work objective setting the mental variables empowering the general population's conduct can be the craving for cash, achievement, recognition, work fulfillment, cooperation, and so forth. A standout amongst the most essential elements of administration is to make readiness among the employees to perform in the best of their capacities. Along these lines the part of a pioneer is to excite enthusiasm for execution of workers in their employments (Prachi, 2018).

Poor frameworks and work over-burden could be demotivating factors. A chief needs to adapt to the difficulties of changing business frameworks, legitimate workload dispersion and to keep the employments fluctuated with the goal that weariness does not set in. A director must not expect that he/she is unmistakable but rather should guarantee that it is valid. Another test could be the manner by which to include and urge staff to take an interest in the basic leadership. Subsequently, guaranteeing that the staff is propelled and remain inspired consistently is a critical piece of maintaining a business. An Involved and upbeat staff conveys. Motivation is vital in light of the fact that it costs more to supplant staff than to keep them. Staff likes to feel required and regarded and keeping them glad outcomes in their proceeding to remain with the association any longer. All things considered it is fundamental

to continue propelling the staff. It is a vital point on the rundown of needs of an association (Ehab and Amrut, 2014).

In the present focused world, each association is taking the part in the battle to have upper hand. To get this title with itself, an association's administrative group ought to have sound connection with workers (Kalat, 2010). Such sound relationship must be made when employees are content with their association. Interestingly, today it is exceptionally hard to make upbeat and fulfilled each employee constantly. Thus, in such exertion pioneers confront following difficulties more often than not: Diverse Workforce: Diversity among workforce having indispensable influence to make mistake in readiness of motivational program by pioneers. A pioneer confronts issue to recognize such a large number of various viewpoints to fulfill the greater part of the workers. This decent variety can be found as far as culture, religion, sex, age; physical capacities and so forth. (Sims, 2001). Complex hierarchical structure today, the greater part of the associations is working with multi-level structure. In such structure, open correspondence untruths and pioneers confront issue in the ID of workers' desires starting with one level then onto the next (Dessler and Phillips, 2007).

2.3 EMPIRICAL REVIEW

Kassim, Anyanwu and Nwuche (2017) led an investigation on Incentive administration techniques and employee performance: an investigation of assembling firms in Port Harcourt. This investigation investigated the connection between motivating force administration procedures and worker execution. The audit considered money motivation and non-money motivators as measurements of impetus administration procedures while efficiency and lateness were utilized as measures of employee performance. The study embraced the cross sectional overview which is a type of the semi exploratory plan. Information was gathered from an example of 281 workers was drawn from a people of 751 agents in the picked creating firms. Our discoveries uncover huge relationship between the study factors where measurements of impetus administration are uncovered to be altogether connected with the measures of worker execution. The investigation inferred that motivating force administration through its measures; money motivator and non-money impetus fundamentally relates worker execution, in this way improving results, for example, work efficiency and lateness. The study prescribed that the administration and organizing of motivating force designs should take after effective and obviously spread out approach which is genuine and reasonable given the unsteadiness of the external condition and the risk of such to the relentlessness and

understanding of the affiliation. Motivating force organization and practices, for instance, pay sparks and coincidental favorable circumstances should be established on sensible and standard procedures according to mechanical benchmarks, records and frameworks and should in like way change in accordance with moral valuations and practices.

Syukra (2014) inspected the Relationship between Training, Compensation and Employment Promotion with Labor Productivity Employees in Public Health Center. The reason for the investigation was to decide the connection between training, pay, business advancement with work profitability employees in Public Health Center of Bukittinggi– West Sumatera. The study configuration utilized as a part of this investigation is enlightening and expository with a cross-sectional study, the study populace all both government employees at Public Health Center or Honorary government employees who are as yet dynamic and the examples were taken in incomplete inspecting. The autonomous factors in this investigation are training, remuneration, worker advancement, and the reliant variable is work efficiency. The study instrument utilized as a part of this exploration is poll to decide the connection between training, pay and work advancement with work efficiency employees in Public Health Center of Bukittinggi West Sumatera and the information investigation is bivariate investigation utilizing the Chi-Square test and the level of certainty (CI) 95% ($\alpha = 0.05$). The aftereffect of this study found the quantity of employees who concur with a decent training increment work limit by 21 (67.7%), workers who asserted pay got has satisfied desires by 17 (54.8%), employees who concur with the significance of worker advancement upwards of 22 (71%) and employees who have a decent work efficiency by 24 (77%). From this study it can be inferred that the data affects the work profitability. Workers who have an expectation of showing signs of improvement business advancement openings result in labor efficiency have 12 times superior to employees who don't expect an advancement.

Hatice (2013) analyzed the Influence of Intrinsic and Extrinsic Rewards on Employee Results: An Empirical Analysis in Turkish Manufacturing Industry in AfyonKocatepe University. The investigation examined in the article questions whether certain reward rehearses utilized by associations are superior to anything others when looking at the worker comes about in view of TQM. The aftereffects of this study are examined through distinct investigation, ANOVA and MANOVA studies. As the principle finding of the study, it has been resolved that application level of inborn and extraneous rewards in Turkish assembling industry isn't high. It has been recognized that inherent prizes impact worker comes about;

anyway extraneous prizes don't affect representative outcomes in Turkish assembling industry. The investigation featured the significance of the characteristic reward framework for actualizing TQM.

Josephine (2015) did a study on Non-Financial Reward and Employee Retention in Private Primary Schools in Kenya (Kiambu County). The targets of the investigation were accomplished through directing an overview on the employees of chose schools .The outcomes that depict the whole populace were utilized. The real discoveries were that activity adaptability was a vital instrument since it gives the representative some specialist in their working hours. The discoveries under paternity leave were nearly at a tie since lion's share of the respondents had experienced the period of paternity leave and others had no goal of the same along these lines discovering it not applicable. It is prescribed that associations consistently audit their reward practices to guarantee arrangement with the potential effect of changes in the full scale condition and to offer leniency for various necessities in view of the statistic elements of their employees.

Owoyemi, Oyelere, Elegbede, and Gbajumo (2013) directed a study on Enhancing Employees' Commitment to Organization through Training. The investigation investigated the connection amongst training and workers' duty to their association. The study depended on an overview of 250 employees and administration staff of a money related firm situated in the South Western piece of Nigeria. Measurable Package for the Social Sciences (SPSS) was utilized to direct a few types of investigation. The study uncovered some confirmation that proposes a positive measurable noteworthy connection between the diverse levels of training and employees' pledge to association. A relapse study was directed on the information gathered. The investigation uncovered a positive factual noteworthy connection between the diverse levels of training and workers' duty to the association. The study reasons that the more the preparation providing for employees, the higher their level responsibility to the association.

Dhar, (2014) directed a study on benefit quality and the preparation of workers: The interceding part of authoritative responsibility in Uttarakhand, India. The motivation behind the investigation was to look at the states of mind of employees working in Indian lodgings obliging sightseers. It broke down their impression of training openings and the effect of such training on the administration gave to visitors. An incorporated model was created featuring the connection between saw availability to training, saw bolster for training, saw profits by

training, and the ramifications of training on benefit quality intervened through hierarchical duty. Utilizing an example of 494 employees, basic condition demonstrating was directed to set up this relationship by dissecting the reactions of employees working in little and medium size vacationer inns working in Uttarakhand, India. The discoveries of the study uncover a solid connection between representative training and the nature of administrations offered by workers in traveler lodgings. The investigation talked about the ramifications of the introduced discoveries and recommends potential commonsense applications.

Ndibe, (2014) did an observational audit on the impact of employees training on authoritative execution in sodas packaging organizations in Enugu State, Nigeria. The study concentrated on the impact of representative training on authoritative execution. The targets were planned by the analyst and these were to discover the degree to which unsystematic approach of representative training influences hierarchical efficiency; to decide the degree of impact of training outline on worker profitability; In quest for the goals, a study inquire about was done in Enugu State, Nigeria. The populace utilized for the investigation was 694 staff of Nigerian Bottling Company and 7UP Bottling Company. Test estimate was resolved utilizing Yamane (1964) equation. An example size of 254 was drawn. The investigation made utilization of information from essential and optional sources which were gathered utilizing survey directed to the 254 staff of the chose Organizations. Faculty records and yearly reports of the chose Organizations were utilized for optional information. The information investigations was done utilizing the Statistical Package for the Social Sciences (SPSS), while the individual item minute relationship coefficient and the one-example test were utilized to test the theories detailed in the study. Discoveries from the investigation uncover that the degree to which unsystematic approach of worker training influenced authoritative profitability was high. This was factually upheld by the one-example test at 0.05 ($Z_c = 8.246 < Z_t = 0.000$). Once more, the degree of impact of training plan on worker efficiency was high. The one-example test ($Z_c = 0.679 < Z_t = 0.730; \alpha = 0.05$) affirms this affirmation. The degree to which training conveyance style influenced worker profitability was high as bore witness to by the aftereffect of one-example test ($Z_c = 0.681 < Z_t = 0.762; \alpha = 0.05$). So also, there was an extremely solid positive connection between representative view of training and authoritative execution. In view of the finding, the study reasons that if the correct employees are sent on training through the precise training technique of recognizing and choosing workers for training, there would be a huge change on the authoritative execution. At long

last, it is suggested that an instrument ought to be made for appropriate appraisal and assessment of worker execution in the wake of training as this will guarantee that lone employees who require training are sent on training.

Motivating staff is a powerful tool in effectiveness of employees and organization performance particularly in weak economic times. A combination of financial and non-financial rewards can help improve staff morale, job satisfaction and enhance productivity. Motivation is a key to stimulating employee performance. Staff motivation has been studied and researched on by various scholars. Modern corporate organizations are increasingly taking the issue of staff motivation seriously as it is tool for increasing productivity in an organization; In theoretical framework of the study, Maslow (1954) theory of Motivational approaches, value orientation and career development, and that some needs take precedence over others. Our most basic need is for physical survival, and this will be the first thing that motivates our behaviour.

3.0 METHODOLOGY

The study was based on the recruitment practices and employee performance among staff in manufacturing companies. The population consists of 4321 staff of selected manufacturing companies in Enugu state which is made up of Aluminum industries, Block industries, Aqua Ralph industries, Innoson groups, Peace oil, Bakery industries formed the population of the study. The study used the survey approach. The primary sources used were the administration of questionnaire to staff. The 349 sample size of the study, the study used the Freund and Williams's formula. 312 staff returned the questionnaire and accurately filled. The validity of the instrument was tested using content analysis and the result was good. The reliability was tested using the Pearson correlation coefficient (r). It gave a reliability co-efficient of 0.79 which was also good. The hypotheses were analyzed using f-statistics (ANOVA) tool.

4.0 DATA PRESENTATION AND ANALYSIS

Table 4.1 Quality training has a positive significance effect on the employee commitment in manufacturing companies in Enugu state

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	87	27.9	27.9
	Agree	108	34.6	62.5
	Neutral	28	9.0	71.5
	Disagree	45	14.4	85.9
	Strongly disagree	44	14.1	100.0
	Total	312	100.0	100.0

From table 4.1, 87 respondents representing 27.9 percent strongly agree that Quality training has a positive significance effect on the employee commitment in manufacturing companies in Enugu state. 108 respondents representing 34.6 percent agree, 28 respondents representing 9.0 percent were neutral, 45 respondents representing 14.4 percent disagree while 44 respondents representing 14.1 percent strongly disagree.

Recognition and reward of outstanding performance has positive significance effect on the output of employees in manufacturing companies in Enugu state.

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly agree	100	32.1	32.1
	Agree	151	48.4	80.4
	Neutral	37	11.9	92.3
	Disagree	15	4.8	97.1
	Strongly disagree	9	2.9	100.0
	Total	312	100.0	100.0

From table 4.1, 100 respondents representing 32.1 percent strongly agree that recognition and reward of outstanding performance has positive significance effect on the output of employees in manufacturing companies in Enugu state. 151 respondents representing 48.4 percent agree, 37 respondents representing 11.9 percent were neutral, 15 respondents representing 4.8 percent disagree while 9 respondents representing 2.9 percent strongly disagree.

TEST OF HYPOTHESES

Hypothesis One

Quality training has a positive significance effect on the employee commitment in manufacturing companies in Enugu state.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.975 ^a	.951	.950	.13304

Predictors: (Constant), TUS, IEI, TGH, EMO, TEI

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	105.654	5	21.131	1193.861	.000 ^b
	Residual	5.416	306	.018		
	Total	111.070	311			

Dependent Variable: TETE

Predictors: (Constant), TUS, IEI, TGH, EMO, TEI

Where

TETE = the Effect of Training on the Employee Commitment in Manufacturing Companies in Enugu State.

TUS = Training has been used in my organization as a strategy to left employee morale

IEI = Improving employees innovation helps to achieve my organization desired output value.

TGH = Training generates human energy and activates human mind in organization

EMO = Effectiveness of my organisation is achieved through training

TEI = the employees are identified in my organisation with the help of training

Statistical criteria {first order test}

Coefficient of multiple determinants {r²}

The R² {R-Squared} which measures the overall goodness of fit of the entire regression, shows the value as .951 and adjusted to .950. This means that R² accounts for 95.1 percent approximately 95 percent. This indicates that the independent variables accounts for about 95 percent of the variation in the dependent variable. Which shows goodness of fit? From the result, f-calculated {1193.861} is greater that the f-tabulated {2.7858}, that is, f-cal> f-tab. Hence, we reject the null hypothesis {H0} and accept Alternative hypothesis which means that the overall estimate has a good fit which also implies that our independent variables are simultaneously significant. We now conclude from the analysis that Quality training has a positive significance effect on the employee commitment in manufacturing companies in Enugu state.

Test of hypothesis Two

Recognition and reward of outstanding performance has positive significance effect on the output of employees in manufacturing companies in Enugu state.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.921 ^a	.849	.847	.19883

Predictors: (Constant), PPO, PMS, TPT, MYV, MOA.

ANOVA^a

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	68.030	5	13.606	344.164	.000 ^b
	Residual	12.097	306	.040		
	Total	80.127	311			

a. Dependent Variable: TERRO

Predictors: (Constant), PPO, PMS, TPT, MYV, MOA

Where

TERRO = The Effect Recognition and Reward of Outstanding Performance on the Output of Employees in Manufacturing Companies

PPO = Premium payment in my organization are paid to workers who take up extra work.

PMS = Payments are made to staff on sick leave

TPT = There is paid time off (PTO) in my organisation

MYV = My organisation allows flexible work time.

MOA = My organisation has vacation periods

Statistical criteria {first order test}

Coefficient of multiple determinants {r²}

The R² {R-Squared} which measures the overall goodness of fit of the entire regression, shows the value as .849 and adjusted to .847. This means that R² accounts for 84.9 percent approximately 85 percent. This indicates that the independent variables accounts for about 97 percent of the variation in the dependent variable. Which shows goodness of fit?

From the result, f-calculated {344.164} is greater than the f-tabulated {2.7858}, that is, $f\text{-cal} > f\text{-tab}$. Hence, we reject the null hypothesis $\{H_0\}$ and accept Alternative hypothesis which means that the overall estimate has a good fit which also implies that our independent variables are simultaneously significant. We now conclude from the analysis that recognition and reward of outstanding performance has positive significance effect on the output of employees in manufacturing companies in Enugu state.

5. Discussion of result

From the result of hypotheses one, the R^2 accounts for 95.1 percent approximately 95 percent and f-calculated {1193.861} is greater than the f-tabulated {2.7858}, that is, $f\text{-cal} > f\text{-tab}$. This implies that quality training has a positive significance effect on the employee commitment in manufacturing companies in Enugu state. The result was supported by Syukra (2014) in the literature review that the number of employees who agree with a good training increase work capacity by 21 (67.7%), employees who claimed compensation received has fulfilled expectations by 17 (54.8%), employees who agree with the importance of employee promotion as many as 22 (71%) and employees who have a good labor productivity by 24 (77%) and (Ndibe, Dhar, 2014).

The result of the second hypothesis shows that this means that R^2 accounts for 84.9 percent approximately 85 percent. From the result, f-calculated {344.164} is greater than the f-tabulated {2.7858}, that is, $f\text{-cal} > f\text{-tab}$. This shows that recognition and reward of outstanding performance has positive significance effect on the output of employees in manufacturing companies in Enugu state. The result was supported by Josephine (2015) that job flexibility was an important tool because it gives the employee some authority in their working hours in the literature review.

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