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Factors Influencing Worker Motivation in a Private African University: Lessons for Leadership

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ABSTRACT

Maintaining high performing employees and keeping them in line with organizational goals have been identified as major challenges facing employers and managers of organizations. An important factor influencing worker commitment and productivity is motivation. This study was carried out to assess factors influencing motivation of workers in the Catholic University College of Ghana, Fiapre, and to draw lessons for administrators and staff in agrarian communities. Structured and semi-structured questionnaires were administered to 80 respondents selected from a staff population of 116. The study discovered that love for the job, career development prospects, good salary and healthy relations were largely responsible for the motivation of workers. The study also revealed that there are certain hidden incentives in the district which served as motivation to the workers; notable among them are low cost of foodstuff, cheaper transportation and housing. The study recommends that leaders should help create more factors which will attract workers to go to agrarian communities, rather than scrambling for places in the overcrowded cities of Ghana.

KEYWORDS

Worker Motivation; Staff Output in Private University

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