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THE EFFECT OF MOTIVATION ON ORGANIZATIONAL PERFORMANCE CASE STUDY UNISO IN MOGADISHU SOMALIA

Abdikarim Abdullahi Farah

Registrar Officer, University of Somalia, Mogadishu, Somalia

ABSTRACT

The aim of this work is to look into the purpose of motivation on organization performance at UNISO in Mogadishu-Somalia. The survey took in three aims which are: To determine the effect work environment on organizational performance at UNISO in Mogadishu-Somalia. To look into the relationship between reward and organizational performance at UNISO in Mogadishu-Somalia, to study the role of training on organizational performance at UNISO in Mogadishu-Somalia, this survey was employed through explanatory research design. The purpose affecting the variables is affected in this work and facilitated to attain all the aims of the research. However, this study used quantitative approach; Quantitative is any data collection technique (such as a questionnaire) or data analysis procedure (such as graphs or statistics) that generates or uses numerical data. In increase the method utilized to generate the data in this study is surveying method. The inquiry aims at enriching the knowledge and understanding of factors influencing Efficiency and effectiveness in Somalia, specifically, the main aims of this work were the influence of Work environment, Reward, Training, Efficiency and effectiveness in Somalia. The survey used a survey research design in information collection. This research employed quantitative data collection method whereby data were pulled together by the use of closed ended questionnaires which were self-dispensed. Factor analysis was employed to evaluate the validity and Cranach alpha to assess reliability of the questionnaire. Multiple regression analysis was done to evaluate the relationship between the dependent variable Efficiency and effectiveness and the independent variables (Work environment, Reward, Training) and to test the research on the determinants of Efficiency and effectiveness with specific focus in Mogadishu, Somalia. Yet the results also show that university perceived risk doesn't influence financial performance in Somalia that Work environment, Reward, Training and financial performance is important in predicting determinant of Role of motivation in Somalia. While university perceived risk has insignificant effects on the Role of motivation on financial performance in Somalia. From this survey, the following recommendations can be drawn;

- 1) Being in the Role of motivation on financial performance should be taken up by both employee and cooperates since it is inevitable in the 21st Century.*
- 2) Adequate legal structure and security framework could encourage the employment of university in Somalia*

KEYWORDS: *Work environment, Reward , Training, Efficiency and effectiveness*

INTRODUCTION

Motivation can be defined as a management procedure which encourages people to play better for the overall benefit of the system, by providing them motives, which are established on their unfulfilled demands. The issue arising is: “why managers need to motivate employees?” (Herzberg, 1959). According to Smith (1994) it is because of the natural selection of the society. Amabile (1993) contributed to this assertion by indicating that it is necessary for managers and leaders of governing bodies to learn to interpret and effectively treat with their employee motivation; since motivated employees’ are the pillars of successful governance in the present and future centuries. Every system is concerned with what should be answered to achieve sustained high levels of execution through its hands. This means paying close attention to how individuals can best be motivated through means such as incentives, rewards, leadership, and so forth and the organizational context within which they convey out the work (Armstrong, 2006).

Motivation is the interior and external stimuli that determine the behavior and the Priority of a person (Munn, 1968). It is the basic meaning for the cause and explanation of a behavior. The effects that provide motivation is connected to needs which have not been met (Covey, 2004). Motivation is the power that causes an individual playing in a certain manner or to be oriented towards it. (Gibson, Ivancevich and Donnelly, 1988).

In Somalia, This paper attempts to distinguish the impact of motivation on employee performance in order to address problems arising from motivational approaches in organizational settings in Mogadishu, Somalia. The report had three principal aims which are: 1) To identify the relationship between work environment and organizational performance at secondary schools in Mogadishu. 2) To examine the relationship between cooperation and organizational performance secondary schools in Mogadishu, Somalia. 3) To explore the relationship between facilitation and organizational performance secondary schools in Mogadishu-Somalia. The researchers utilized convenient sampling to collect 100 questionnaires from twelve secondary schools in Mogadishu, Somalia. Employees of these schools provided a questionnaire with four main construct which measuring work environment, cooperation, facilitation and organizational functioning. Nevertheless, using correlation coefficient, the survey found that organizational performance (Dependent variable) had a substantial positive influence with two independent variables namely, work environment, and helping. Likewise, the result of regression analysis found that the two constructs had statistically significant, confirming, and direct effects on the organizational performance. Lastly, seeing these two theories; this study held up; the most indicator of employee motivation were facilitation; the employees like the managers who

motivate them in the work force. (Delhi, Jim’ale, & Sheikh Al, 2015)

The main objectives as follow:- to ascertain the effect work environment on organizational performance at UNISO in Mogadishu-Somalia, to look into the relationship between reward and organizational performance at UNISO in Mogadishu-Somalia, to study the role of training on organizational performance at UNISO in Mogadishu-Somalia.

LITERATURE REVIEW

This section highlights review articles about Employee Motivation and Organizational Performance that were issued in different international journals. This story also compares the findings of the articles since these surveys were taken in desperate situations according to the surroundings.

This work looks into the impact of motivation on organizational functioning in the public security sector in Nairobi County, Kenya. The unit of analysis was the regular police. The survey employed a mixed research design of exploratory, descriptive and quantitative designs with the list of regular police officers serving as the sampling form. The questionnaire was utilized to collect relevant data from the respondents. The information collected was analyzed using both the descriptive and inferential statistics. The survey showed that there is a potent influence on the operation of the regular police officers attributable to units of change in motivation. The survey urged that government and other concerned stakeholders should adequately motivate the police for improved performance / service delivery.(Mc, Ssekakubo, Lwanga, & Ndiwalana, 2014)

The same study was conducted to group employees according to their motivation needs extracted from the questionnaire and therefore to compile similarly motivated worker groups. Information was gathered through survey using questionnaire. The survey indicated that there is positive relationship between employee motivation and organizational functioning. (Manzoor, 2012)

Another survey was held out to analyze the motivation of librarians, the force of motivation on Performance, the perspectives of librarians on motivation, the degree of satisfaction of librarians and the Effort the public university managements are made to motivate librarians. Through literature Review, the concept of motivation and its effects on performance were discussed. Using a study method, a questionnaire was designed and distributed to seventy-two targeted librarians in six public universities in Ghana, out of this, sixty returned the duly filled out questionnaire. The Questionnaire sought to identify intrinsic and extrinsic factors which motivate librarians and how it bears on their functioning. The survey brought out that the motivation level of librarians in public Universities in Ghana is high and that the motivational level

affects the legal age of librarians positively. The public university managements have made some attempts to motivate librarians, but they necessitate practicing more to ameliorate the current state of affairs. (Muogbo, 2013)

This research examines motivation and employees' organizational performance in the public and private sectors In Nigeria. The authors identified factors that could guarantee job satisfaction on the part of the employees and also enhance job performance. The survey was utilized a questionnaire through empirical survey in public and private sectors in Nigeria. The authors take the opinion that if the recommendations in this report are adopted, they will profit both the employers and employees immensely from performance improvements in these sectors of the Nigerian economy (Zameer, Ali, Nisar, & Amir, 2014)

METHODOLOGY

This survey was employed through explanatory research design. The purpose affecting the variables is affected in this work and facilitated

Mean Range	Scale	Interpretation
4.21-5.00	strongly agree	Very High
3.41-4.20	Agree	High
2.61-3.40	Neutral	Normal
1.81-2.60	Disagree	Low
1.00-1.80	Strongly disagree	Very low

FINDINGS

The research aims at enriching the knowledge and understanding of factors influencing Efficiency and effectiveness in Somalia, specifically, the main objectives of this study were the influence of Work environment, Reward, Training, Efficiency and effectiveness in Somalia. The study employed a survey research design in data collection. This research employed quantitative data collection method whereby data were gathered by the use of closed ended questionnaires which were self-administered. Factor analysis was used to assess the validity and Cranach alpha to assess reliability of the questionnaire. Multiple regression analysis was performed to assess the relationship between the dependent variable Efficiency and effectiveness and the independent variables (Work environment, Reward, Training) and to test the research on the determinants of Efficiency and effectiveness with specific focus in Mogadishu, Somalia.

RECOMMENDATIONS

From this study, the following recommendations can be made;

- 1- Being in the Role of motivation on organizational performance should be adopted by both employee and cooperates since it is inevitable in the 21st Century.
- 2- Adequate legal structure and security framework could encourage the use of university in Somalia.

to attain all the aims of the research. Nevertheless, this study used quantitative approach; Quantitative is any data collection technique (such as a questionnaire) or data analysis procedure (such as graphs or statistics) that generates or uses numerical data. In addition the method applied to get the data in this study is surveying method.

Survey method is a designed to collect primary or secondary data from a sample, with a view to generalizing the results to a population (Collis & Hussey, 2009).

The study will be conducted at University of Somalia (UNISO) in Mogadishu-Somalia. According to (Ahmed wali Abukar, HRM, 2018)The registration of full time lecturers are 126 persons.

3.4 DATA ANALYSIS

Statistical package for social science (SPSS) version 20 would be used to analyze the data collection of this study, because it is not easy to analyze the data collected in a study manually without using any statistical packages.

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