

Smart Practices by Entrepreneurs for Motivating Employees

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Abstract: *A substantial body of theory and empirical evidence exists to attest to the fact that motivation and productivity are concepts which have been subjects of immense interest among researchers and managers. The objective of this paper is to conduct a literature review and analysis on theories and empirical evidence on the relationship between employee motivation and organizational productivity with a view to drawing important lessons for managerial practice. To achieve this, the paper conducted a review of some of the key theories and empirical studies on motivation and its impact on employee productivity drawing experiences from diverse organizational settings in Nigeria and several other countries. The study revealed that there are different factors to consider in motivating employees: some monetary or financial such as pay and others are non-financial like recognition and challenging jobs. Important implications are presented for managerial practice.*

Keywords: Motivation, growth theories

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