

**The Role of Motivation in Enhancing Job Commitment  
in Nigeria Industries: A Case Study of  
Energy Foods Company Limited, Ibadan**

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**ABSTRACT** The behavioral scientists have primarily attested that increased output is a function of the level of human welfare. This concept outstrips attention being focused on machines alone because at the heart of the enterprise and its entire structure, the human resource enabled with skill, experience, attitudes and intelligence is the most significant in factor combination of wealth creation and production process. The study critically evaluated workers attitudes and perception of the motivational factors as well as the relationship between motivation and job commitment. In the process of this study, problems associated with the low job morale, which had invariably led to low productivity, were highlighted. To achieve the purpose of this research, the survey method using the questionnaire instrument was adopted. The instrument was administered to 100 respondents drawn as the sample for the study. Also the available documents were reviewed for some information. The output from these sources were analysed by the use of the frequencies and percentages for the univariate analysis. While the chi-square  $\chi^2$  was utilized for the testing of the hypotheses, empirical analysis conducted on the data through the use of descriptive statistics and proportion tables revealed that workers of the company are not motivated. The motivation schemes designed for the workers are inadequate and unable to meet up with the level of expectation of the employees.