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APPRAISAL OF MOTIVATIONAL REQUIREMENTS FOR SPORTS PERFORMANCES OF ATHLETES AND OFFICIALS IN TERTIARY INSTITUTIONS OF NORTHERN STATES, NIGERIA

BY

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### ABSTRACT

*This study was undertaken to appraise motivational movement. For sports performance of athletes and officials in tertiary institutions in northern states of Nigeria. An ex-post-facto research design was adopted. For the study, the population of the study comprised all of the directors of sports and coaches in the federal universities of the northern states of Nigeria. Simple random sampling technique was used to select sampled universities and the athletes. Purposive sampling technique was used to select the directors of sports. A researcher designed questionnaire was used to obtain the relevant information's about the opinion of the respondents. A research assistant was employed, motivated and trained from each sampled university. The data collected were organized and presented in tables. Information gathered on the variables were analyzed in terms of means and standard deviation which were further subjected to t-test at 0.05 level of significance. The finding of the study revealed that the motivational required for better sports performance of athletes and officials is not adequately encouraging. Therefore, based on the results of the study it was recommended among others that Federal Government and the various Universities should provide adequate incentives in order to boost the morale of athletes and sports officials in tertiary institutions in northern states of Nigeria.*

### INTRODUCTION

Incentives is defined as material or symbolic objects or condition to which an individual is attracted or withdraws (Nixon and Jewett 1980), explained that athletes in school teams are given the opportunity to earn letters, medals and trophies for outstanding performance in their sports. The possibility of public recognition through the media, sports banquets and in other ways also serve as incentive in sport. This made Awosika, (1986) to advice that the awards needs not to be expensive and preferably should come in form of institutions emblem, medals trophies, certificates, banners and monograms for individuals and team achievements students are motivated by receiving

positive reinforcement for their efforts. Incentives theory emphasizes the importance of external conditions as a source of motivation. It may be positive incentive, which the organism all approach or negative incentive which he will avoid. The internal incentive which is the desire to perform as well as possible is often used with external incentives such as prizes, sweaters and public adulation in producing higher skilled performances among athletes. Coaches are known to have used the following motivational techniques to get on with the sports men and women so that their performance could be improved. Among them are praise, threats punishment, and diversion from failure, use of voice individual or team discussion, pet-talks, adequate

spectators, clapping or applause, use of new technique of play, varying coaching techniques, sports, and dinner among others. Toeing this line of reasoning, Bucher, (2002) suggested that management should continually strive to create conditions that contribute to staff morale in their organization. The author further said that, this degree to which staff morale exist will be indirect proportion to the degree to which such conditions are satisfied.

Harmon, (1980), confirmed that travel to foreign countries is an incentive for the athlete or the official to do well in his sport and that competing against another country always stimulates their psychic circuit to the point where they could want to try again a little harder. The author opined that one victory creates a desire to win again and the prestige and recognition further stimulates their attitude towards achievement.

Corporate bodies have adopted a very patriotic approach to the development of sports over the years through participation and sponsorship. The Guinness sports sponsorship portfolio on annual base includes events such as open golf championship and other various tournaments in tennis in Lagos and Nigeria Universities Games Association (NUGA) in recent past (1986 – 1992) which rotated biannually from one university campus to the other (Ike, 1992). Produce champion athletes through motivation or incentives. The researchers suggested that such incentive could be in form of provision of accommodation, postponement of lectures and examinations, admissions requirements to be convinced and also to cover various disciplines and provisions of feeding allowances to athletes. In the same vein, Emiola (1992) asserted that certain individuals are born with certain characteristics in traits which are essential for championship performance. These inherited traits are known to contribute up to 70% of the requirements for championship performance while environment which include among other things, quality coaching, the right and well training opportunity,

standard facilities and equipment, appropriate motivation-both altruistic and extrinsic and well graded competition contributes the remaining 30%.

Ogunsakin, (1992) observed that Guinness Nigeria Plc, have made significant contributions in terms of finance, medal, publicity, drinks among others to host university for the organization of the NUGA games and suggested that the same Guinness Nigeria Plc should accept the responsibility of feeding all athletes that are competing at the sports festivals, provide appropriate Guinness kits for them and to organize opening and closing parties for the athletes. The researcher used pepsi-cola soccer tournament for higher institutions athletes where feeding, tracksuits, kits and financial incentives were given as a case of worthy emulation. Sadiq (1997) suggested that admission concessions and sponsorship to pursue academic career should be extended to outstanding athletes provided they meet up the minimum standards required for admission as incentive.

Godwin, (1990) observed that the problem of incentive to sportsmen and women has been made a little more complex by increasing levels of education and exposure, rising standard of living, opportunities for independent employment greater utilization of professional personnel and the power of labour organization. Motivation, especially in sports has sometimes taken very bizarre dimension. Sadiq (1993) indicated that in Nigeria before the golden eaglets won the maiden edition of Kadak World Cup for the under seventeen (U 17), held in China in July 1985, many parents bluntly refused their children's participation in soccer because of injuries and the idea that it is a waste of time among others. Based on the rewards or incentives showered on the players on arrival in Nigeria with the trophy, many parents did change their minds. Another example was when Iraqi team was punished to play all their qualification matches away because of their war with Iran to qualify for the 1986 World Cup. Iraq

national sports daily warned the team was punished to play all their qualification matches away because of their war with Iran to qualify for the 1986 World Cup. Iraq national sports daily warned the team that in case of loss, the players will be dealt with empty bottles and rotten tomatoes. The papers also advised the government to repossess all cars, homes, factories and merchants shops the players had already been given (Godwin 1990). With these threats, the team became the first side to qualify for the World Cup without playing at home. Teams and individuals have been known to be motivated through satisfaction of the esteem needed by recognized and supported by important dignitary. On the other hand, lack of recognition by the appropriate authorities can dampen the moral of a team. Pius (2001) observed that the monetary rewards to successful athletes were a big motivation. The big dollars awards to the super eagles motivated them to do better live national athletes in other fields as exemplified by the euphoria of Atlanta 96 Olympics. The researcher concluded that the introduction of more presidential handshake for national spotlight heroes and heroines might be responsible for the poor performance in soccer at various levels in recent times.

Adesoye, (1998) observed that the morale of players, the condition of equipment might be responsible for inefficiency observed in matches played in competitions at the national level. Gambari (1995) pointed out that the federal Government of Nigeria doled out monetary and material incentives to players that took part in the under seventeen (U 17) World Cup in Canada, the flying eagles were given a million naira for placing second in Saudi Arabia in 1989. The super eagles of Nigeria was then thousands naira richer for coming

second in 1988 African Cup of nations in Morocco. In the same vein, athletes that won medals at Atlanta 1996 Olympic Games were handsomely rewarded with money and other material incentives. Obiyemi (1987) rent subsidy, academic scholarship, car loans, transcript, camping, felling and winning allowances annual and playing bonuses and free medicine services as incentives could be given to support athletes and officials for better performance. Therefore this study was carried out to identify needs for adequate incentives for improved performance of athletes and officials in sports competitions in tertiary institutions of Nigeria.

## **METHODOLOGY**

An ex-post-facto research design was used for this study. Nwugu, (1991) confirmed that this design enables a researcher collect data without manipulating the dependent variables. An appropriate instrument that illicit the required information within the respondent.

### ***Population***

This consisted of all the directors of sports and coaches and athletes of all the Federal universities in the Northern States of Nigeria. As at the time of this study there were 10 directors of sports and ninety (90) coaches and one hundred (100) athletes all the Federal Universities in the Northern States of Nigeria.

### ***Sample and Sampling Technique***

A simple random sampling technique was used to select both the athletes and the sampled universities. Purpose sampling technique was used to select the directors of sports.

**Table 1:** Samples universities and respondents used for this study

| S/N | University  | Directors of sports | Coaches   | Athletes   |
|-----|---|---------------------|-----------|------------|
| 1   | Ahmadu bello University, Zaria                      | 1                   | 10        | 20         |
| 2   | Bayero University Kano                              | 1                   | 10        | 20         |
| 3   | Usman Danfodio University, Sokoto                   | 1                   | 10        | 20         |
| 4   | University of Jos                                   | 1                   | 10        | 20         |
| 5   | Federal University of Technology, Mainna            | 1                   | 10        | 20         |
| 6   | Federal university of Agriculture Makurdi           | 1                   | 10        | 20         |
| 7   | Abubakar Tafawa Balewa university Bauchi            | 1                   | 10        | 20         |
| 8   | Modibo Adama Federal University of technology. Yola | 1                   | 10        | 20         |
| 9   | University of Maiduguri                             | 1                   | 10        | 20         |
|     | <b>Total</b>  | <b>9</b>            | <b>90</b> | <b>180</b> |

### METHOD OF DATA ANALYSIS

The data collected were organized and presented in tables, information collected on all the variables were analyzed in terms of Mean and standard deviation, which were further subjected to t-test, pear on deemed appropriate because strong parametric statistics for treating data from a large sample. They are also the statistics that measure the discrepancies between groups of means and their relationship.

### RESULTS AND DISCUSSION

The purpose of this study was to appraise the provision of adequate incentives to sports officials and athletes for improved performance in sports competitions in Federal universities of Northern Nigeria. The sampled universities, directors of sports coaches and athletes are shown on table 1

**Table 2:** Responses of the respondents on the provision of adequate incentives to athletes and their officials.

| S/N | STATEMENT   | MEAN | SD  | Remarks  |
|-----|---|------|-----|----------|
| 1   | Incentives to athletes in form of scholarship is provided   | 1.70 | .62 | Disagree |
| 2   | Incentives in athletes in form of material rewards are adequately in form of material rewards are adequately provided | 2.05 | .72 | Disagree |
| 3   | Incentives in form of cash allowances are adequately provided   | 2.37 | .80 | Disagree |
| 4   | Admission concession in form of incentives is extended to athletes.   | 1.86 | .74 | Disagree |
| 5   | Accommodation is provided for athletes as a form of motivational incentive  | 2.69 | .86 | Disagree |
| 6   | Athletes officials are motivated in form of promotion   | 1.85 | .56 | Disagree |
| 7   | Pay increase and other enrolment are given to athletes officials as incentives.                                       | 1.89 | .57 | Disagree |
| 8   | Athletes officials are usually motivated with material rewards  | 2.07 | .70 | Disagree |
| 9   | The government through its subvention does not provide adequate fund flor incentives                                  | 3.09 | .76 | Agree    |

| S/N | STATEMENT  | MEAN | SD  | Remarks  |
|-----|--|------|-----|----------|
| 10  | University administrative handshake is enough incentives for improved sports performance of athletes and their officials | 1.74 | .58 | Disagree |
| 11  | Incentives to athletes and their officials are motivating factors for improved sports performance by athletes            | 3.62 | .57 | Agree    |

Table 2 indicates that three main areas were reacted positively by the respondent's majority of the respondent strongly agreed to items 5, 9 and 11 with mean scored of 2.69, 3.09 and 3.62 respectively. These items dealt respectively with provision of adequate fund for incentives and incentives to athletes and their officials for improved sports performance.

Items 1, 2,3,4,5,6,7,8 and 10 were scored 100 by the respondents. These items dealt respectively with

provision of scholarship, material rewards, cash allowances, admission concession, promotion, pay increase and other enrolment and just mere university administrative handshake

**Hypothesis**

There is no significant difference between incentives provided for athletes and their officials and the sports performance of athletes in federal universities of northern Nigeria.

**Table 3:** t-test of differences between incentive s provided for athletes and their officials and the athletes performance.

| Variables                            | No | X    | Sd    | Df | t-value | Critical value |
|--------------------------------------|----|------|-------|----|---------|----------------|
| Incentives to athletes and officials | 90 | 2.27 | 0.487 | 89 | -35.70  | 1.96           |
| Athletes performance                 | 90 | 3.04 | 0.513 |    |         |                |

P<0.05 significant

The above hypothesis was tested using parson's product movement correlation formula. The result should have calculated value of "R" = 80. This implies a strong positive relationship between the provision of incentives to athletes and their officials and the athletes' performance. Therefore the null hypothesis is rejected. The t-test was further used to compare the means of the two independent groups i.e. provision of incentives to athletes and their officials and athletes performance. The calculation yielded a value of 35.70 and critical value of 1.96, at 0.05 level of significant. This result illustrates that there is difference between the provision of incentives to athletes and their officials and the athletes' performances.

**DISCUSSION**

Provision of incentives of athletes and their officials and athletes performance. The t-test statistical analysis for comparing the provision of incentive to athletes and their officials and the sports performance of athletes in Federal Universities of Northern Nigeria was statistically significant as contain in table 3. Therefore this indicates that significant differences between incentives provided for athletes and their officials and the sports performance of athletes exist. The null hypothesis was therefore rejected.

However, most of the Federal Universities of Northern Nigeria do not give scholarship, material

rewards and admission concession to their athletes but like cash allowances and accommodations are given. In the same vein, athletes' officials do not enjoy promotion, pay increase other enrolments and material rewards except little cash allowances during competitions. The performance of these universities athletes are also not encouraging. The results reflect the observation of Adesoye, (1998) and Fagbamiye (2000) that low morale of players and low incentives enjoyed by officials might be responsible for inefficiency observed in matches played in competitions at the national level. Toeing the same line of observation, Pius, (2001) observed that the introduction of mere presidential handshake for national sporting heroes and heroines poor performance in soccer at various levels. It will not be farfetched if one assumes the same for the poor performance of athletes in Federal Universities of Northern Nigeria.

However, Awosika (1982) and Sadiq, (1997) maintained that university athletes are given opportunity to earn letters, medals, trophies for outstanding performance. Other motivational incentives that should be extended to athletes for improved performance include scholarship, cash allowances, admission, concession, accommodation, material rewards among other collaborating the needs for incentives for improved athletics performance, most of these university administrators maintained that administrative handshake is not enough incentive while other incentives (inclusive) to athletes and their officials are motivating factors. These results confirm with the ideas shared by Harman, (1980). Adeleke, (1985), Ike (1992), Adedeji (1979) and Pius (2001) who opined that incentives in various forms should be given to athletes and their officials in order to motivate them for improved performance.

## CONCLUSION

Based on the findings of this study, the researcher concluded that:

1. The Federal Universities in the Northern States of Nigeria did not give scholarship to athletes.
2. There were no material rewards to athletes.
3. There was no admission concession to the athletes.
4. Athletes officials were not motivated in form of promotion by the Federal Universities in Nigeria.
5. There was no pay increases and other commensurate emoluments and material regards to the athlete's officials.
6. Instead the Federal Universities extend little incentives in form of cash allowance and accommodation to the athletes.

## RECOMMENDATION

Based on the result of the study the following recommendations were made:

1. The authorities in Federal Universities in Northern states of Nigeria should give scholarship to athletes in order to motivate them.
2. There should be materials rewards athletes in federal universities of Northern Nigeria.
3. In order to motivate the athletes, the university authorities should provide admission concession to their athletes.
4. There should be promotion to the athlete's officials.
5. There should be pay increase and other commensurate emoluments and material rewards to the athlete's officials.
6. There should be done with all sincerity by the various university authorities in cognizance of the roles played by sports programmes in total education in particular and the unity and integrity of the nation in general.

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