

TITLE

**Effects of Managerial Emoluments on
Organisational Performance: Case Study
of Orient Bank Nig. PLC and UNISURE Ltd.**



ABSTRACT

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Organisational performance is related to the degree of motivation of the human resource engaged in the organisation, the external and internal environment etc. In this study it is reasoned that managerial emoluments motivation has a direct impact on the performance of an organisation. Being the initiator of actions and organisational programmes and the driving force for achievement in the organisations, the degree of positive motivation of top management ought to impact on the overall performance of the organisation.

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Orient Bank Nigeria PLC and UNISURE Company Limited are case study firms from which management staff were interviewed via Questionnaire and oral questions. Data were further collected on related issues through research. Hypothesis were set to test managers preference for monetary rewards as major means of motivation, yearly organisational performance and degree of motivation of managers and whether organisational emoluments should be increased yearly irrespective of profits.

Research finding indicate that in Nigeria, top managers (Management Staff) have high preference for monetary rewards as means of motivation to higher performance; organisational yearly performance do not directly

reflect the impact cum output of a well motivated top management; and that organisational emoluments should not be increased yearly irrespective of whether profit is made or not.