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Effects of Recognition on Employee Performance Among Small and Medium Enterprises In Kano State, Nigeria.

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ABSTRACT

The study aims at assessing the effects of recognition on employee performance in kano state, Nigeria. The researcher selects three-hundred and thirty-one (331) employees of Small and medium enterprises in Kano State, 331 will be chosen from the total population to represents the sample size of the study. For the purpose of collecting relevant and reliable data for this research, primary source of data collection was used. The research revealed that employees' performance is the accumulated result of the skills, efforts and abilities of all the employees contributed in organizational improved productivity leading towards its goal achievement. Improved organizational performance indicates the efforts towards goal achievement while requiring more efforts in terms of improved employee performance. In conclusion, Most SMEs in Nigeria are faced with the challenge of capital. There are a number of financing options available to SMEs, namely: owner- finance, equity and debt. Apart from owner finance which in most cases are grossly insufficient to meet the financial requirements of the business.

Keyword: Recognition, Employee Performance and Small and Medium Enterprises.

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INTRODUCTION

Employees have been considered as important resources for the small and medium enterprises. Employees are the organization's key resource and the success or failure of organizations center on the ability of the employers to attract, retain, and reward appropriately talented and competent employees (Osibanjo, Adeniji and Olubusayo, 2014). The most important human resource management (HRM) issue nowadays is rewards structure. But due to global competition and environmental uncertainty most employers have shifted from traditional way of rewards structure and design them on the basis of performance, skills knowledge and competency (Lawler, 2000) which attracts, retains and motivates talented employees to achieve their objectives. Employee performance is fundamental component that facilitates organizational growth and sustainability. Reward is the most significant aspect of motivating employee toward performance. All organizations, regardless of sector, size or industry require motivated work force that ensures the efficiency, high organizational output and prosperity of the organization.

Performance incorporates the resulting outcomes of the performed actions of employees based on their expertise and skills. In organizational settings, employees' performance is the accumulated result of the skills, efforts and abilities of all the employees contributed in organizational improved productivity leading towards its goal achievement. Improved organizational performance indicates the efforts towards goal achievement while requiring more efforts in terms of improved employee performance (Ellinger et al, 2003).

Employee performance is among the critical factors that contribute significantly in organizational success. Learning organizations play important role in enhancing employee performance through providing trainings and developments for their employees (Gitongu et al, 2016). Moreover, management standards to evaluate employee performance also play critical role in improving employee performance as they provide the picture of actual performance and its alignment with the benchmarks. If discrepancies found, then these standards help bringing the outputs again towards their required levels (Mackay et al, 2004). Employees performance also depends on their internal satisfaction towards their job. If employees are satisfied from their jobs as well as the organization than they are more keenly interested to perform well towards organizational goal achievement (Harter et al, 2002).

Herzberg's two-factor theory

The two-factor theory of motivation, also known as dual-factor theory or motivation hygiene theory was developed by psychologist Frederick Herzberg in the 1950s, by analyzing the responses of 200 accountants and engineers who were asked about their positive and negative feelings towards their work. According to Herzberg, there are some job factors that result in satisfaction while there are other job factors that prevent dissatisfaction. Herzberg found the opposite of Satisfaction is No Satisfaction and the opposite of Dissatisfaction is No Dissatisfaction (Juneja, 2020). Motivator factors these factors are inherent to work. These factors motivate the employees for a superior performance. These factors are called satisfiers. These are factors involved in performing the job. Employees find these factors intrinsically rewarding. The motivators symbolized the psychological needs that were perceived as an additional benefit. Examples might include enjoying the work, feeling recognized and career progression, sense of achievement, responsibility. Hygiene factors are those factors which when adequate/reasonable in a job, pacify the employees and do not make them dissatisfied. These factors are extrinsic to work. Hygiene factors are also called as dissatisfies or maintenance factors as they are required to avoid dissatisfaction. These factors describe the job environment/scenario. The hygiene factors symbolized the physiological needs which the individuals wanted and expected to be fulfilled. These factors can lead to dissatisfaction and

a lack of motivation if they are absent. Examples include salary, company and administrative policies, fringe benefits, physical working conditions, status, relationships with managers and coworkers, job security. According to Herzberg's findings, while motivator and hygiene factors both influenced motivation, they appeared to work completely independently of each other. While motivator factors increased employee satisfaction and motivation, the absence of these factors did not necessarily cause dissatisfaction. Likewise, the presence of hygiene factors did not appear to increase satisfaction and motivation but their absence caused an increase in dissatisfaction. Therefore, this theory implies that for the happiest and most productive workforce, one need to work on improving both motivator and hygiene factors.

METHODOLOGY

This current study adopted a cross-sectional survey design to collect data from the staff of SMEs in Kano state, Nigeria. Descriptive survey was used because the study described the characteristics of the sample and the relationship between recognition and employee performance among the small and medium enterprises in Kano State, Nigeria. The Data was collected using questionnaire. Descriptive and inferential techniques were used to analyses the data.

The target population for this study consists of the total number of registered SMEs in Kano state which is 2,441 according to a 2017 joint survey by National Bureau of Statistics (NBS) and Small and Medium Enterprises Development Agency (SMEDAN).For the purpose of this study, the researcher selects three-hundred and thirty one (331) employees of Small and medium enterprises in Kano State, 331 was chosen from the total population to represents the sample size of the study in order to come up with various opinions on the subject matter of the research so as to make reasonable generalization to the whole population. This was drawn using Kriejcie and Morgan (1970).

RESULT AND DISCUSSION

Table 1 Reliability test Cronbach's Alpha of each Variables

Reliability Statistics

List of variables	Cronbach's Alpha	N of Items
Employee performance	0.712	5
Recognition	0.531	5

Source: field survey, 2026

Correlation Analysis

A correlation refers to a quantifiable relationship between two or more variables, and the statistic that provides an index of that relationship is called a correlation coefficient r, which is a measure of the relationship between two interval or ratio variables. It is a very useful means to summarize the relationship between two variables with a single number that falls between -1 and +1 (Field, 2005). As per the guideline suggested by Field (2005), the strength of relationship 0.1-0.29 shows week relationship; 0.3-0.49 is moderate; >0.5 shows the strong relationship between the two variables. Accordingly, the relationship among the variables are indicated in the below table.

Table 2 CorrelationalResult

		EMP PER	REC
EMP PER	Pearson Correlation	1	
	Sig. (2-tailed)		
	N	331	
REC	Pearson Correlation	.303	1
	Sig. (2-tailed)	.053	

Source: Field survey, 2026

Bivariate Correlationindicates that whether the relationship between two variables is linear (as one variable increases, the other also increases or as one variable increases, the other variable decreases). Accordingly, as indicated in the above table, the above correlation matrix shows that the independent variables was positively and correlated with the dependent variable.

Sig (2-Tailed) value: - This value tells that whether there is a statistically significant correlation between two variables or not. If the Sig (2-Tailed) value is greater than .05, the researcher can conclude that there is no statistically significant correlation between two variables. That means, increases or decreases in one variable do not significantly relate to increases or decreases in the second variable. If the Sig (2-Tailed) value is less than or equal to .05, the researcher can conclude that there is a statistically significant correlation between two variables. That means, increases or decreases in one variable do significantly relate to increases or decreases in the second variable (Pedhazur, 1982).

Table 3 Multiple Linear Regression Analysis Result.

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	16.139	2.702		5.972	.000
	REC	.308	.107	.004	2.076	.059

a. Dependent Variable: PER

Source: Field survey, 2026

The marked column B is the value for the intercept (a) in the regression equation on the first row, labeled (constant). The numbers below the column “βeta” are the values for the regression coefficients for the independence variables. In the multiple regressions, the standardized regression coefficient Beta (β) is useful because it allows us to compare the relative strength of each independent variable's effect on the dependent variable (Pedhazur, 1982).

The above coefficient table shows the constant beta value (β) and the p-value of the variables to examine the significance of the hypothesis. The significance level of the variable (P-value) is: 0.059, and the standardized coefficients is 0.308. This implies that the independent variables have a significant relationship with the dependent variable (Performance),

CONCLUSIONS AND RECOMMENDATIONS

Independent variables recognition has a significant relationship with the dependent variable performance.

- The findings of this study will provide a platform for a variety of future research efforts. In this study, only small and medium enterprises were taken into

consideration. So, it is recommended that a similar study undertaken using large enterprises of the same sector and make a comparative analysis

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