

## **ABSTRACT**

The topic was motivation and employee performance in Britania Allied Industries Limited. The general objective of the study was to examine the trend of motivation on employee performance. The research questions were to find out the factors that motivate employees, the relationship between motivation and performance of employees and the trend of motivation on the performance of employees. The researcher applied stratified random sampling and data was collected using questionnaires and interviews which helped the researcher to obtain detailed information. In the findings, it was discovered that pay was one of the biggest demotivators among the employees as they feel it is not equal to the amount of efforts they put into the organization. In the conclusion, it was discovered that there's a significant relationship between motivation and performance of employees at BAIL. This shows that when motivation is high, performance is also high and the reverse is true. Basing on the above, the study recommended that BAIL should enhance employees' salary, cater for employees' welfare and establish proper communication channels with in the company.