



**ASSESSMENT OF MOTIVATIONAL FACTORS FOR SPORT  
PARTICIPATION AMONG ELITE ATHLETES IN STATES SPORT  
COUNCILS/COMMISSIONS IN NIGERIA**

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**Abstract**

The study assessed motivational factors for sport participation among elite athletes in States Sport Councils/Commissions in Nigeria. In order to actualize this purpose, researcher developed two (2) purpose of the study, two (2) research questions and two (2) research hypotheses. The ex-post facto research design was used by the researcher. The population of the study was one thousand one hundred and sixty-one (1,161) consisted of all elite athletes of States Sport Councils/Commissions in the six (6) Geo-Political Zones of Nigeria including FCT, Abuja. To obtain adequate data, a sample of four hundred and sixty-eight (468) respondents comprising of males and females was drawn from the population. Simple random sampling and proportionate sampling techniques were used to select the numbers of respondents for the study. The researcher used validated questionnaire of 5 point Likert scale. A total of four hundred and sixty-eight (468) copies of the questionnaire were administered to the respondents and four hundred and fifty (450) representing 96% were duly filled, returned while eighteen (18) representing 4% were found to be invalid for the study. The Cronbach Alpha reliability was used, co-efficient of alpha level of 0.95 was obtained. Descriptive statistics of frequencies and percentages (%) were used to describe data collected on demographic variables of the respondents. Descriptive statistics of mean, standard deviation and one sample t – test were used to discuss the questionnaire and analyse the six hypotheses at alpha level of 0.05. The findings revealed that the provision of motivational allowances such as match bonuses, wage incentives, extra allowances, gift of cars, cash gifts, and profits shares have great impact in motivating sports participation among elite athletes in States Sport Councils/Commissions in Nigeria, the provision of overseas scholarship award, scholarship award, scholarships for hobbies and extracurricular, employer scholarships for athletes, and scholarships for athletes serves as motivating sports participation among elite athletes in States Sport Councils/Commissions in Nigeria and promoting athletes to a new rank. Based on the findings, the study concluded that States Sport Councils/Commissions in Nigeria do not give motivational allowances to enhance sports participation such as match bonuses, wage incentives, extra allowances, gift of cars, cash gifts, and profits sharing, there is inadequate or no provision of well-equipped medical centers, with qualified medical team, or items such as ambulances. Based on conclusion it was recommended that monetary award should be used to motivate sports participation among elite athletes in States Sport Councils/Commissions in Nigeria, scholarship award should be used as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria and Promotion should be used as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.

## **Introduction**

Sports are, by nature structured activities with certain rules of engagement. These do vary by sport, which can be individual or team requiring different skills and competencies to perform effectively. Participants follow directions and are expected to execute the skills acquired for competition. There is a commitment by participants which involves higher remuneration as a motivation (Theokas, 2009).

Milkovich, (2011); Chapman and Kelliher, (2011); Gupta, Conroy and Delery, (2012) argue that remuneration arouse the behaviour of an individual and that remuneration of all types may influence behaviour and attitude of a person to work. According to Ogunjimi (2007), an athlete may have the abilities and that, these abilities may be employed as tool to fulfill his ambition, but it is the remuneration that actually determines the extent to which the individuals achieves their ambition. According to McQuerrey (2016), remunerations are pathways towards recognition and reward of employees for meeting pre-established goals or objectives. McQuerrey further stated that remuneration may include cash bonuses, profit sharing, additional paid, vacation time or range of prizes for an athletes. To be effective, remuneration must be clearly defined and considered as viable, valuable reward by the athlete. However, sports participation and involvement has been altered because of the financial incentives placed on athletes. The passion and drive behind playing the game is not the same as it was over fifty years ago. According to Ogunjimi (2007), remuneration have pervaded the minds of players and has caused a shift in the perception of athletes.

The use of remuneration as a motivation in sports dates back to the origin of sports in Greek in the early Greek history, the most coveted award by athletes was the crown of olive branches placed upon the head of an Olympic medalist that signified vitality. Competing was for the glory of human achievement; the winners were honoured and respected in ancient Greece. The noblemen and royalty sought honours at Olympia competing side-by-side with the commoners hoping to be awarded the coveted olive wreath, (Ongalo, 2014). In addition, Theokas (2010) stated that the fourth and fifth century's saw professionalism emerging, as the winners of the Olympia were no longer interested in the olive wreath. These saw the advent of other tangible rewards as recruitment in the military, allocation of pieces of land and naming villages after the winner's as an incentive (Ongalo, 2014).

An incentive which does not or cannot be transformed to satisfy the unsatisfied needs is not motivating. Mshelia (1990) posited that athlete require financial, non-financial incentives for their participation in sports. According to Clark and Jenkins, (2003):

“Reward to different people varies greatly depending on their background, expectations, values, and needs. The value of money, response to public recognition, the desire for peer and professional respect, and the need for challenging assignments all vary according to lifestyle and culture. The importance of these rewards to individuals affects their motivation, productivity, and satisfaction (p-127).”

This background highlights the need to understand the perception as well as the value of remuneration as a motivator for athletes. The cause of these differences is related to one's needs, values and expectations which vary among different

athletes. Athletic ability of an individual today is inextricably tied to the economic success and financial power of the individual and the standard of the athletes (Onifade & Fasan, 2017).

According to Onifade and Fasan (2017), athletes provided with gifts and presents as rewards for a certain performance will strive hard to perform better in subsequent competitions. Gifts and presents given to athletes for qualitative performance motivate other upcoming athletes to emulate or even supersede them. Accordingly, in 2003, Enyimba international Football club of Aba, Nigeria, won the CAF Champions league, and the players and coaches were given a car each. This motivated the players and coaches even better that they won the competition in the following year. Other gifts and presents used for motivation include phones, electronic items (T.V. D.V.D and others) beverages, sporting equipment and others. These gifts and presents sometimes come from sponsors or philanthropists. Athletes can also be motivated by match bonus and goal bonus after winning or drawing a match, and it is sometimes given even when they are defeated depending on the circumstances or after the performance of the team has been evaluated. On the other hand, the bonus given for goal scored either goes to the team or the player that scored the goal. Bonuses are financial incentives because they are usually paid in cash. Media recognition via print and electronic media plays a significant role in sports. Journalist tends to report and telecast athlete or athletes that are performing well in competitions and this goes a long way in motivating athletes to put up a high performance in any competition. Athletes that are on top of their game usually appear on the pages of newspapers and attend live sport programmes on radio and T.V stations, locally and internationally. Media assessment propagates the athletes to concentrate on the sport in which they partake in, knowing fully well that poor performance will be criticized by the media and quality performance will be praised which will in turn increase the value of such athlete locally and internationally.

The ultimate goal of athletes preparing for competition is to attain peak performance for excellence. It has been observed that one of the factors which may serve as a barrier to prevent Nigerian elite athletes from getting to this zone of optimal performance is remunerations. Remuneration is as a result of obligations that are not meted out to sports athletes and their personnel's resulting from several complaints that remuneration were not appropriately given such as money, promotion, scholarship, opportunities, to travel abroad, allowances and others for outstanding performance. In addition, it is on record that the performance of Nigeria elite athletes at the under nineteen (19) world cup football is not befitting for a sports-loving country as it is evident that the nation has never placed among the first three overall in the medals table since the inception.

Remuneration as one of the incentives that motivates sport participation determines the extent to which the individual gets motivated. Remuneration changes the drive and the capacity of a person to work. The level and amount of effort in a person will either increase or decrease on the basis of the quality of remuneration offered to the person (Kundu & Tutoo, 2002). Numerous and diverse remuneration continue to be used in Nigeria as sports performance reinforcers. Their integrity leaves much to be desire. There are different types of remuneration commonly used in sports in Nigeria and are

categorized as materials and monetary rewards, scholarship awards, free medical care, employment opportunities, public recognition, and insurance coverage.

Many secondary school students do not have interest in sports because they feel there is no remuneration such as scholarship award from secondary school to university level, admission and others. Even where sports facilities and materials are available one discovers that only few students patronize them. This is why some intramural sports programme organized in schools, sometimes ends in failure. This study therefore is to assess motivational factors for sport participation among elite athletes in States Sport Councils in Nigeria.

Behavioral management in sports is primarily concerned with behavioral change through the consequences of positive reinforcement. In particular, reinforcer represents a desired consequence by an athlete that, if added to the situation, it increases the frequency of an athlete's task-related behavior. A positive reinforcement (frequently used technique in behavioral management) is an application of an incentive upon desired athletic behavior. Thus, in behavioral management, the unit of analysis is athletic behavior, where direct measurement of the frequency of behavior is needed, and behavior is functionally analyzed in terms of its antecedents and at work consequences (Luthans & Kreitner, 2021).

There are relatively few research studies in sports with regard to incentive value rating of monetary rewards. The majority of empirical evidence using sports data supports the positive impact of monetary incentives on sporting performance. Studies on sports data where performance can relatively be measured are from disciplines like golfing (Ehrenberg & Bognnano, 2019; Melton & Zorn, 2013), horse racing (Lynch & Zax, 2013), tennis (Sunde, 2003), car racing (Becker & Huselid, 2012), running (Maloney & McCormick, 2014) in order to test the incentive value rating of material and monetary rewards. Ehrenberg (2018) studied golf data from the US senior players golf tour (PGA) in 1984 and found that the amount of prize money had a positive influence on the players' performance. The observed effect occurs primarily in the later rounds of a tournament due to the marginal returns on efforts. Players with larger marginal returns achieve better scores. Ehrenberg (2018) was able to confirm most of these results, using European PGA Tour data from the year 1987.

Orszag (2014) found no significant link between the amount of total prize money and golfers' performance using data from the United States senior golf tour of 1992. Further studies confirmed Ehrenberg's (2014) initial findings. For instance, using 1994 and 1995 data, and trying to eliminate any possible survival biases, Melton and Zorn (2010) found support for their theory that the amount of prize money in senior PGA tournaments affected players' performance. Sunde (2013) used data from the final two rounds of the most important tennis tournament for professionals from the men's ATP tour. The results indicated that the amount of prize money positively affects a player's performance if you count the number of games won and the total number of games played. Lynch and Zax (2018) examined the role that prizes played in Arabian horse races in the United States and Canada from 1991 to 1995 and found support for a positive relationship between the prize spread and the absolute level of performance.

## **Methods and Materials**

Ex-post facto research design was adopted for this study. It is suitable for this research since the study is a non-experimental research. The population of the study consists of all elite athletes of States Sport Councils/Commissions in the six (6) Geo-Political Zones of Nigeria including FCT, Abuja. The total population of elite athletes of States Sport Councils/Commissions in the six (6) Geo-Political Zones of Nigeria including FCT, Abuja are one thousand one hundred and sixty-one (1,161) (National Sport Commission, 2020).

In order to ensure equal chances for the respondents to be part of the study, a stratified random sampling technique was used in selecting already existing (6) geo-political zones in Nigeria. They are North Central, North East, North West, South East, South West, and South South. Dip pick recoded and return method was used to select two states each from the six (6) geo-political zones. Athletes for each sport were selected. The sports are. (1) Football, Basketball, Volleyball and Athletics. All the athletic events presented at the National Sport Festival, which performed well creditably at all Events. Purposive sampling technique was applied for athletes. This includes all athletes in the States Sport Councils/Commissions were selected according to their status in the two required states for each zone.

The Instrument that was used for data collection is a self-developed questionnaire and it was divided into seven (7) sections. Section A consists five (5) items on demographic characteristics of the respondents. Section B, consists ten (10) items on monetary award. Section C, contains ten (10) items on scholarship awards. Section D, contains ten (10) items on promotion awards. Section E contains ten (10) items on medical care. Section F contains ten (10) items on insurance cover. Section G contains ten (10) items on employment opportunities. The data collected was analyzed using the following statistical tools.

1. Descriptive statistics of frequency and percentage was used to describe the demographic characteristics of the respondents.
2. Mean and standard deviation was used to answer the research questions.
3. One – sample t-test was used to analyze the formulated hypotheses at 0.05 level of significance.

## **Results and Discussions**

A total of four hundred and sixty-eight (468) copies of the questionnaire were administered to the respondents and four hundred and fifty (450) representing 96% were duly filled, returned while eighteen (18) representing 4% were found to be invalid for the study. The high response rate was achieved by the combined efforts of the researcher and his research assistants who administered the questionnaire to the various athletes and as well sought for the cooperation of the athletes in States Sport Councils/Commissions in Nigeria for distribution and retrieval of the questionnaire. The exercise took a period of three weeks to be completed.

**Table 1: Below shows details of the Status of the Respondents**

Number of Questionnaire Distributed	Number of Questionnaire Returned	Percentage of Questionnaire Returned
468	450	96%

**Analysis of Demographic Information**

**Table 2: Bio-Data of Respondents**

S/No	Characteristics	Categories	Frequency	Percentage (%)
1.	<b>Age</b>	18-22 years	210	47
		23-27 years	76	17
		28-32 years	73	16
		33-36 years	54	12
		37 years & above	37	8
		<b>Total</b>	<b>450</b>	<b>100%</b>
2.	<b>Educational Status</b>	NCE/ND	102	23
		First Degree	222	49
		Master's Degree	81	18
		Ph.D.	45	10
		<b>Total</b>	<b>450</b>	<b>100%</b>
3.	<b>Marital Status</b>	Single	328	73
		Married	93	21
		Divorce	-	-
		Separated	29	6
		<b>Total</b>	<b>450</b>	<b>100%</b>
4.	<b>Gender</b>	Male	242	54
		Female	208	46
		<b>Total</b>	<b>450</b>	<b>100%</b>
5.	<b>Working Experience</b>	5-10 years	369	82
		11-16 years	40	9
		17-21 years	22	5
		22 years & above	19	4
		<b>Total</b>	<b>450</b>	<b>100%</b>

Table 2 shows that out of the 450 respondents, 242 (54%) were male while 208 (46%) were female. By implication, there were more male respondents than female respondents in the sample. Furthermore, out of the 450 respondents, 210 (47%) were aged between 18 – 22 years, 76 (17%) were aged between 23 – 27 years, 73 (16%) were aged 28 – 32 years, 54 (12%) were aged between 33 – 36 years while, 37 (8%) were aged from 37 years and above. Also, 102 (23%) were ND/NCE holders, 222 (49%) First Degree holders, 81 (18%) Master's Degree holders while the remaining 45 (10%) were PhD Degree holders out of the 450 respondents. By implication, majority of the respondents had high educational qualification. Out of the 450 respondents, 328 (73%) majority were single against 93 (21%) that are married while the remaining 29 (6%) were once married but were separated. On the aspect of work experience as athletes, out of the 450 respondents, 369 (82%) had 5 – 10 year, 40 (9%) had between 11 and 16 years, 22 (5%) had between 17 and 21 years while 19 (4%) had between 22 years as an athlete for the state/commission. By implication, there were more experienced athletes employees as respondents in the sample.

The researcher used 3.00 as the mean otherwise known as decision mean since the instrument was structured along a modified five-point likert scale measurement to make decision on whether to accept or reject the research question after comparing it with the cumulative mean. A benchmark average of 3.50 was used as the decision mean, Therefore, a mean score of 3.5 and above indicate positive response to the research question and accepted while a mean score below 3.5 indicate negative answer to the research question and rejected. The descriptive analysis was tailored along the research

questions raised. Responses to these questions as presented in the questionnaire were interpreted on the basis of frequencies, percentages and mean scores in the respective tables below.

**Research Questions One: If monetary award serves, as a motivation for sports participation among elite athletes in States sport councils/commissions in Nigeria.**

The first objective of this study is to find out whether monetary awards motivate sports participation among elite athletes in States sport councils/commissions in Nigeria

In addition, a table consisting of different items on whether monetary awards motivate sports participation among elite athletes in States sport councils/commissions in Nigeria were suggested and the respondents' opinions on each of the items are tabulated in frequencies and percentages using mean and standard deviation in the table. Hence the research question one: "How does monetary award motivate sports participation among elite athletes in States sport councils/commissions in Nigeria?" In Table 2, the opinions of the respondents were rated in a five-point interval scale. The mean score for each of the items are indicated in left hand side of the table.

**Table 3: Opinion of respondents on whether monetary award serve as a motivation for sports participation among elite athletes in States sport councils/commissions in Nigeria**

S/No	Item Statement	SA	A	UD	D	SD	Mean	St.d
1.	Monetary allowances for athletes in camp or in training serve as a motivation for sports participation among male elite athletes.	150	210	12	42	36	3.88	1.017
2.	Match bonuses for athletes serve as a motivation for sports participation among elite athletes.	248	155	10	15	22	4.31	1.047
3.	Profit shares for athletes serve as a motivation for sports participation among elite athletes.	83	190	55	62	60	3.25	1.176
4.	Wage incentives for athletes serve as a motivation for sports participation among elite athletes.	212	166	13	34	25	4.06	1.039
5.	Extra allowances for athletes serve as a motivation for sports participation among elite athletes.	116	127	61	74	72	3.09	1.017
6.	Commissions for athletes serve as a motivation for sports participation among elite athletes	70	122	63	102	93	2.94	1.017
7.	Co partnerships for athletes serve as motivation for sport participation among elite athletes	65	77	49	150	109	2.64	.9286
8.	Gift of cars to athletes serve as a motivation for sports participation among elite athletes.	201	145	13	44	47	3.90	1.316
9.	Cash gift from non-governmental organization serve as a motivation for sports participation among elite athletes.	199	122	28	81	20	3.90	1.316
10.	Payment of house rent for athletes serve as a motivation for sports participation among elite athletes.	55	78	63	109	145	2.53	1.590
<b>Grand Mean Score</b>							<b>3.45</b>	

(Benchmark = 3.50)

In table 3, items 1-10 reveal the opinion of respondents on how monetary award motivate sports participation among elite athletes in States sport councils/commissions in Nigeria. Item 1, 2, 3, 4, and 5 shows that monetary allowances, match

bonuses, profit shares for athletes, wage incentives and extra allowances were all accepted from the responses of the respondents as motivating factors for sports participation among elite athletes with the mean score of 3.88, 4.31, 3.25, 4.06 and 3.09 respectively. Also in items 8 and 9 indicates that gift of cars to athletes and cash gift from non-governmental organization were accepted from the responses of the respondents as motivation for sports participation among elite athletes in States sport councils/commissions in Nigeria with mean score of 3.90 and 3.90. While in item 6,7 and 10 the respondents rejected the statement that commissions for athletes, co-partnerships with athletes and payment of house rent for athletes serves as motivation for sports participation among elite athletes with mean score of 2.94, 2.64 and 2.53 respectively as they fall below the 3.50 decision mean. However, the overall response shows that there was no adequate monetary award to motivate sports participation among elite athletes in States sport councils/commissions in Nigeria since their cumulative mean response of 3.45 was lower than the benchmark of 3.50.

**Research Questions Two: How does scholarship award motivate sports participation among elite athletes in States Sport councils/commissions in Nigeria?**

The second objective of the study is to find out whether scholarship awards motivate sports participation among elite athletes in States sport councils/commissions in Nigeria. The solution to this question was addressed in Table 4.

**Table 4: Opinion of respondents on whether scholarship award motivate sports participation among elite athletes in States sport councils/commissions in Nigeria**

S/No	Item Statement	SA	A	UD	D	SD	Mean	Std
1.	Overseas scholarship to any tertiary institution of athletes" choice serves as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	211	96	12	72	59	3.95	1.316
2.	Scholarship award to secondary schools and tertiary institutions within the Country serve as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	148	150	44	55	53	3.63	.8753
3.	Athletic scholarships for athletes serve as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	99	87	60	144	60	2.91	1.316
4.	Community service scholarships for athletes serve as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	74	89	67	158	62	2.90	1.316
5.	Scholarships for hobbies and extracurricular for athletes serve as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	99	121	52	77	101	3.08	1.017
6.	Scholarships based on applicants identities for athletes serve as a motivation for sports participation among male elite athletes in States Sport Councils/Commissions in Nigeria.	122	111	49	60	108	3.17	1.245
7.	Need base scholarships for athletes serve as a motivation for sports participation among male elite athletes in States Sport Councils/Commissions in Nigeria.	136	128	41	95	50	3.45	1.192
8.	Employer scholarships for athletes serve as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	149	166	28	78	29	3.72	1.082
9.	Scholarships for minorities athletes serve as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	111	161	58	66	54	3.46	1.047
10.	Creative scholarships for athletes serve as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.	109	114	67	55	105	3.14	1.075
<b>Grand Mean Score</b>							<b>3.34</b>	

(Benchmark = 3.50)

Table 4, above reveal the opinion of respondents on whether scholarship award motivate sports participation among elite athletes in States sport councils/commissions in Nigeria since the cumulative mean agreement level of 3.34 is below the 3.50 decision mean. Specifically majority of the respondents asserts that overseas scholarship to any tertiary institution, employer scholarships, scholarship award to secondary schools and tertiary institutions within the country, scholarships for minorities athletes, need base scholarships for athletes, scholarships based on applicants identities, creative scholarships



for athletes and scholarships for hobbies and extracurricular as these had the highest mean response of 3.95, 3.72, 3.63, 3.46, 3.45, 3.17, 3.14 and 3.08 respectively were all accepted as serve as a motivation for sports participation among elite athletes in States sport councils/commissions in Nigeria. However, the respondents rejected the statement in item 3 and 4 on the table that athletic scholarships and community service scholarships for athletes with mean scores of 2.91 and 2.90 respectively serve as a motivation for sports participation among elite athletes in States sport councils/commissions in Nigeria. Thus, it could be concluded that there was no adequate scholarship award to motivate sports participation among elite athletes in States sport councils/commissions in Nigeria based on grand mean score of 3.34 which was lower than the benchmark (3.50).

**Hypothesis 1:** There is no significant motivation of monetary awards on sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.

**Table 5: One sample t-test on monetary awards for motivating sports participation among elite athletes in States sport councils/commissions in Nigeria.**

Variables	N	Mean	Std. Dev.	Std. Error	t-value	df	p-value
Monetary award	450	3.45	.635	.201	0.249	449	0.809
Test mean	450	3.50	.000	.000			

*(t-critical = 1.96, p ≤ 0.05)*

Respondents did not agree that monetary award was adequately used for motivating sports participation among elite athletes in the selected States Sport Councils/Commissions. The observed mean (3.45) is of the same magnitude as the benchmark (3.50) used in the test. The t-value for the test was 0.0249 obtained at 449, degree of freedom (df) with a p-value of 0.809 ( $p > 0.05$ ). These observations provided sufficient evidence for retaining the null hypothesis. The null hypothesis that, there is no significant motivation of monetary awards on sports participation among elite athletes in States sport councils/commissions in Nigeria is therefore be retained.

**Hypothesis 2:** There is no significant motivation of scholarship awards on sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.

**Table 6: One sample t-test on scholarship awards for motivating sports participation among elite athletes in States sport councils/commissions in Nigeria.**

Variables	N	Mean	Std. Dev.	Std. Error	t-value	df	p-value
Scholarship award	450	3.34	0.356	0.113	1.411	449	0.192
Test mean	450	3.50	.000	.000			

*(t-critical = 1.96, p < 0.05)*

The observed mean (3.34) by the respondents in the table did not differ significantly from the benchmark (3.50) which implied that they were of the view that scholarship award was not adequately used as a motivating factor for agreed that scholarship awards could significantly act as motivating factor for ports participation among elite athletes in the selected States Sport Councils/Commissions. The t-value obtained for the test was 1.411 at 449, degree of freedom (df) with a p-value of 0.192 ( $p > 0.05$ ). These observations implied that the null hypothesis that, there is no significant motivation of

scholarship awards on sports participation among elite athletes in States Sport Councils/Commissions in Nigeria is therefore retained.

## **Discussion**

This study was aimed at assessing motivational factors for sport participation among elite athletes in States sport councils/commissions in Nigeria. The following are discussions arising from the hypotheses to find out whether monetary awards motivate sports participation, whether scholarship awards motivate sports participation, whether promotion awards motivate sports participation, whether medical care motivates sports participation, whether insurance cover motivates sports participation, and whether employment opportunity motivates sports participation among elite athletes in States sport councils/commissions in Nigeria.

Findings from hypothesis one indicates that there is no significant difference in the opinion of respondents on motivation of monetary awards on sports participation among elite athletes. This shows that monetary allowances, match bonuses, profit sharing, wage incentives, and gift of cars are good predictors of sports participation for responses of the respondents. The variables scored grand mean of 3.45. This finding corroborates with the study of Rost & Webel, (2013) studies revealed that paying match bonuses, wage incentives, extra allowances are important in motivating sports participation among elite athletes. Supporting this view, Ramlall, Maimani, & Diab, (2006) who says that - gifts of all form, and profits sharing have great impact in motivating sports participation among elite athletes in States sport councils/commissions in Nigeria. In a study by Saba and Agbeko (2009) on factors militating against participation in national sports festival among selected states in Nigeria, they reported that bonuses, wage incentives, extra allowances had significantly influence in motivating sports participation among elite athletes in States sport councils/commissions in Nigeria. Demir (2007) conducted a study named “determination of motivational factors that play role in participation of athletes in the region of Kahramanmaras” and detected that payment of commissions for athletes does not encourages athletes in sport participation.

In hypothesis two, the t-calculated value (.286) is less than the t-critical value (1.96) at 0.05 level of significance meaning there is no significant difference in the motivation of scholarship awards sports participation among elite athletes in States sport councils/commissions in Nigeria. The hypothesis on scholarship awards as independent variables on sports participation shows that for elite athletes, all variables tested (provision of overseas scholarship award, scholarship award, scholarships for hobbies and extracurricular, employer scholarships for athletes, and scholarships for minorities) had significant effects on sports participation. Only Athletic scholarships (2.91) and Community service scholarships (2.90) was not significant among elite athletes in states sport councils/commissions in Nigeria.

In the opinion of Osibanjo, *et al.*, (2014), in forms of scholarships for hobbies and extracurricular will motivates sports participation among elite athletes. The lack of empirical evidence in the area of elite athletes' competitive sport motivation may be attributable to the fact that stakeholders may not be as open-minded or holistic as such an approach assumes, and may prefer interventions that directly impact performance, rather than an unobservable variable that precedes performance.

With that said, a recent meta-analysis found that moderate effect on sport performance (Brown & Fletcher, 2016), though there is currently little evidence for scholarship motivation-based interventions. For many, perhaps the time it could take to educate an athlete regarding their motives would be better spent engaging in mental skills training, which has been shown to have a quick and positive influence on elite athletic performance (Thelwell & Greenlees, 2013). Another consideration is that many of the implications above rely on parents and coaches and, therefore, cannot be independently executed by the athlete. Thus, they may require more time and resources than deemed necessary.

### **Conclusions**

On the basis of the findings, the study concluded that:

1. States Sport Councils/Commissions in Nigeria do not have motivational allowances to enhance sports participation such as match bonuses, wage incentives, extra allowances, gift of cars, cash gifts, and profits sharing.
2. Provision of scholarship has been described as effective motivational tool for motivating sports participation among elite athletes. The study identified State Sports Councils/Commissions in Nigeria have shown negatives attitudes on adequate provision of overseas scholarship award, scholarships for hobbies and extracurricular, employer scholarships for athletes, and scholarships for minorities athletes to elite athletes in States Sport Councils/Commissions in Nigeria.

### **Recommendations**

In the light of the conclusions drawn of this study, the following recommendations are made:

1. Monetary award should be used to motivate sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.
2. Scholarship award should be used as a motivation for sports participation among elite athletes in States Sport Councils/Commissions in Nigeria.

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