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**THE EFFECT OF MOTIVATION ON ACADEMIC STAFF
IN NIGERIAN BAPTIST CONVENTION
THEOLOGICAL INSTITUTIONS**

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**IN PARTIAL FULFILMENT OF THE AWARD
OF
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ABSTRACT

Theological Education Institutions like any other higher educational institution requires the services of qualified academic staff in adequate numbers for their faculties. This will enhance effectiveness and efficiency in achieving set objectives.

Observation made by the writer of this project indicate that faculties of Nigerian Baptist Convention Theological Education Institutions seem not to attract adequate number of academic staff who are spiritually and academically qualified. These observations were reinforced when for instance, certain courses advertised for students to study during a semester was shelved for future dates due to lack of adequate academic staff.

The problem of lack of adequate number of academic staff, raised in the mind of this writer questions like: Why are qualified Baptist Pastors not willing to join faculties in the Nigerian Baptist Convention Theological Education Institutions? Why has there been few record of academic staff who stayed above five years in Nigerian Baptist Convention Theological Education Institution? Why do qualified Baptist Pastors prefer working in local churches rather than Theological Institutions? What can be done to retain qualified academic staff presently working in Nigerian Baptist Convention Theological Education Institutions, and remedy academic staff flight from these Institutions?

To provide answers to the above questions and others raised; the writer prepared and sent out sixty (60) questions to academic and administrative staff, and students of five different Theological Institutions of the Nigerian Baptist Convention. Also personal interviews and reviews of relevant literatures were carried out. Fifty-two (52) of the questionnaires sent out were completed and returned, and then analysed by the writer.

The analysis of questionnaires, interviews and literature reviews, points strongly to the factor of inadequate and/or lack of motivation of academic staff as being largely responsible for lack of, or inadequate supply of academic staff in the Nigerian Baptist Convention Theological Education Institutions.

Based on results of analysis made, suggestions has made at the and of this essay on what could possibly be done so that faculties of Theological Education Institutions of the Nigerian Baptist Convention would attract and maintain qualified academic staff in adequate numbers.

In developing the frame work for this research, the use of chapters was adopted. There are a total of five (5) chapters in all.

Chapter one deals with the introduction, motivation for study, statement of the problem, purpose and scope of study.

Chapter two deals with extensive reviews of related literatures on the problem and the historical background of the study.

Chapter three deals with the research methodology, the population for sample. Procedure for data collection and analysis.

Chapter four give details o f how data was analysed, also the discussions on the analysis.

Chapter five gives the summary, conclusion and recommendations.

CONCLUSION

The “ Effect of Motivation on Academic staff in the Nigerian Baptist Convention Theological Institutions” is the theme of this project. Academic staff are line staff in educational organizations. They are directly involved in assisting educational organizations to achieve pre-determined objectives. Their availability, quality and motivated inputs go a long way to determine the quality of training students (in this case pastors) receive. This, in turn will reflect on the quality of leadership provided for Baptist congregations. It is important to motivate academic staff, despite the motivation provided by the Holy Spirit.

The lack of or inadequate motivation has multiple negative effects on both workers and organizations.⁹⁹ For instance there is experience of inadequate academic staff supply and inability to retain many academic staff in service. There is lack of unbroken continuity in service which is vital for good planning and execution. Hoy noted that teacher have high need for affiliation, achievement, power, self-actualization and recognition.¹⁰⁰

In discussions of staff motivation, two factors are necessary for consideration: Finance: - good education/ training is not cheap. The Nigeria Baptist Convention should not shy away from her obligation to adequately fund her theological institutions. Convention leaders need to remember that, expenditure on education is an investment from which dividend can accrue. Substituting the funding of theological education adequately for other “important” things may not serve Baptist congregation best. They require dynamic and adequately trained leaders in this century.

Administration: - Administrators who are knowledgeable about why people behave the way they do, will have an advantage in meeting challenges and solving the problems that

⁹⁹ Egwuelu, J.G. “Motivating Workers for Higher Productivity and Efficiency,” *TRADEV*, (vol. 2, No.1, 1996), p. 11-16

¹⁰⁰ Hoy, p. 177

will confront theological education in future than those who lack the knowledge. Apart from professional qualifications, those who administer the Baptist theological institutions need to have orientation in management principles and practices. Motivation and job satisfaction should be a good administrator's goal.

Recommendations

The writer having considered his findings make following recommendations:

1. The practice of providing opportunities for academic staff to further their education should be encouraged in all the theological education institutions.
2. Academic staff in the Nigeria Baptist Convention Theological Education Institutions should be paid salaries and emoluments comparable to their counterparts in the Nigerian universities.
3. Indiscriminate opening of theological schools by conferences, associations or churches should be checked as a matter of urgency.
4. More funds should be made available by the convention to theological education institutions.
5. Funds could be sourced through mobilizing the churches to contribute a certain percentage of their income for theological education only. In the alternative each student should be made to fully pay the cost for his/ her education.
6. Academic staff should be sponsored regularly to attend academic conferences and or write to contribute to journals. They should be sponsored for workshops, seminars and professional conferences.
7. Theological institutions should regularly publish theological journals, organize seminars and workshops, and should do all that is possible to make the existing theological education fruitful. When recommendation 6 &7 are executed Nigerian Baptist Convention Theological Education Institutions, academic staff would update their knowledge, share new ideas and have exposure into new methods of teaching.
8. Faculties of theological education institutions *must compose of educators who are specialist in various fields of theological discipline with sound background in general education.*
9. An effective system of adequate evaluation of academic staff performance should be developed, so that improvement can be achieved.
10. There should be coordination of effort in curriculum development for all

theological education institutions. Regular curriculum re-evaluation should be carried out. Curriculum should be able to prepare students for current situations of human practical experience. Use of older version of curriculum should be discouraged.

11. Management of theological institutions should create things real or imagined for academic staff to aspire to achieve.
12. Good performance should be recognized and rewarded.

Areas of further Research

- a. The viability of making Nigerian Baptist Convention Theological Institutions self-sustaining.
- b. The Nigerian Baptist Theological Education Institutions and the State Educational Administration apparatus: The case of National Universities Commission.