This study examined the impact of motivation on employees’ performance among non-academic staff in selected private universities in Osun State and issues revolving motivation of employees in organizations’ have over the years attracted research attention; hence, this seems not to have been resolved especially in academic environments amongst non-academic staff in private universities, therefore this work sought to identify the motivational needs of employees in the organization, examine the relationship between motivation and job satisfaction and to ascertain the category of motivational factors that influence employee performance.

This work is descriptive in nature adopting the purposive sampling technique and structured questionnaire was used to collect data from 215 non-academic staff; hence, the data obtained was analysed using descriptive and inferential statistics.

The findings revealed that there exists a significant relationship between motivation and job performance amongst identified motivation incentive and a suitable working environment that influences employee the most hence, motivation incentives was found to have significant influence on employee job commitment.

The study therefore concluded that the positive influence on the performance of employees within the organization is centred on the provision of motivational incentives that will bring about job satisfaction and commitment among employees.