The purpose of this study was to examine the influence of motivation on job performance among employees of GTBank plc in Lagos. In the past years the search for healthy employer-employee relations has necessitated avalanche of researches in the area of motivation and its impact on performance. It has been generally recognized that for performance to rise and efficiency to be attained in an organization, adequate attention must to be given to employee motivation as a prime factor. Therefore the aim of this research therefore, is to determine the level of the influence that motivation has on the performance of employees of formal organizations.

This study adopted a combination of self administered questionnaire and in-depth interview for the primary data collection. For the secondary data collection, internet, journals, books etc were used for this research. Proportionate random sampling was used to select 15 percent of permanent and outsourced staff across the bank branches for the study. The bank branches were selected using the Yamane (1967) formula.

Through the use of SPSS for the quantitative method and content analysis for the qualitative method, the result reveals that the employee independence, sense of belonging in the workplace and money incentive being rights of the worker are taken for granted also The study however revealed that incentives as driving force did not carry as much weight as concern and driving force in terms of affecting the approach to work of the respondents. The study sought to show the effect of the above stated variables on the behaviour of the workers in GTBank.

The study concludes that the workers motivational processes in GT Bank have undergone tremendous change since the organization was established. The study therefore recommends that the management should ensure Staff development to enhance employee’s performance. It also recommends that employee’s recognition, should be encouraged. Also management should strive at introducing welfare facilities such as staff bus, recreation centers, and cafeteria so as to provide for them better and suitable relaxing environment, and create a work climate that can promote efficiency and higher performance.