

A Study on Impact of Employees Motivation On Employees Performance

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Abstract:

For many years, motivation has been a key indicator of productive employee performance within an organization, so it has been an area of major concern for the organization and human resource managers. There are wide ranges of factors that are related to management, employees, organization and the workplace which makes it complex and challenging job to motivate employees in an organization. Therefore, different strategies and method should be used by the organization and human resource manager to motivate employees. There are different needs and expectation for an employee to join any organization. Monetary and non-monetary factors are used by human resource managers to achieve different employee and organization related objectives.

Keyword: Monetary and Non-Monetary, Workplace, Employee Performance, Motivation.

Introduction:

Motivation is the word derived from the word motive 'which means needs, desires, wants or drives within the persons. It is the process of inspiring people to actions to achieve the goals. In the work goal background, the psychological factors motivating the people 's behaviors can be need for Money, Respect, Job-Satisfaction, Achievement, etc. Motivation occupies an important place and position in the whole management process. This technique can be used fruitfully for encouraging workers to make positive contribution for achieving organizational objectives. Motivation is necessary as human nature needs some sort of inducement, encouragement or incentive in order to get better performance. Motivation is one of the most powerful driving forces in the workplace. It can mean the difference between tremendous success and failure of the organization. Motivation seems from two sources. The first of these is due to internal forces, which are mainly our thoughts, patterns and collective experiences. When we hire self- motivated people dedicated to the work that they do, it is the internal motivation levels that we gauge.

The other source is external or extrinsic source of motivation. Over time, employees grow to resent the

monotonous nature of their jobs which dampens their driving force and thereby reduces their efficiency and productivity. This is especially true for employees who feel under appreciated. Companies can alter motivation level in employees either by offering positive incentives like appreciation, promotion and money or by instilling fear of punishment, bad review or dismissal. Needless to say, although negative motivational strategies are used in companies, it is the former that is most widely preferred.

Objective of Study:

- To examine the factors that influence employee motivation.
- To find out the ways through which employees are motivated in the organization.
- To examine the effectiveness of intrinsic rewards, extrinsic rewards and training program on performance.

Literature Review:

Sabrin Near (2019). The purpose of this study is to investigate the impact of remuneration on employee's motivation. This study evaluates the relationship between remuneration and motivation it also studies which remuneration factor influence employees desire level. Therefore, all the business organization ensures best employees for getting competitive position. This study mainly focuses on Unilever because it is the biggest multinational corporation of Bangladesh. The researchers evaluate here how remuneration impact on employee's motivation in the context of Unilever, Bangladesh. Hence, it also identified that which remuneration factor influences the employee's desire level. The author gathered data using qualitative research method and secondary source of data has been used. As the result rewards and fair wage system for employees can improve employee motivation. The qualitative research method is used for data collections and researchers used secondary sources of data for review in the systematic manner. The researcher also used the case study methods for understanding the unclear situation of Unilever.

Nanette Japhet Olusadum, Ndoh Juliet Anulika (2018) Impact of motivation on employee performance. This study defines the relationship between work motivation and performance. Questionnaire is used for data collection, it adopts reinforcement theory for analysis and chi-square is used for hypothesis testing. As the findings motivation has a positive effect on performances and improves efficiency in an organization. The main objective is to ascertain the work behavior of employees amidst their motivation. The study adopted reinforcement theory as framework of analysis. It is survey research whose data analysis was done quantitatively and hypothesis tested via Chi-square (X²). It was our finding that there is significant relationship between staff motivation and staff

performance. The study therefore recommends that organizations should consider staff motivation as a cardinal responsibility. The study concludes that unless staff motivation is properly executed, organizations and their managers will always suffer employees' negative attitude to work

Muhammad Fiaz, Qin Su, Amir Ikram and Aruba Saqib (2017). leadership styles and employees' motivation. Leadership deficit has been Pakistan's most pressing issue for decades, and this problem is even more pervasive in public organizations than private sector. Tackling the leadership crisis is now increasingly a question of what constitutes an appropriate leadership style to augment motivation of employees. Thus, the purpose of the study is to explore the intriguing question of the most pragmatic leadership style and its potential impact on employees' motivation. For this purpose, autocratic, democratic, and laissez-faire styles are considered as independent variables, while employees' motivation is the dependent variable. Data is collected via survey questionnaire, based on closed-ended Multifactor Leadership Questionnaire (MLQ), from a sample of 110 senior level and middle level managers working at WAPDA, an autonomous organization of Pakistan working under the administrative control of federal government for the development of energy resources. Descriptive statistics, reliability statistics, multiple regression model and analysis of variance are deployed to test hypotheses of the study and derive practical implications.

Jessica Breaugh (2017). Here the author made research on motivation by using public service motivation (PSM) and self-determination theory (SDT). By comparing this both the develop their assumption, and these theories are tested in two public offices in Switzerland. Here we find that SDT and PSM differ from each other SDT have strongest relationship to job satisfaction whereas PSM employees with high level of PSM has more stable job satisfaction. The finding shows that PSM and SDT have several differences and these two theories should and be studied synonymously.

Ofelia, Alina-Georgiana (2016). All the time attempted to explain what motivates people to work. The answer to this question is important because it is obviously good to understand what influences people's behavior. However, isn't the only reason for the great interest in the subject of motivation? Managers looking for ways to motivate employees because they claim that motivation can lead to some positive results for a company. Therefore, the manager standing between the concerns of experts to form, identifying special qualities, but also for those of a leader allowing perspective to associate the most talented and recommended successor.

Noermijati Noermijati, Diana Primasari (2015). Job stress and motivation has a critical role to enhance female employee performance. The research attempts to analyze the direct effect of job

stress and motivation on employee performance, and indirect effect of job stress and motivation on employee performance through job satisfaction. This research involves 108 married female employees, with minimal one year working period, as the population and respondents (census sampling). Using Path analysis, it was found that job stress has significant negative effect on employee performance. Motivation has a significant positive effect on employee performance. Job stress does not have an effect on job satisfaction. Motivation significantly positive influences job satisfaction. Job satisfaction significantly influences employee performance. Job stress does not have indirect effect on employee performance through job satisfaction. Motivation has an indirect effect on employee performance through job satisfaction. Motivation has the most important role to enhance employee performance. As an implication, company must give more attention and enhance employee motivation, especially on fulfilling self-actualization need.

Elizabeth Boye Kuranchie-Kwesiamponsah-Tawiah (2015) Employee motivation and both quantitative and qualitative method. Data collection is done by questionnaire and face to face interviews. Convenient sampling and stratified sampling are adopted as sampling technique. Data is analyzed using ANOVA and T-test. As the finding extrinsic and intrinsic factors should be addressed quarterly to improve motivation.

McCormick and Tiffin (1979), motivation can be either intrinsic or extrinsic. Intrinsic motivation stems from motivations that are inherent in the job itself and which the individual enjoys as a result of successfully completing the task or attaining his goals. While extrinsic motivations are those that are external to the task of the job, such as pay, work condition, fringe benefits, security, promotion, contract of service, the work environment and conditions of work. Such tangible motivations are often determined at the organizational level, and may be largely outside the control of individual managers.

Research Methodology:

Research methodology is the specific procedures or techniques used to identify, select, process, and

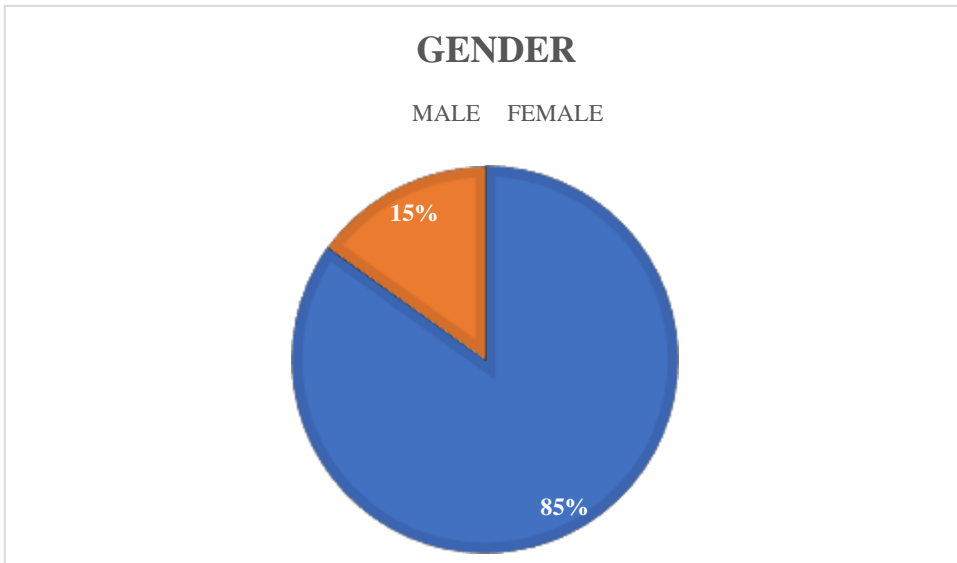
analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability. The main purpose of the dissertation is to collect data and find answers to research questions. This will be undertaken by this chapter on Methodology. This chapter is divided into sections on the research purpose, strategy, and the ways to approach the research. The research design that was used for this study is descriptive research design. Descriptive study collects data in order to answer questions about current status of the subject or topic of study because this study was concerned with finding what are the factors, that influence motivation of employees and how motivation affects the employee performance in the organization. Primary data plays an important role where research is being carried out for the first time. This is the data, which is collected after interacting with people through the use of interviews and questionnaire forms. Primary data is inferred by statistical analysis and has clear and precise structure. The Primary data will be collected using survey as a mode of data collection. To conduct surveys separate sets of structured questionnaires would be prepared for the employees. Primary data was collected from 106 employees.

As the name suggests, this data is collected from the existing sources of information such as company records, research material, periodicals and books on the particular topic, among others. It also involves using the available sources such as academic journals, newspapers, articles, and the Internet—yielding an ocean of information—collecting secondary data is not an affair unlike primary data collection. On the other are those which have already been collected by someone else and which have been passed through the statistical process.

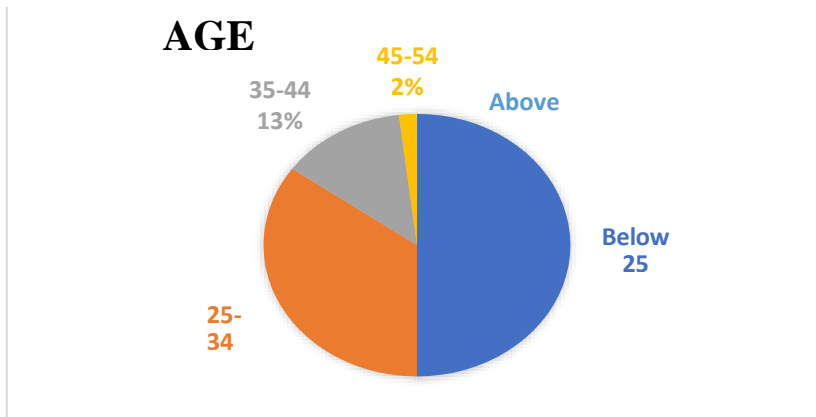
Scope of the Study:

Employee motivation is considered as a force that drives the employees toward attaining specific goals and objectives of the organization. Now days, it is one of the sizzling issues in organizations since everyone wants to make best use of their financial and human resources. Main purpose of this study is to inquire that what kind of factors influence employee motivation and finding up to which extent motivation affects the employee's performance. Employee motivation on employee's performance involving four variable employee, employee performance, intrinsic rewards and employee perceived training effectiveness

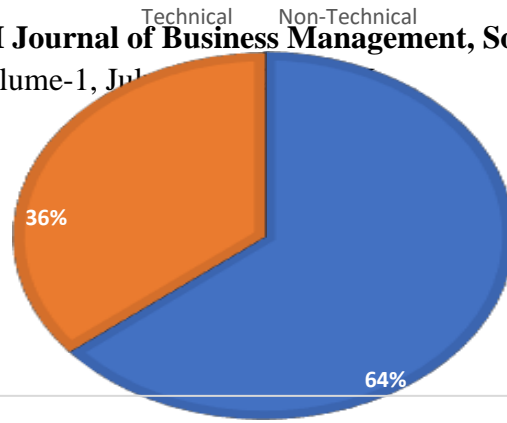
Data Analysis & Interpretation:



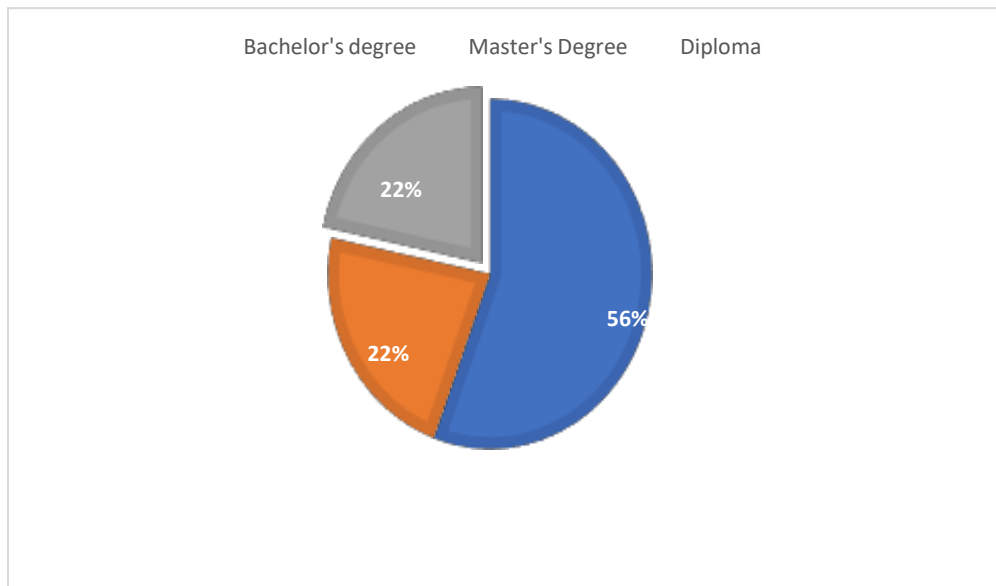
From the above table it is interpreted that the number of respondents below 25 ages of respondents are 50%, between 25-34 age of respondents are 35% between 35-44 age of respondents 14%, between 45-54(2%) above 55 ages of respondents are 0%. Majority (50 %) of the respondents are age between below 25 years



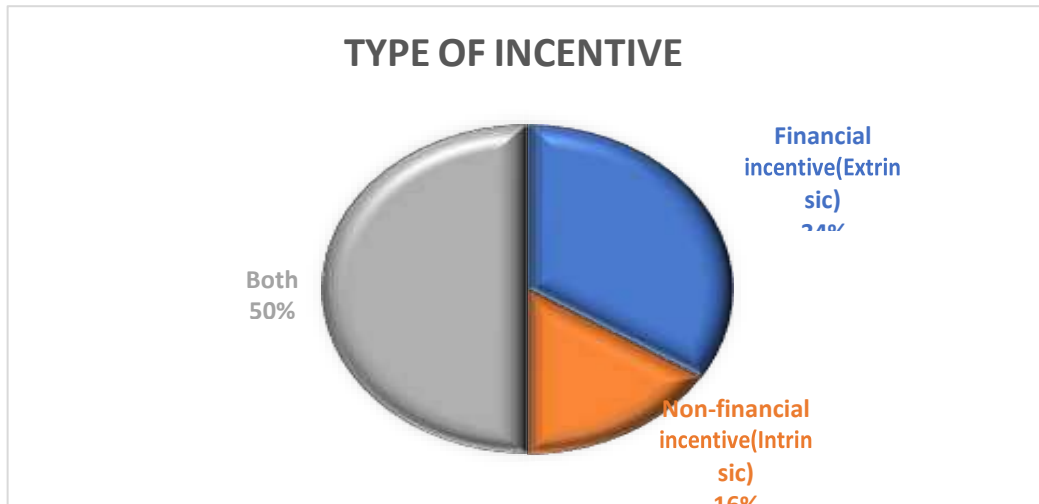
From the above table it is interpreted that the number of respondents male (85%), female (15%). Majority (85%) of the respondents are male.



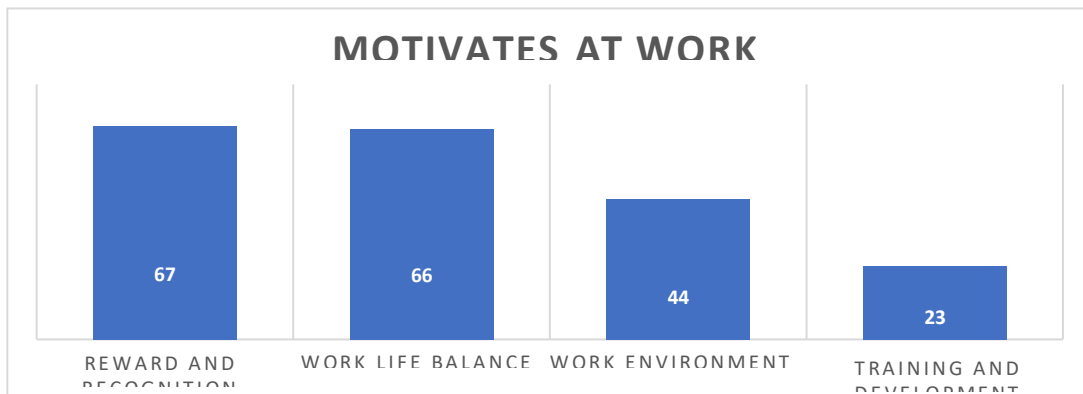
From the above table it is interpreted that the number of respondents bachelor's degree (56%), master's degree (24%), diploma (22%). Majority (56%) of the respondents are bachelor's degree.



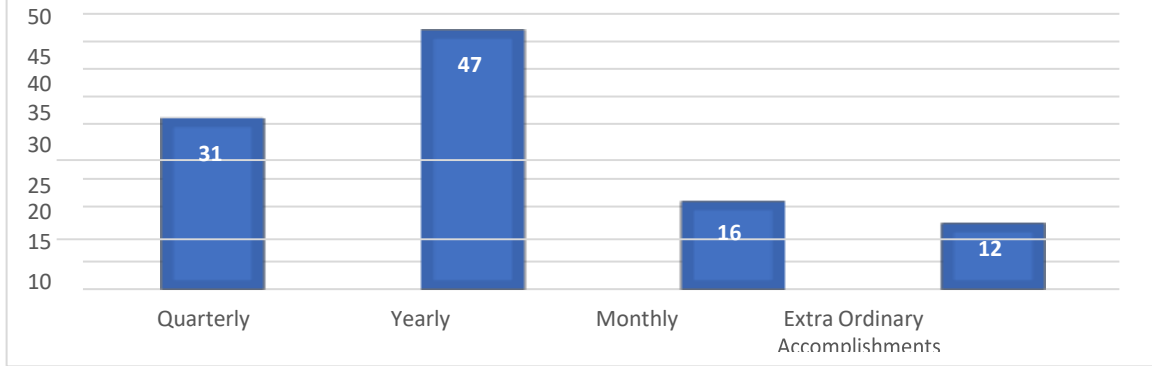
From the above table it is interpreted that the number of respondents in technical (64%), non-technical (38%). Majority (64%) of the respondents are technical department.



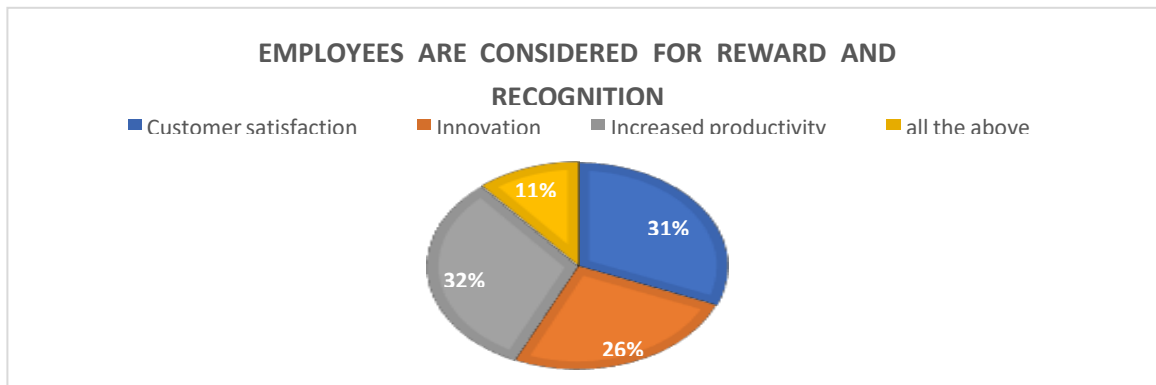
From the above table it is interpreted that the number of respondents in both (50%), financial (34%), non-financial (16%). Majority (50%) of the respondents are both financial and non-financial.



From the above table it is interpreted that the number of respondents in reward & recognition (33%), work life balance (33%), Work environment (22%), Training and development (12%). Majority (33%) of the respondents are reward & recognition and work life balance.



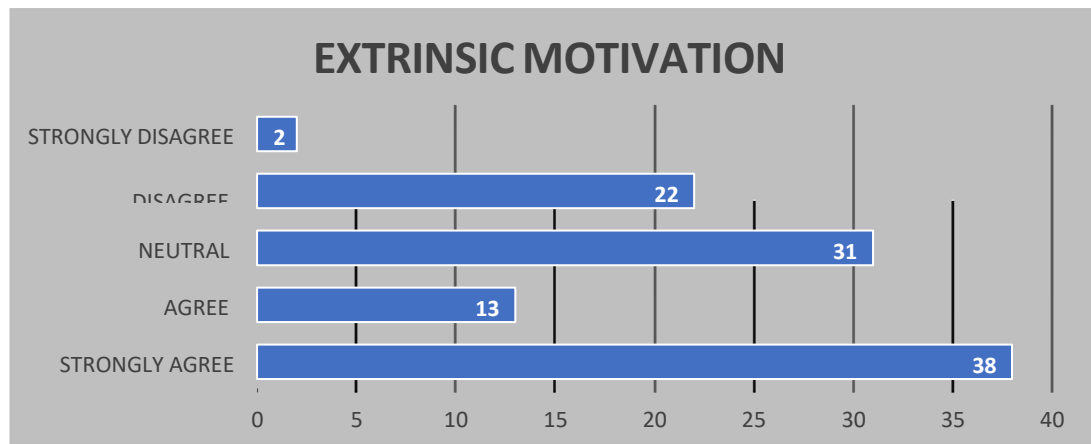
From the above table it is interpreted that the number of respondents in yearly (45%), quarterly (29%), monthly (15%), extra ordinary accomplishments (11%). Majority (45%) of the respondents are yearly.



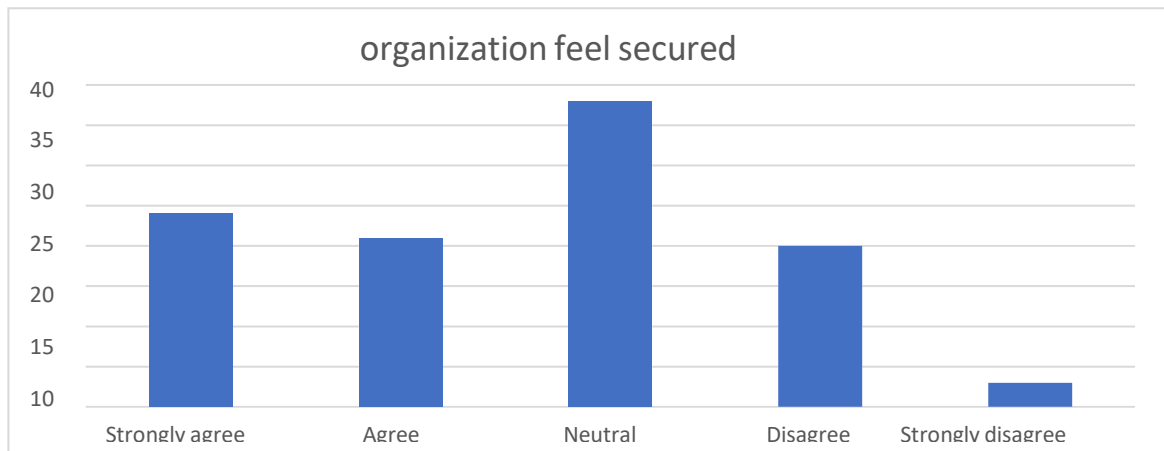
From the above table it is interpreted that the number of respondents in Increased productivity/results/outcome (32%), Customer satisfaction (31%), Innovation and creative ideas (26%), All the above (11%). Majority (32%) of the respondents are Increased productivity/results/outcome.



From the above table it is interpreted that the number of respondents is Promotion (35%), Salary increment (32%), Recognition (18%), Motivational talks (15%). Inference. Majority (35%) of the respondents are promotion.



From the above table it is interpreted that the number of respondents in Strongly agree (36%), Neutral (29%), Disagree (21%), Agree (12%), Strongly disagree (2%). Majority (36%) of the respondents are Strongly agree.



From the above table it is interpreted that the number of respondents in Strongly agree(36%), Agree(24%), Neutral(20%), Disagree(19%), Strongly disagree(3%). Majority (36%) of the respondents are Strongly agree

Finding, Recommendation & Suggestions:

- 50 % of the respondents are between the age below 25 years.
- 85% of the respondents are male.
- 56% of the respondents are bachelor’s degree.
- 64% of the respondents are technical department.
- 72% of the respondents are unmarried.
- 50% of the respondents are both financial and non-financial.
- 33% of the respondents are motivates at reward & recognition and work life balance.
- 45% of the respondents are get rewarded in yearly.
- 32% of the respondents are considered for reward and recognition for mostly in

Increased productivity/results/outcome.

- 35% of the respondents are motivates in promotion.
- 36% of the respondents are Strongly agree for extrinsic motivation

- It is suggested that organization should make arrangement for routine, energizing scheduled and should also be made compulsory for all class of employees. This will also help the employees to remain fresh & healthy at their work place.
- Most of the employees agree that the performance appraisal activities are helpful to get motivated, so the company should try to improve performance appraisal system, so that they can improve their performance.
- Group activities should be encouraged more so that employees can work together and thus strengthen their relation. More informal gatherings should be encouraged so that they can know each other.
- Better carrier development opportunities should be given to the employees for their improvement

Conclusion:

The research result showed that rewards and recognition play an essential part in enhancing employee motivation towards organizational tasks. By appreciating the employees for their work done and giving them participation in decision making, internally satisfies them with their job, organization and organizational environment. Thus, their enthusiasm and motivation towards work increases employees' performance.

The motivated employees' works best in the interest of the organizations which leads them towards growth, prosperity and productivity. Thus, the employee motivation and employee's performance are directly related.

According to the research study employee motivation is necessary for all the organization. It does create a great impact on the organization and employee performance. Increase their efficiency and effectiveness and helps in the achievement of the organization target.

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