

Youth unemployment blessing or a curse business essay

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INTRODUCTION

The global economy is falling into a huge crisis that made the whole world vulnerable as far as economic remediation is concerned . It has become a general fact, that different economies across the globe are no longer able to fight against this consistently rising dilemma. This unreported economic problem has been kept long in the shadows by the governments in order not to frighten the population, they claim. As an explication of this misleading policy, the experts justify unrevealing the problem to public in its first stage as a desperate approach to contain the crisis they say. However, this intended strategy to hiding the problem has led to even more difficulties and the sick world economy is far beyond saving as it has become a normal state, a condition we became used to. The real danger facing the world's economic stability is not seeing the problem as it is and trying not to look at it as a highly endangering aspect that may lead to global economical shutdown. No one can deny the universality of the economic weaknesses . However, not all nations are affected in the same way or maybe at the same level ; the economic problem is relatively affecting in different amounts, different aspects and in relatively different scales. Obviously, the developing countries are victims of a misleading politics. Dictatorships as specific to developing countries thanks to a very helping background has made the countries they rule even more vulnerable as they used misleading politics to misguide the people to the illusion of wealth and welfare by broadcasting the image they want to the people in desperate intentions to hide the truth. The example that may reflect best these phenomena is Tunisia. During the last 10 years, Tunisia has achieved consistently good economic performances.

However, the Tunisian economy is characterized by high unemployment rates. The former Government of Tunisia included the problem of youth unemployment among the priorities of the Eleventh and Twelfth Development Plan. However, progress towards its solution was slow if not completely absent. According to political parties: " the violent political protests is what led to the departure of former President Ben Ali on 14 January 2011 sparked by the public self immolation of a youth who had seen his informal business confiscated by the police in the interior of the country".

[1]After the rain of dictatorship, Tunisia seemed to become the land of opportunities, a dream coming true but we all disappointed of how things turned to be. We were hoping that the government that will precede the revolution will embrace the nation problems as her own and not to break the faith we once had in them. In fact what was once a dream collapsed in the uncaring governments and the egocentrism of the political parties that left the nation problems a part and limited their schedule to electional battle? When we woke up from our fantasy dreams we found that government changed, Ben Ali is gone but the problem remained ours. So, we took in hand the task of saving our sinking ship. As far as am concerned and in relation with the general Tunisian economical crisis , I have decided to take as a sacred mission to study the unemployment issue , and not from the original or the habitual approach but mainly another unreported unemployment that has passed unseen as no one seems to know how dangerous this kind of unemployment might be . The unemployment am gone be studying is the unemployment of the employed. In this paper work, I will be highlighting my study on the labor force , trying to identify the problems in their ground

field , explain why taking care of the quality of the employees is crucial in creating a stronger economy , supply the strategy needed to fix the anomalies that has affected our labor forces , provide solution to heal the labor sector in first stage then the whole economical status and reveal the criticality of this sector in assuring the success or failure of the Tunisian organizations, then the Tunisian transition to progress and prosperity in a final stage .

1. 2 RESEARCH METHODOLOGY

The purpose of this paper is to study the motivation of employees in a generalized context Then narrow the scope to the Tunisian case through a variety of factors that can influence a person's level of motivation; some of these factors include Payroll and benefits, Fairness of promotion system within a company, The working conditions, Leadership and social relationships, Employee recognition Job security career development opportunities etc. Motivated employees are the most cherished asset in any organisation. It is because the motivation and Job satisfaction are clearly linked. Hence this study is focusing on the employee motivation in the organisation. The research problem is formulated as follows:

" What are the factors which help to motivate the employees?

1. 3 Significance OF THE STUDY

The study is intended to demonstrate the inevitability of random unemployment , show that unemployment can't be overlapped as it should be accepted in order to consider the real progress asset employee

motivation evaluate motivation of employees in the organization. A good motivational program procedure is essential to achieve goal of the organization. If efficient motivational programs of employees are made not only in a particular organization but also every organization; the efficiency also to develop a good organizational culture can be achieved by introducing a new concept ' the culture of engagement ' via a very qualified labor force that eventually lead to economical and social progress and national prosperity. Motivation has variety of effects. These effects may be seen in the context of an individual's physical and mental health, productivity, absenteeism and turnover. Employee delight has to be managed in more than one way. This helps in retaining and nurturing the true believers " who can deliver value to the organization. Proliferating and nurturing the number of " true believers"[2]is the challenge for future and present HR managers. This means innovation and creativity. It also means a change in the gear for HR policies and practices. The faster the organizations nurture their employees, the more successful they will be. The challenge before HR managers today is to delight their employees and nurture their creativity to keep them make a" bloom". This study in-depth study aims to clarify the importance of effective employee motivation. This research study examines types and levels of employee motivational programs and also discusses management ideas that can be used to stimulate employee motivation. It helps to provide insights to support future research regarding strategic guidance for organizations that are both providing and using reward/recognition programs.

1. 4 Objectives of the study

1. 4. 1 Primary objective

To highlight the universality of the unemployment . To demonstrate the inevitability of this phenomena and highlight than away from theory employment is a chronic, incurable disease that can only be limited . Highlight the urgent priority to opt for the implement the culture quality recruitment in order to significantly reduce the effect of unemployment . Introduce the Employee Motivation: A Powerful New Model To study the important factors which are needed to motivate the employees.

1. 4. 2 Secondary Objective.

To study the effect of monetary and non-monetary benefits provided by the organization on the employee's performance. To study the effect of job promotions on employees. To learn the employee's satisfaction on the interpersonal relationship exists in the organization. To provide the practical suggestion for the improvement of organization's performance.

1. 6 Research methodology.

Research is an analytical method of finding solutions to problems. It is essentially an investigation, a recording and an analysis of evidence for the purpose of gaining knowledge. According to Clifford woody, " research comprises of defining and redefining problem, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, reaching conclusions, testing conclusions to determine whether they fit the formulated hypothesis"[3]

1. 6. 1 Sampling Design.

A sample design is a collection approach for obtaining a sample from a given population. Simple random sampling is used for this study.

1. 6. 2 Universe.

The universe chosen for the research study is the governmental employees

1. 6. 3 Sample Size.

Number of the sampling units selected from the population is called the size of the sample. Sample of 50 respondents were obtained from the population.

1. 6. 4 Sampling Procedure.

The procedure adopted in the present study is probability sampling, which is also known as chance sampling. Under this sampling design, every item of the frame has an equal chance of inclusion in the sample.

1. 6. 5 Methods of Data Collection.

The data's were collected through Primary and secondary sources.

1. 6. 5. 1 Primary Sources.

Primary data are in the form of " raw material" to which statistical methods are applied for the purpose of analysis and interpretations. The primary sources are discussion with employees, data's collected through questionnaire.

1. 6. 5. 2 Secondary Sources.

Secondary data's are in the form of finished products as they have already been treated statistically in some form or other. The secondary data mainly

consists of data and information collected from records, company websites and also discussion with the management of multiple organization.

Secondary data was also collected from journals, magazines and books.

1. 6. 6 Nature of Research.

Descriptive research, also known as statistical research, describes data and characteristics about the population or phenomenon being studied.

Descriptive research answers the questions who, what, where, when and how. Although the data description is scientific, accurate and systematic, the research cannot describe what caused a situation. Thus, descriptive research cannot be used to create a causal relationship, where one variable affects another. In other words, descriptive research can be said to have a low requirement for internal validity.

1. 6. 7 Questionnaire.

A well defined questionnaire that is used effectively can gather information on both overall performance of the test system as well as information on specific components of the system. A questionnaire was carefully prepared and specially numbered. The questions were arranged in proper order, in accordance with the relevance.

1. 6. 8 Nature of Questions Asked.

The questionnaire consists of open ended, dichotomous, rating and ranking questions.

1. 6. 9 Pre-testing

A pre-testing of questionnaire was conducted with 10 questionnaires, which were distributed and all of them were collected back as completed questionnaire. On the basis of doubts raised by the respondents the questionnaire was redialed to its present form.

1. 6. 10 Sample

A finite subset of population, selected from it with the objective of investigating its properties called a sample. A sample is a representative part of the population. A sample of 50 respondents in total has been randomly selected. The response to various elements under each questions were totaled for the purpose of various statistical testing.

1. 6. 11. Variables of the Study.

The direct variable of the study is the employee motivation Indirect variables are the incentives, interpersonal relations, career development opportunities and performance appraisal system.

1. 6. 12. Presentation of Data.

The data are presented through charts and tables.

1. 6. 13. Tools and Techniques for Analysis.

Correlation is used to test the hypothesis and draw inferences.

Chapter 1: Unemployment a universal concern

The results seem to depict a world where people are suspicious of their leaders' integrity and anxious about their own ability to afford life's basic necessities. Other concerns appear on the list including crime, war,

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education, the environment but overall, the responses suggest that people feel neither secure in their own finances nor confident that those in power are looking out for them.

According to surveys conducted in 19 countries by the polling firm Globescan for BBC, " people are most worried about corruption and greed », followed by extreme poverty, rising food and energy prices and unemployment.[4]

" Unemployment is the fastest-rising concern around the globe suggesting the softening global job market has come to affect daily life in a way it hadn't two years ago", according to a BBC poll release .[5]

Worries about poverty, rising food prices, as well as corruption among people in power also rank as some of the most common fears, the poll found. It's possible that more people are more worried about unemployment this year because of the acceleration of the European debt crisis, which has affected several of the world's largest economies and threatened to collapse the euro zone and with it the rest of the world. In countless cases, what has reportedly fueled these protests is frustration over a lack of economic opportunities, coupled with a widespread distrust of people in positions of political and financial power.

I-1 / Youth unemployment: A global problem

Almost in every direction you look at, the statistics of youth unemployment are extremely high as compared to older unemployment figures. This is a truly global problem. However, the situation is worst in the developing countries.

I-2 / In graphics: youth unemployment

C: UsersMon pcDesktopin graphics youth unemplyment. png[6]

I-3 / why youth unemployment is critical:

Compared to the problems faced by adults, a delayed entry into the labor market for those just starting out can seem less traumatic. Politicians often fail to take youth unemployment seriously enough . They might argue this is because it affects vote less reliably than members of the older generation, while a more charitable view takes into account certain practical realities: young people usually don't have kids to feed themselves, they still always can rely on their parents to carry them through. However, this underestimates the damage it can do to an individual's potential, not to mention to society. There is also the impact of civil disobedience and crime. A lack of opportunities for young people has been heavily implicated in the disorder that brought democracy to the Middle East. Even more, young people are likelier to turn to theft and other low-level criminality than older ones if they have families to support and rent to pay but can't find a job. A more surprising negative consequence of youth unemployment is reduced wages in later life.

I-4 / Youth unemployment: blessing or a curse

The big question is whether youth unemployment is so high largely because of the recession - implying it will go down again once the global economy or if structural changes in employment are going to permanently disadvantage the next generation of workers. This suggests something bigger has been going on. The world of work is always changing, of course, and many

changes have the potential to make people richer. Yet there are always winners and losers, and this evidence suggests the young may have found themselves disproportionately in the deprivation. In terms of intergenerational justice, the important question is whether today's young people will have a better or worse working life than their parents.

Undoubtedly the two biggest changes facing workers in recent decades have been globalization (which often moves jobs to other countries) and technological advancement (which can eliminate the need for them altogether). They are expressions of "competitive advantage" in economics - the perfectly logical idea that it is best to perform any activity in the place and manner that would be cheapest. This has meant that most jobs that can be performed in another part of the world more cheaply have migrated there. This trend is set to continue; As the economist Richard Ehrman has argued, "as developing countries become more sophisticated and their educational levels rise, we can expect more [service] jobs to follow their manufacturing predecessors to the low-cost, fast-growing economies of the East and Latin America. It will not just be call centers that are sent offshore; highly paid experts like software engineers and financial analysts will be equally vulnerable."^[7]It's clear that young people cannot expect the kind of "job for life" many of their parents and grandparents would have received. Yet society has a vested interest in helping make their transition into the world of work as smooth as possible, if it doesn't want to pay the costs of their potential going to waste. The problem is that, generally, people's expectations are too high. This simple notion is at the core of the Europe's problems; politicians keep promising more than can be delivered within a

finite budget.... and voter's don't like hearing the words ' no you can't have'. I digress..... Today's kids want to start at the top with unrealistic pay and job responsibility. If they perceive a job to be a good job, one that's beneath them, they treat it with contempt.

« No wonder we want to give jobs to older people. When people have been bored and hungry for a while, they appreciate a job more and work more diligently".[8]

This what the Qatar AIR LINES CEO has to say about older people job implementation. The reason that makes any employer make such choices is performance.

THE POPULATION IS THE KEY

The new humanity is consistently looking for an even better life quality and an even more rapid socio-economic development.[9] Many experiences all the way through human history has proven that development and improvement of life quality can be done only through acting on every possible socio-economic field including the population which is the first and last source of intuition, invention and creation . For that particular reason the population is considered to be a determining factor of progress . If economic progress, prosperity and development were the goal that every country is opting for, there is only one strategy that has to be followed to fulfill the targeted objective. As simple as it may seem governments keep forgetting that in order to fulfill perfection problems should be dealt with from the source. So, the source of the problems of the new modern world has to be the human itself. All over the globe governments have figured out that the world is losing its productivity and efficiency as in striving economies, losing

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employee productivity can be costly. Today's toughest nations are facing difficulties to work on every possible advantage in order grow or simply stay in business. They did not look too far to find the solution as it was always there waiting in their own barnyard, it's their own workforce. This process came to light or surfaced very fast to become a whole complete science named after that human resource management .

1-5/ Engaged versus Disengaged Workers

Employee disengagement[10]is costly, no one can say otherwise. For organizations, the alteration between engaged and disengaged workers can significantly mean success or failure. Every stock holder knows that the gap between an engaged worker and an engaged or disengaged one can be literally devastating. Disengaged workers, on the other hand, are often the present absent even when actually in workplace. This means that they are often " offline" and uncaring about change and new ideas as have very high rates of absenteeism, and they usually tend to have negative influences on their coworkers. Maybe the main significant difference between the two types of workers is productivity. Engaged and disengaged workers are normally equally skilled. However, they do not contribute equally in the general assessment of work progress. In different words we can just say that fully engaged workers are more productive.

1-6/ the Culture of Engagement

So, the problem is, with the research so obvious and the consequences so clear, why don't more governments consider seriously handling the problem of employee engagement? Particularly now when every work hour counts

even more than what it used to be before due the world economic crisis and to the very difficult financial status all over the world. Employee engagement is fundamental in every organization. To keep its high productivity an organization needs a solid culture and a strong system that can supply every necessity for success. In most organizations, an engaged workforce will be a matter of survival. After having a general look on the general complexity of the world economical shutdown and its impact on unemployment life style and quality of life, we are gone be more specific in tackling the problem and analyzing within the Tunisian context. In order to better understand the phenomena, analyze it and try to suggest solution we need first to highlight the Tunisian population profile through the age structure population which will indirect or direct the research to an even more scientific precise results.

I-2-1 Characteristics of the Tunisian labor force:

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Table 1 shows the youth and adult unemployment rates by education level. Using the definition of youth preferred by the World Bank. Table 1 shows that young people have unemployment rates that are between two and four times the unemployment rate for adults. For example, illiterate young men have an unemployment rate (19. 2%) that is 4. 27 times that of adult men (4. 5%). Young women with a higher education have an unemployment rate of 64. 5%, which is still more than twice that of women that are over 25 (30. 7%) . Comparing this statistics with the overall trends, it is clear that although the youth are more than proportionately affected by unemployment, that unemployment for more educated worker is occurring for both youth and adults. The unemployment rate for adult men with a <https://assignbuster.com/youth-unemployment-blessing-or-a-curse-business-essay/>

higher education is four times higher than the average unemployment rate for those with higher education. Thus, while the youth have experienced the highest levels of unemployment, it is clear that the demand for college graduates is simply not keeping pace with the increased supply of educated workers in the past decade. According to these findings younger people are the most suffering from unemployment as far as younger people are concerned. But the question to be asked is why this huge gap between working generations has been growing? In a matter of fact even after the blessed Tunisian revolution, younger people are still victims of an unfair recruiting policy. The main reason or the main objective of this research is highlighting that in order for Tunisia to progress and flourish that governmental policy of recruitment need to change from the quantity approach to quality approach and not the opposite. In Tunisia, governments need to understand that insuring progress can only be done through the enhancement of the labor force. In matter of fact the new Tunisian government is doing just the opposite.

I-2-2 STUDY OF THE NEW GOVERNMENTAL EMPLOYMENT POLICY

The new Tunisian government has implemented a new recruiting system

" The Council of Ministers approved the draft law on hiring in the public service for the year 2012. It provides for the creation of 25, 000 new jobs in the public sector in 2012", said Mr Mohamed Abbou, Minister of State for Administrative Reform.[12]He said that the new law will recruit 60% of the candidates on the basis of age (older) and year of graduation. Once again,

the government does not take into consideration the devastate impact of these decision on the future of Tunisian economy . How is that? Many find this new hiring law a turning point. Yes it might be really a turning point but a turning point that will lead as to unemployment recovery, yes. But do we need to recover unemployment by destroying the economical Tunisian course in long term?. In a matter of fact the new Tunisian government is not qualified enough to take such sensitive decision : clearly it does care about the prosperity of the Tunisian sick economy . In other words what the government has taken for a decision will have a huge collateral damage as far as the labor quality is concerned . The government thinks quantity employment for an obvious reason election misleading policy. This irrational decision is completely against the national welfare. By recruiting employee in the public service based on candidate age and graduation date by 60 % and 40 % on quality, the government is solving a problem by creating a bigger problem. This bigger problem is often referred to as an unqualified labor force. The criticality of the labor force management or human resources selectivity is a key element in the concept of success creation first in organizational level first and the national level in second place.

I-2-3 NEGATIVE EFFECTS OF POOR HUMAN RESOURCES PLANNING

1. DECREASED productivity

A. Low productivity:

Poor planning of human resources could have a negative impact on productivity in the workplace. Non-productive workers are not enthusiastic or practical in job duties and responsibilities. In any similar situation absence of <https://assignbuster.com/youth-unemployment-blessing-or-a-curse-business-essay/>

management, motivation and continuous alteration in the organizational structure will definitively lead to a non-productive workplace. Human resources managers are the ones responsible for ensuring the necessary training and resources to meet the needs of employees. If the administration fails to implement planning strategies that support the management of physical and morale training in the workplace decrease in the development of productivity in the end become inevitable.

B. Recruitment ineffective:

Human Resources Management usually handles employment practices in the organization. This department works with managers to identify hiring needs by evaluating the skills of potential candidates for jobs. Informal employment practices and bad planning may lead to the use of inept and non-qualified workers . If not carefully planned management of human resources recruiting process strategies could adversely affect the safety of the workforce. For example, if the department follow sound policies, employee screening then an applicant with a criminal history is absolutely unacceptable and can't get a job.

C. Staff turnover

Poor planning of human resources can lead to an increase in staff turnover. For example, employees who voluntarily leave the organization usually have an exit interview with a member of the human resources staff. The purpose of the interview is to give the organization an indication of the motive for the worker to leave. Exit Interview bad planning can fail to provide the company with vital information related to employee morale, and attitudes in the

workplace or other information necessary to keep the workforce happy and productive.

D. Non-compliance

Human resources management ensures that the company complies with employment and labor regulations. Equal Employment Opportunity laws, and the whole Unified Budget Reconciliation, medical adherence and a few of the comprehensive and complex regulations about which must every management unit should be familiar with and constantly up to date . A management that badly plans the legal aspects of the workplace could endanger the general standing and a reputation of the institution. For example, if a department lacks the anti-harassment policy a simple harassment accident will easily lead to a lawsuit or judicial disturbances and courts accusations , that might be ravaging as far as the financial state is concerned .

Chapter 2: Emericial Part

2 empirical part

Motivation is the essence of management. Motivation is a powerful tool in the hands of management in the inspiration of the work force. As it is Is the primary task of every manager to motivate their subordinates or to create enough willingness to work. Also remember that a worker could be able significantly to do something, nothing can't be achieved if you are willing to work. Create a desire to work motivation is simple sense, but in long term priod of time workers motivation risk to shut down endangering the whole proessus of productivty. Motivation has a very important role in people

direct willingness for work in order to achieve organizational goals. Issuing well designed instructions and orders does not mean it will continue. The director has to make appropriate use of the stimulus to drive smoothly staff to follow. Motivation has succeeded not only in effective presence of order, but also to get a worker continue to produce efficiently and effectively without productivity shutdown . In order to motivate employees to work towards achieving the objectives of the organization, managers must determine the motives or the needs of workers and supply appropriate incentives and encouragement . It will also be beneficial in raising the staff compliance to work. This will boom respectively the efficiency and the effectiveness of the organization and achieving a better use of resources , staff skills and abilities.

2. 1 concept of motivation

The word motivation is extracted pattern means an idea, need or emotion that drives a man in action. Whatever human behavior, there is a certain stimulus behind it. Stimulation depends on the motivation of the person concerned. Pattern can be seen by studying their needs and desires . There are no global theory that could explain the factors that affect the motives that control the behavior of Man at any given moment in time. In general, different working reasons at different times by different people are what affect the working behavior . The process of motivation deals with studying in deep the individual personality aiming to highlight what would probably be the best working stimulus .

2. 2 definition motive.

According to Edwin B Flippo, " Motivation is the process of attempting to influence others to do their work through the possibility of gain or reward " .

2. 3 the importance of motivation

Motivation is about handling r members of the team by making them pull the weight effectively, unconditionally give their loyalty to the group, make sure to handle the task in hand correctly and to apply to the purpose of the organization. If properly motivated staff can be expected to achieve the following conclusions. 1. The work force would be better satisfied if the management gives them the opportunity to meet their physiological and psychological needs . Voluntarily, workers shall cooperate with the administration and contribute to their maximum in order to achieve the goals of the company. 2. Workers should reach the top of their performance by improving their skills and knowledge to better participate in the progress of the organization which shall eventually lead to increasing productivity. 3. The labor's turnover rates and absenteeism will obviously be endowed . 4. There will be a good human relationships within the organization and friction between the working staff and the managerial will be reduced. 5. The number of complaints , claims and accidents are more likely to drop. 6. The quality and the quantity of the products should get even better . Wastage and scrap will drop significantly. Better quality of products will also beautify the public image of the firm.

2. 4 stimulation process.

A. Determine the need D. Results -Positive/Negative
B. Tension D. Results - Positive/Negative
C. Course of action E . Feed back

2. 5 Theories of motivation .

Understand what motivates employees have been the focus of many researchers following the publication and the results of Hawthorne (Terpstra, 1979) studies . Six main approaches that led to our understanding of achieving motivation are McClelland's Achievement Need Theory, Behavior Modification theory; Abraham H Maslow's need hierarchy or Deficient theory of motivation. J. S. Adam's Equity Theory, Vrooms Expectation Theory, Two factor Theory.

2. 5. 1 McClelland need achievement theory.

According to McClelland, there are only three kinds of needs;

The need for achievement

This need is the most durable and the strongest incentive especially in the case of persons who meet the other requirements needed. They are constantly pre occupied with a desire for improvement and lack for situation in which successful outcomes are directly correlated with their efforts. They set more difficult but achievable goals for themselves because success with easily achievable goals hardly provides a sense of achievement.

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The need for power

It is the desire to control the behavior of others and manipulate the environment. Motivations positive power applications results in domestic leadership style, while negative one application tends more to autocratic style.

The need to belong (affiliation)

Generally, associated with social needs and friendship creation this need leads to the formation of an informal groups referred to as a 'social circle' a very strong bond that if well exploited can lead the creation a very homogenous group with a great levels of tolerance which is very useful in easing the working pressure.

2. 5. 2 Behavioral Modification Theory;

This theory highlights that people's behavior is the outcome or the cumulating results of favorable or unfavorable past conditions. This theory is based on the theory of learning. Skinner's research was conducted between mice and children. He found that enhancing the reward stimulation process in earlier stages is more effective. In the industrial situation the appropriateness of this theory can be summarized in providing the financial and non-financial incentives from the recruitment day and there is no need to keep the worker waiting for years in order to start getting his incentives as he demonstrated that incentives tend to lose their value if kept too long in the shadows. More direct and immediate the reward and encouragement are better the result gets. Withdrawal of the reward in the case of the low

level of work can also produce the desired result. However, research shows that, in general, it is more effective to reward the desired behavior than to punish than unwanted one.

2. 5. 3 Abraham H Maslow Need theory of Motivation.

It has provided the intellectual foundation for more than thinking is driven by behavioral scientists, AH Maslow and Frederick Herzberg, published a study entitled "Bible of motivation" that has been referred to since as the management bible by every management specialist. However, even Maslow did not apply his theory to a living sample, which has a broad impact outside of academic borders. Has been used Mac Gregor Douglas the Maslow's theory in interpreting the specific problems of management and personal relationships. The essence of Maslow's theory is that humanitarian needs are arranged in a hierarchy that consists of five categories. Lower-level needs of physiological needs and higher levels of self-fulfillment needs. Maslow begins with the formation of the man as an animal that you want to integrate in the hierarchy of needs, which include upgrading to a higher level or a value system. The minimum requirements are met, showing the highest needs. We cannot meet the needs of Higher when we did not respond to the needs of the least is not satisfied with the catalyst. This is similar to the standard economic theory of diminishing returns. Hierarchy of needs for working individuals is now a routine tool for professionals. Hierarchy of needs, and the main needs of the men are in this theory five elements. They are physiological needs, social needs, safety needs, and the needs of the ego and self-realization, as shown in order of importance below. social-

media-heirarchy-of-needs1. jpg<http://johnantonios.com/wp-content/uploads/2010/02/social-media-heirarchy-of-needs1. jpg>

Physiological needs or body needs :

- This is a first step in response to the physiological needs of food, clothing and shelter. Its an urging necessity for this need to be equated as material needs with the wage rate, payment practices and to some extent with the physical condition of the work.

Security:

- Its generally the safety needs and the need to be free from danger, either from other people or the environment. Individuals wants security, as they believe that these physical needs of their own right . They esteem to feel safe and continue to be do so for the foreseeable feature. Security needs may take the form of job security and security against the disease, and misfortune, aging, etc., as well as workers' compensation. These needs are met, usually through safety laws, social security measurement, and labor protection laws and collective agreements.

Social needs:

- The employer has an obligation to feed the individual's desire to work in a cohesive group and develop a sense of belonging and identity with a group, the need to interchange love and the need for affiliation and identification with the group. In a large number of organizations, it is not easy to build social relationships. However a close relationship can be built with at least some coworkers. Every employee wants to feel also seek or accepted, and none of them can tolerate to be seen as a foreigner against a hater group.

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Ego or self-esteem needs:

- These needs are reflected in our desire for status and recognition and respect and prestige in a work group or workplace, as granted by the recognition of the merits of the upgrade, through participation in the management of compliance and encourage workers to freedom of expression. Linked to some of the estimated requirements of For example, the need for achievement, self-confidence, knowledge, efficiency, etc. At work, this means praise on the job, but more importantly, it means feeling for the employee who has at all times to respect your boss as a person and as a contributor to achieving the objectives of Organization. Realization or self-fulfillment needs: - the need for a higher level is that after verification of the availability of information to support more research on the strategic direction of the organization that both lends and use programs reward / recognition for the employee to give up relying on other people or the environment. Become a growth-oriented, self-oriented, targeted, and creative individual. This need reflects the specific situation in terms of the degree to which an individual can reach the personal goal. This is the need that lies entirely within the self and not demand for any situation or someone outside.

2. 5. 4 J. S Adams theory of stock

Employee compares his / her relationship with the input reference work leads. If the employee is aware of inequality, he / she will work to correct the inequity: low productivity, low quality, and increased absenteeism, and voluntary redundancy.

2. 5. 5 Vrooms Expectancy Theory

And Fromm theory is based on the belief that employee effort will lead to results and performance will lead to rewards (Fromm, 1964). Bonuses can be positive or negative. And more positive and more likely to reward the employee will be very motivated. On the contrary, leads to more negative bonus is less likely that the employee.

2. 5. 6 two factor theory

Douglas McGregor Theory feet with the help of two views, and assumptions X in the assumptions are conservative modern style.

2. 5. 7 Theory X

- People do not inherently dislike the work. People must compulsion • or control to do the work to achieve the goals.
- People prefer to be addressed
- And the theory of • people view work as natural as play and rest •
- People will exercise self-direction and control towards achieving the goals that are committed to •
- People who are learning to accept and seek responsibility.

2. 6 types of stimulations.

Intrinsic motivation occurs when people are motivated internally to do something, either to give them pleasure, which I think is important, or they feel that what they learn is morally significant. External impulse comes into play when a student has to do something or act a certain way because of external factors to him or her (like money or good grades)

2. 7 Incentives

Motivation is something that encourages a person toward a goal. Active human needs and creates a desire to work. Therefore, an incentive and a means of motivation. Of incentive in organizations lead to better performance and vice versa.

2. 7. 1 the need for incentives

The man is an animal they want. Follow the desire for one thing or another. It is never completely satisfied. If the need is satisfied, another need arises the need. To motivate employees, management should try to meet your requirements. To this end, financial incentives and non-financial can be used by management to motivate employees. Financial incentives or motivations are those that are associated with money. They include wages, salaries and benefits, bonuses, pensions, etc. non-financial motivations are those that are not associated with monetary rewards. The incentives include intangibles such as ego-satisfaction, self-fulfillment and responsibility.

Incentives

Financial incentives for non-financial incentives- Salaries and wages. - Competition- Grant - Recognition Group- Medical compensation - job security- Insurance - Praise- Living Facility - see results- Retirement benefits. - Participation of workers.- Suggestion Scheme.- Growth Opportunities

2. 8 Motivation is the key to improving performance

There is a saying that you can lead a horse to water but you can not make it drink, but will drink only when thirsty - to the people. Do what they want to do or do not motivated to do so. Whether it is to stand on the floor of a

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workshop or in the "ivory tower" must be motivated or driven to it, either by themselves or through external stimuli. Are you born with self-motivation or drive? Yes and no. If not, they can be motivated, and motivation is a skill that can and should be learned. This is essential for any company to survive and succeed. The yield is considered to be a function of the ability and motivation, therefore:

- $\text{Functionality} = f(\text{ability})(\text{motivation})$

In turn, depends on the ability of education, experience and training and the improvement it is a slow and long process. On the other hand, the motivation can be improved quickly. There are many options and an official beginners do not even know where to start. As a general rule, there are generally seven strategies for motivation. There are widely seven strategies for motivation.

- Positive reinforcement
- Effective discipline and punishment
- treat people fairly
- meet the needs of staff
- Develop work-related goals

Base Basically, there is a gap between the actual situation of the individual and the desired state and the manager tries to reduce this gap. Motivation is, in fact, means to reduce manipulation and this gap.

Chapter 4

4. analysis and interpretation of data

4. 1 DESCRIPTIVE STATISTICS

4. 1. 1 Response about the support from the HR department

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Highly satisfied18362Satisfied29583Neutral364Dissatisfied005Highly
dissatisfied00Total50100(Table 4. 1)(Chart 4. 1)

Interpretation

The table shows that 58% of the respondents are satisfied with the support they are getting from the HR department.

4. 1. 2 Management is interested in motivating the employees

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree27542Agree20403Neutral364Disagree005Strongly
Disagree00Total50100(Table 4. 2)(Chart 4. 2)

Interpretation

The table shows that 54% of the respondents are strongly agreeing that the management is interested in motivating the employees.

4. 1. 3 The type of incentives motivates you more

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Financial Incentives15302Non financial

Incentives9183Both2652Total50100(Table 4. 3)(Chart 4. 3)

Interpretation

The table shows that 52% of the respondents are expressing that both financial and non financial incentives will equally motivate them.

4. 1. 4 Satisfaction with the present incentives scheme

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Highly satisfied18362Satisfied29583Neutral364Dissatisfied005Highly

satisfied00Total50100(Table 4. 4)(Chart 4. 4)

Interpretation

The table shows that 58% of the respondents are satisfied with the present incentive scheme of the organization.

The company is eagerness in recognizing and acknowledging employee's work

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree18542Agree29583Neutral364Disagree005Strongly

Disagree00Total50100(Table 4. 5)(Chart 4. 5)

Interpretation

From the study, 58% of employees agreed that the company is eager in recognizing and acknowledging their work, 36% strongly agreed and only 6% showed neutral response.

4. 1. 6. 1 Periodical increase in salary

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree12242Agree23463Neutral364Disagree9185Strongly
Disagree36Total50100(Table 4. 6)(Chart 4. 6)

Interpretation

The table shows 46% of employees agree that there is a periodical increase in the salary.

4. 1. 6. 2 Job Security existing in the company.

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree15302Agree18363Neutral11224Disagree365Strongly
Disagree36Total50100(Table 4. 7)(Chart 4. 7)

Interpretation

The table shows 35% of employees agree with good job security exist in the company.

4. 1. 6. 3 Good relations with the co-workers.

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree15302Agree27543Neutral8164Disagree005Strongly
Disagree00Total50100(Table 4. 8)(Chart 4. 8)

Interpretation

The table shows 54% of the respondents agree that they have good relations with co-worker.

4. 1. 6. 4 Effective performance appraisal system.

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree10202Agree23463Neutral8164Disagree6125Strongly
Disagree36Total50100(Table 4. 9)(Chart 4. 9)

Interpretation

The table shows 46% of the respondents agree to effective performance appraisal system existing in the company.

4. 1. 6. 5 Effective promotional opportunities in present job

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree9182Agree26523Neutral9184Disagree365Strongly
Disagree36Total50100(Table 4. 10)(Table 4. 10)

Interpretation

The table shows 52% of the respondents agree with effective promotional opportunities in their present job.

4. 1. 6. 6 Good safety measures existing in the organization.

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree15302Agree23463Neutral364Disagree6125Strongly
Disagree36Total50100(Table 4. 11)(Chart 4. 11)

Interpretation

The table shows 46% of the respondents agree that there is a good safety measure existing in the company.

4. 1. 6. 7 Performance appraisal activities are helpful to get motivated.

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree9182Agree23463Neutral6124Disagree335Strongly
Disagree918Total50100(Table 4. 12)(Chart 4. 12)

Interpretation

The table shows 46% of the respondents agree that the performance appraisal activities are helpful to get motivated.

4. 1. 6. 8 Support from the co-worker is helpful to get motivated

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree12202Agree29463Neutral004Disagree6125Strongly
Disagree36Total50100(Table 4. 13)(Chart 4. 13)

Interpretation

The table shows 58% of the respondents agree that the support from the co-worker is helpful to get motivated.

4. 1. 6. 9 Career development opportunities are helpful to get motivated

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Strongly Agree10202Agree26523Neutral244Disagree485Strongly

Disagree816Total50100(Table No. 4. 14)(Chart 4. 14)

Interpretation

The table shows 52% of the respondents agree that the career development opportunities are helpful to get motivated.

4. 1. 7 Factors which motivates you the most.

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Salary increase21422Promotion15303Leaving risk364Motivational
talk5105Recognition612Total50100(Table 4. 15)(Chart 4. 15)

Interpretation

The table shows that the 42% of the respondent is responding that increase in salary will motivate them the most.

4. 1. 8 Incentives and other benefits will influence your performance

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Influence32642Does not influence12243No opinion612Total50100(Table 4.
16)(Chart 4. 16)

Interpretation

The table shows 64% of the respondents responded that incentives and other benefits will influence their performance .

4. 1. 9 Management involves you in decision making which are connected to your department.

SL NO

PARTICULAR

Number of

Respondents

Percentage

1Yes47942No003Occasionally36Total50100(Table 4. 17)(Chart 4. 17

Interpretation

The table shows 94% of the respondents agree that they the Management involve them in decision making which are connected to your department.

4. 2 hypothesis demonstration

Ho: There is no significant relationship between incentives and employee's performance. MeanStd. DeviationNIncentives1. 72. 57350Employee performance1. 50. 70750

Correlations

IncentivesEmployee performanceIncentivesPearson Correlation1. 655(**)Sig

- . 000Sum of Squares and Cross-products16. 08013. 000Covariance. 328. 265N5050Employee performancePearson Correlation. 655(**)1Sig. 000

- Sum of Squares and Cross-products13. 00024. 500Covariance. 265. 500N5050

Conclusion

Since the deviation is significant the null hypothesis that is " There is no significant relationship between incentives and employee's performance" is rejected and an alternative hypothesis is framed. H1: There is significant relationship between incentives and employee's performance. Ho: There is no significant relationship between career development opportunities and the extent of employee motivation

	Mean	Std. Deviation	N
career development opportunities	3. 701	. 0355	50
extent of motivation	3. 361	. 31745	50

Correlations

	career development opportunities	extent of motivation
career development opportunities	Pearson Correlation1. 909(**)Sig	
extent of motivation		Pearson Correlation. 909(**)1Sig. 000

- . 000Sum of Squares and Cross-products52. 50052. 111Covariance1. 0711. 184N5045extent of motivationPearson Correlation. 909(**)1Sig. 000

- Sum of Squares and Cross-products52. 11176. 311Covariance1. 1841.

734N4545CONCLUSIONSince the Deviation is significant the null hypothesis

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that is " There is no significant relationship between career development opportunities and the extent of employee motivation" is rejected and an alternative hypothesis is framed. H1: There is significant relationship between career development opportunities and the extent of employee motivation
 Ho: There is no significant relationship between performance appraisal system and the extent of motivation. MeanStd.

DeviationNPerformance appraisal system2. 401. 14350Extent of Motivation2. 601. 35550

Correlations

performance appraisal systemExtent of MotivationPerformance appraisal systemPearson Correlation1. 962(**)Sig. (2-tailed)

•

. 000Sum of Squares and Cross-products64. 00073. 000Covariance1. 3061. 490N5050Extent of MotivationPearson Correlation. 962(**)1Sig. (2-tailed). 000

•

Sum of Squares and Cross-products73. 00090. 000Covariance1. 4901. 837N5050

Conclusion

Since the Correlation is significant at the 0. 01 level (2-tailed) the null hypothesis that is " There is no significant relationship between performance appraisal system and the extent of motivation" is rejected and an alternative hypothesis is framed. H1: There is significant relationship between

performance appraisal system and the extent of motivation. Ho: There is no significant relationship between interpersonal relationship in the organization and extent of motivation. MeanStd. DeviationNEmployee relations1. 86. 67050Extent of motivation2. 181. 11950

Correlations

Employee relationsExtent of motivationEmployee relationsPearson Correlation1. 877(**)Sig

•
 . 000Sum of Squares and Cross-products22. 02032. 260Covariance. 449. 658N5050Extent of motivationPearson Correlation. 877(**)1Sig. 000

•
 Sum of Squares and Cross-products32. 26061. 380Covariance. 6581. 253N5050

Conclusion:

Since the deviation is significant the null hypothesis that is " There is no significant relationship between interpersonal relationship in the organization and extent of motivation." is rejected and an alternative hypothesis is framed. H1: There is significant relationship between interpersonal relationship in the organization and extent of motivation.