

Impact of employee motivation on performance

[Business](#), [Employee](#)



International Journal of Business Trends and Technology- volume 2 Issue 4- 2012 Impact of Employee Motivation on Performance (Productivity) In Private Organization 1Nupur Chaudhary, 2Dr. Bharti Sharma, 1Research Scholar, Suresh Gyan Vihar University, Jaipur, 2Associate Professor, St. Wilfred. College, Jaipur, Abstract - Doing Business all over the world is very challenging. Corporate performance and revenue growth are challenge by Internal and external operating environment factors.

To survive in profitable way in the highly challenging and competitive global market economy, all the factor of Employee Retention & Production - machine, materials & men, - should be managed in a impressive way Among the factors of production the human resource constitutes the biggest challenge because unlike other inputs employee management calls for accomplished handling of thoughts, feelings & emotions to protected highest productivity.

High productivity is a long-term benefits of Employee motivation Motivated employee is a valuable asset which delivers huge value to the Organization in maintaining and strengthening its business and revenue growth. The attached project paper studies Impact of employee motivation on performance (Productivity) in private organization. Keywords: Motivation, Productivity, Employee satisfaction, Working Environment, Employee Performance:

INTRODUCTION

Background of the Study

Now days doing Business all over the world is very challenging. orporate performance and revenue growth are challenge by Internal and external

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operating environment factors To survive in profitable way in the highly challenging and competitive global market economy, all the factor of production - machine , materials & men,- should be managed in a impressive way Among the factors of production the human resource constitutes the biggest challenge because unlike other inputs employee management calls for accomplished handling of thoughts, feelings & emotions to protected highest productivity. High productivity is a long-term benefit of Employee motivation.

Research Problems

Employees management guide to a competitive benefit in the form of more motivate workforce by extension improved operational & business performance. The research problem question to be answer in this research is to define the major factors that motivate employs in diverse companies and to see if there is any particular organization purpose that depends on organizational inimitability employee behavior.

Objectives of the Research

study Identify the factors that encourage positive motivational behavior among employees is the Objective of this research.

This in turn would develop customer service, efficienttime managementin each organization. 1. 4 Limitation of the Research Study Research study can be briefly declared the limitation in following points: ?? Title of the questionnaire about Motivation so that the respondents thought that they should be precious by the motivation system earlier than filling the questionnaires. ?? The length of the questionnaire - around 14 questions. ??

The collective respondents will be analyzed and the results of the questionnaire will be documented

Definition of Terms

Motivation: 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 behavior can be- ?? Job-Satisfaction ?? Achievement ?? Term Work, etc ?? Need for Money??

Respect One of the most important functions of management is to create enthusiasm amongst the employees to execute in the best of their abilities. Therefore the role of a leader is to arouse interest in presentation of employees in their jobs.

The process of motivation consists of three stages:-

1. A felt need or oblige
2. A incentive in which needs have to be aroused
3. When needs are satisfied, the satisfaction or achievement of goals.

Note: motivation is an emotional fact which means needs and wants of the have to be tackled by framing an incentive plan. b. Employee satisfaction: Whether employees are happy and satisfied and pleasing their desires & needs at work. Many measures claim that employee satisfaction is a factor in employee motivation, employee goal. ISSN: 2249-0183 <http://www.internationaljournals.org>

International Journal of Business Trends and Technology- volume2Issue4-2012 Achievement and positive employee confidence in the workplace.

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Employee satisfaction, while normally a positive in your organization, can also be a disappointment if ordinary employees continue because they are satisfied with your work environment. c. Employee Performance: The activity of performance ; of doing something fruitfully; by knowledge as famous from simply possessing it; A performance Comprises an event in which normally one group of people the performer or Performers act in a particular way for another group of people . Productivity: Productivity is that which people can produce with the smallest amount effort Productivity is a ratio to calculate how well an organization or individual, industry, country converts input belongings, labor, materials, machines etc. into goods and services e. Working Environment: Stresses, influences, and competitive, situation, civilizing, demographic, profitable, usual, political, regulatory, and environmental factors that effect the survival, operations, and development of an organization. We have a tendency, however, to hear about healthy work environments.

A work environment does not require a job. It requires that work has to be done in some place. These can also be considered work environments.

LITERATURE REVIEW

1. Motivation
2. Payment
3. Promotion
4. Benefits
5. Recognition

What Is Employee Motivation? Motivations are an employee's intrinsic enthusiasm about and drive to accomplish activities related to work. Motivation is that interior drive that causes a person to decide to take action. An individual's motivation is influenced by biological, intellectual, social & emotional factors.

Motivation is a multifaceted; we can not easily define to motivation, intrinsic driving force that can also be influenced by external factors. Every person has activities, events, people, and goals in his or her life that he or she finds motivating. By using intrinsic satisfaction & extrinsic factor organization can inspire employee motivation at work. Fulfilling the employee's needs and expectations from work and the workplace factors that enable employee motivation - or not. These variables make motivating employees challenging. Some time employers fail to understand the importance of motivation in accomplishing their mission and vision.

Even when they understand the significance of motivation, they lack the skill and knowledge to provide a work environment that fosters employee motivation. Here are thoughts about encouraging and inspiring employee motivation at work. Factors to Encourage Motivation.

- Management and leadership actions that allow employees,
- Believe about your employees strengths!
- Inquire employees what they want
- Teach employees to measure their own success.
- crystal clear communication about factors important to employees,
- Treating employees with respect,
- Providing regular employee respect,

- Feedback and training from managers and leaders,
- Industry-average benefits and recompense,
- Carry an idea notebook
- Explain your reward systems.
- Inquire employees for information about their performance.
- Communicate!
- Stop Distracting Employees

Importance of Motivation

Motivation is the most important factors influential organizational efficiency. All facilities organizational will go to waste in lack of motivated people to utilize these facilities efficiently. Every superior in the organization must motivate its subordinates for the right types of behavior.

Motivated employees are inclined to be more productive than non-motivated employees. Most businesses make some pains to motivate workers but this is normally easier said than done. Employees are all individuals with different like's dislikes and needs, and different things will motivate each. Motivated Employees Are More Productive . If employee will satisfied and happy then he/she will do his /her work in a very impressive way, and then the result will be good, on the other hand motivated employee will motivate other employees in office. Decision-making and practical Expectations

It is important to engage employees in the decision-making process, but create realistic expectations in the process. Job Description, Work Environment and Flexibility Employee doing the right job for hispersonalityand skill set, and performing well at the job greatly increases

employee motivation and satisfaction. A safe and non-threatening work environment is necessary to maintain a high level of employee motivation. Flexible human resource policies, flexible time, work from home, childcare also be liable to have happier and more motivated workers.

Pay and Benefits

Keeping employees motivated with good benefits is easy. Where to draw the line at generous benefits that motivate all employees, versus raises and larger salaries to retain and attract the best workers and keep them happy and motivated to be working for you, are more difficult. .

Company Culture

Creating a positive and employee-friendly company culture is a great motivational tool.

RESEARCH METHODOLOGY

Research Design

This is a descriptive . In this research we have enough data on the concept & research material . Questionnaire method is used for collecting data.

Sampling Procedure

The study should be conducted with people from different locations. The questionnaires were e-mailed to 70 workers in Jaipur who working in various departments with different job responsibilities and organization position. 3. 3

Instrument Used: Survey can be defined as a method of primary data collection in which information is collected by email & analyzed. Scale

Validity and Reliability The scales used to measure the variables in the questionnaire are Numerical scale. Data Collection Procedures Internet

Surveys is used. For much research, data collection using the internet is frequently an effective method.

In Internet Survey it is very easy to get the respondents feedback in short period of time.

DATA COLLECTION & ANALYSIS

Introduction

The data for the research has been collected using internet questionnaire. The questionnaire was distributed randomly to a sample of employees, over 70 employees who were working in various departments, with different job responsibilities and organization position.

Data Analysis

After collecting the filled questionnaire, they were analyzed for presentation of research findings under data analysis. 1. From how many years you are worked with the present organization?

How much satisfied you are with the level of training & development received? Whether the levels of training employees receive supports in the development of job treatment was inquired into and the response indicates the following. In respect of initial training and development which employees receive 32 respondents 59. 26% expressed satisfied while 21 respondents 38. 89% expressed dissatisfaction. As regard the ongoing training, 31 respondents 57. 41% expressed satisfied while 22 respondents 40. 74% expressed dissatisfied

International Journal of Business Trends and Technology- volume2Issue4-2012 imitate efforts to get better training on underperformers in my

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department Information on whether the workforce is given opportunity to improve their job skills results obtained indicated 28 employees 51. 85% were satisfied with agreement and against this a low number of 6 respondents 11. 11% disagreed to the issue and 18 respondents were unable to confirm their opinion either positively or negatively. 12. Employee Development Support. 34 respondents 62. 96% positively stated their satisfaction but against these nly 6 respondents 11. 11% expressed their disagreement. While 13 respondents 24. 07% were neutral being unable agree or disagree positively. To the inquiry whether the supervisor / team leader offer valuable information on how increase productivity. Results obtained indicated that 34 respondents 62. 96% were in strong / somewhat agreement compared to 6 respondents 11. 11% who disagreed that management, supervisor and team leader offer great desired level of support. 13 respondents 24. 07% were unable to voice their convictions either positively or negatively.

Conclusion

Summary

Employee Relationship with the boss had find as Good by 26 respondents 48. 15% as in opposition to only 1 respondent who registered Bad relationship. This report shows that the boss has very good relationship with employee all the issues which concern by the employees directly raise to top management or the boss solve the circumstances and keep a good progress and relationship with employees. 6 respondents 48. 15% were of the belief that Boss / Supervisors management ability as being good and this is a very good sign. It shows that employees totally trusting & regarding decisions of

the top management. Communication with the boss / management also registered well with 24 respondents 44. 44% as against only 5 respondents 9. 26% who registered badly in communication. This is a good sign with high good communication between the boss & the employees. Acknowledgment from management was registered well with 23 respondents 42. 59% which is a good sign.

Employees become proud that their efforts are being accepted. They will get more of interest in their jobs & keep trying to do more efforts. CareerDevelopment support from Supervisor/Management was also, listed as Good with 24 respondents 44. 45%. 6. Conclusion Study shows that the employee motivation has direct impact on productivity and growth. A highly motivated employee invests his / her besthard workin carrying out each and every aspect of his / her duties and responsibilities. Improved job performances of the employee will add value to the organization itself and to the employee's productivity.

The experimental results ISSN: 2249-0183http://www.internationaljournalsrg.orgPage 34 International Journal of Business Trends and Technology- volume2Issue4- 2012 of this study show that the motivation of the employee has reward to the employee and the organization and the organization will keep the faithfulness of the employee at the high climax. Also, the employee will trust his /her organization, supervisor and top management. Form these observations of details it is very clear that business organizations can live and grow by taking care of their employees.

In the free market economy under today's globalization only organizations which follow high-performance paying attention on their employees can live and grow quickly and securely.

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