

Employees with work

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



The study will analyze the motivating factors that inspire employees to start working and why workers build a career with a small business. The investigation will also explore job satisfaction and why do employees waste company time completing personal tasks at work. Data was analyzed to determine if there is a relation among the variables. The result of the study decided whether the hypothesis(s) are supported or rejected.

Final Project: Survey Methods Introduction This study was implemented to measure employees' motivational factors that include job satisfaction and employees' dedication to performing tasks at work and remaining loyal to their employer. The data collected would make a determination to what factors are successful, what factors need to be eliminated, and what factors should be put in practice in the future. The study was conducted by sending questionnaires to several small businesses in Greenville, MS. Several types of organizations were utilized that provided different types of service and products.

The questionnaire had two parts. The first part of the questionnaire was utilized to measure factors that motivate employees to remain loyal to their employer, dedication to their job, and job satisfaction. The second part of the questionnaire measured if employees waste company time doing personal tasks. Management / Problem Statement Motivated employees assist organizations to operate efficiently. When employees are not properly motivated, workers are dissatisfied and have low morale. Workers not motivated properly also leads to low quality services and high job turnover ratio, which leads to the loss of revenue.

Motivated employees benefit all organizations. Workers that are inspired require less supervision from their managers. Manager's interaction will be more of co worker transaction verses a superior transaction. This incept would lead the workers to believe that the manager cares more about the employees, which in return will motivate the employee more. Purpose Statement The purpose of the study is to investigate the factors that inspire workers employed by small businesses, with 5 years or less service and 5 years of more services, to remain loyal to their employer.

Some small businesses do not have the benefit packages and the retirement plans to offer their employees. Managers of these organizations are faced with the challenge of motivating employees to make a career in their organization. This study will show what forces drives an employee to work or a small business and to make a career at the organization. RSI: (ONE SENTENCE) What motivates workers employed by small businesses, with 5 and less years of service and with 5 and more years of services, to remain loyal to their employer?

Investigative Questions The investigative questions for this study Does boredom of not having anything to do in life motivate employees to remain loyal to their employer? Does accomplishment motivate employees to remain loyal to their employer? Does recognition motivate employees to remain loyal to their employer? Does a salary motivate employees to remain loyal to their employer? Does the fear of not finding another Job motivates employees to remain loyal to their employer? Does job satisfaction permits employer to remain loyal to their employer?

Because employees are allowed to waste company time doing personal task why employees remain loyal to their employer. Hypotheses (as needed for quantitative or mixed method research) The null hypotheses for this study: HOI : There is no relation between boredom of not having anything to do in life and employees remaining loyal to their employer. HUH: There is no relation between accomplishment and employees remaining loyal to their employer. HUH: There is no elation between recognition and employees remaining loyal to their employer HUH: There is no relation between salary and employees remaining loyal to their employer.

HOST: There is no relation of the fear of not finding another Job and employees remaining loyal to their employer? HUH: There is no relation of Job satisfaction why employees remain loyal to their employer? HUH: There is no relation of employees permitted to waste company time doing personal task why employees remain loyal to their employer. Brief Theoretical Framework Brief Conceptual framework The study will be a descriptive research and a casual comparative study. Early theories of motivation and current theories of motivation will be utilized to explain the study.

One of the early theories, Maslow Hierarchy of Needs, implies that employees are motivated based on needs being fulfilled such as biological, shelter (Maslow, 1954). One of the latest theory, The Four Drive Theory Models suggest that one of the reasons that employees are motivated because acquire and achieve (Lawrence and Nairn, 2002) Construct definitions and variables The variables that will be analyzed for this research

study are the variables that motivates employees to remain loyal to the organization.

The variables are boredom thou a Job, fear of not finding another Job, salary from the Job, accomplishment from the Job, recognition on the Job, Job satisfaction from the Job, and allowed to waste company time by completing personal tasks at work. Construct validity will occur as described as following: " is demonstrated when scores obtained from a measure are directly related to the variable itself Reflects how close the measure relates to the construct (height and weight example) in one sense, construct validity is achieved by repeatedly demonstrating every other type of validity' (Arbor, 2006).

The variables will be measured utilizing the Liker Scale. The variables will be assigned a value of 1-5. After the variables are measured, the data will be analyzed using Pearson Correlation and Test. The study will show is there a correlation among the variables, how the dependent variables influence the dependent variables, and is there a relation among the two focus groups. Methodology Overview Quantitative study is appropriate for this research because it permits the researcher to list as following because it allows for a broader study, involving a greater number of subjects, and enhancing the generalization of the results.

Quantitative study also allows for greater objectivity and accuracy of results. Generally, quantitative methods are designed to provide summaries of data that support generalizations about the phenomenon under study. In order to accomplish this, quantitative research usually involves few variables and

many cases, and employs prescribed procedures to ensure validity and reliability; applying well-established standards means that the research can be replicated, and then analyzed and compared with similar studies. The quantitative study also summarize vast sources of information and make comparisons across categories and over time (Pogo, 2007).

Survey questionnaire will be utilized to the research study. The survey will consist of 30 questions pertaining to workers' Job relation. The surveys will be emailed to the participants. The target population will consist of workers from small businesses. Organizations such as medical clinics, pharmacies, grocery stores, cleaners, and other small businesses. The participants will be chosen using purposive sample. After the surveys are received the data will be collected, analyzed, and transformed to Microsoft Excel. Each survey will be coded with an assigned number. Ordinal scale then will be used to measure ND validate the data.

The data then will be calculated using SPAS software. The data then will be analyzed to either support or reject the hypothesis. Abridged Literature Review Discuss the key literature you have already searched on this topic... Give us the highlights of previous research- 2 - 3 key authors or previous studies. One to two pages is enough. Taylor (1911) believed that motivating employees involved paying employees' wages and controlling the employees because workers do not enjoy working. Taylor and his colleagues discovered that motivation is significant component of comprehending human behavior.

Taylor Motivation Theory was based on that employees will be motivating by awarding them with training on the Job, pay for outstanding Job performance,

employee assortment method, and Job planning (Taylor, 1911). But scientists have a different aspect of motivation. Mayo (1933) & Rotisseries and Dickson (1929) stated research concluded that people social needs had to be met for employees to be motivated. Employees had to be treated as human beings and not just workers. Workers not treated fairly resulted in low moral (Mayo, 1993, & Rotisseries & Dickson 1929). Moscow (1954) proposed that titivation were based on fives needs.

The theory is known as Moscow Hierarchy of Needs. The theory is illustrated by using a pyramid with five levels. Moscow (1954) stated that when one level of need is satisfied, another level of need has to be satisfied for that person to continue to stay motivated. The needs then continue in cycle to keep the person motivated (Moscow, 1943). The five needs are as following:

1. " Physiological needs - home , food
2. Safety needs - security on the Job, protection
3. Social needs - clubs and membership societies, family.
4. Esteem needs - lifestyle, recognition, promotion,
5. Self-Actualization needs - successful" (Moscow, 1943 & Moscow, 1954).

Herbert Motivation Theory is very significant in comprehending the relation between employers and employees. Herbert (1959) stated the factors that motivate people in their organization totally oppose what displease employees at work. The theory consists of two needs hygienic needs and motivation factors (Herbert, 1968). The hygienic needs are listed as following:

- 1 . Policy
2. Relationship with supervisor
3. Work conditions
4. Salary
5. Company car
6. Status
7. Security
8. Relationship with subordinates

9. Personal life The motivation factors are as following: . Achievement 2. Recognition 3. Work itself 4. Responsibility5.

Advancement Herring's research concluded that money alone was not a motivator. Salaries were ranked low as a factor that motivated employees to work. Employees want promotions and opportunity to advance in companies. The study also proposed that employees were more satisfied with opportunities and recognitions. Herzberg's Theory is considered one of the most important theories out of the motivation theories (Herzberg, 1954, Herzberg, 1968, & Gagne, 1997). Current Work on Motivation Theories David McClelland, a psychologist, created the motivation need theory. McClelland believed Maslow's theory was exhausted by people values and social issues.

The research that the psychologist conducted concluded that Maslow's theory was an assumption and not proven (Shih, 1999). The theory consists of three motivation needs. The three needs are as following: 1 . Achievement motivation 2. Authority/power motivation 3. Affiliation motivation (McClelland, 1961). McClelland (1961) stated that achievement motivation is one of the major factors that motivate people. Employees that achieve success and become managers and build a career at a company are usually the ones that get things done (McClelland, 1961). Victor Vroom developed a motivation theory in 1964 known as the Expectancy Theory.

The theory approached motivation from a different perspective from Maslow and Herzberg (Vroom, 1964). The theory is based on that the employees are motivated by rewards. The employees perform well because the results will result in better benefits. The employees are not motivated by individual

performance, but by the results of the Jobs. The employees understand that skills, resources, and information are the essentials for better performance (Abdul-Zee, Airwomen, Dropout, 2011). Lawrence and Naira (2002) stated that employees are motivated ruptures wages and payment.

The perspective is known as the Four Drive Theory Model. The four drives are listed as following: 1 . Acquire and Achieve -base pay 2. Bond & Belong-company employee 3. Challenged and Comprehend- learning the Job 4. Define and Defend-companycultureSample Overview Population The population used for this research study will consist of workers that are employed by Small business owners. Several small businesses located in Greenville, MS will be used for the study. (House. Gob, 2013) Sampling frame Employees from various types of small businesses that offer different type of rodents and services.

Workers with 5 and less years of service and workers with 5 and more years of service. Both genders also will be utilized for the study. In using 93 % with ay % margin of error, 200 participants have to be utilized. In using survey, the expected rate of return is about 10 %. To obtain this rate 2000 surveys will be e- mailed out (Pogo, 2007). Desired sample Purposive Sampling will be utilized to choose the members of the population. Purposive sampling is used because the researcher has knowledge of the small businesses in Greenville, MS (Pogo, 2007). Ethical Considerations

In conducting a research study, researcher have to practice ethical principles. In using people to participate in a study to obtain personal information, examiners have to ensure the participants that their personal

information will be protected. In conducting research some of the critical ethical questions related to my survey and my methodology and protecting participants are listed as following: 1 . What are the main ethical issues in a research study obtaining personal information from people? The researcher should ensure the safety of the participants. The research will not harm them in anyway.

Also informed the participants that a consent form will be provided to them and is required to obtain information. Finally informed the participants that their information will be kept confidential (Groves et al. , 2009). 2. What are the components of an ethically valid informed consent for research? Major components of an ethically valid informed consent for research are listed as following: A. Disclosure. The participants must know what the research study is a about. B. Understanding. The participants must be able to comprehend the survey and allowed to ask questions about the study. C. Voluntaries.