

Examine the impact
of motivational factors
on the employees



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- Statistical Tools

Methodology is the cardinal portion of any scientific or empirical survey in that findings deduced from such research can be replicated by other research workers who may wish to carry on similar probes in old ages to come. For the research, the method of informations aggregation in this survey will be the questionnaire and interviews which will assist me to statistically analysis the consequences of the inquirers. The basic intent to carry on this survey is to analyze the impact of motivational factors on the employees work public presentation and secondly the schemes that are presently rehearsing in HBL to increase the motive degree of the employees in HBL. To analyze the influence of motivational factors on employees work public presentation experimental design was used. The independent variable were Herzbergs theory factors. The dependent variable was employee work public presentation.

Sampling Technique

In the the research convenience trying technique was used in which information was collected from the employees of HBL. Sekaran (2001, p. 225) defines a population as “ the full group of people, events or things of involvement that the research worker wishes to look into ” . Every employee within a company is different and, hence, is motivated to execute good for different grounds. Due to the differences within an organisation, it is of import for the direction to acquire to cognize their employees and understand what motivates their public presentation. The population for the research will be obtained from Habib Bank Limited In order to roll up the <https://assignbuster.com/examine-the-impact-of-motivational-factors-on-the-employees/>

information visits were made to the different subdivisions of HBL and with the aid of structured questionnaire information was collected. Our population comprises of the employees belonging to the different degree working in HBL these degree were senior officers, helper directors and subdivision directors excessively.

Sample Size

A self-administered questionnaire was developed, and so pretested with a selected group of respondents to augment its overall design. Consequences of the pretest revealed minor cases of equivocal diction (which were later changed) and confirmed the expected completion clip for the questionnaire. A sample size of 80 employees working in the HBL were selected for the analysis. Each position participant received a cover missive explicating the intent and importance of this research. Along with this screen missive, each participant received a study, instructions, and a postage paid envelope to return the completed study within 14 years. Surveys were serialized for tracking intents merely. Strict confidentiality was a requirement of permission to carry on this research in the targeted organisation

Instrument

The instrument used in this questionnaire entails about 40 five inquiries which entail inquiries to mensurate motivational factors explain in the Herzberg theory every bit good as current schemes rehearsing in the HBL current schemes were surveys with the factors that were how of import is it to you to hold disputing work assignments, are you given chances to work on disputing assignments, Are you given chances to take part in of import determinations impacting your work, Are at that place equal chances for you

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to progress within your current organisation, Is the preparation you want and need available to you, Make you understand your function in accomplishing the organisational ends, Do you experience that you are given the chance to do an impact, Do you experience that your organisation values your parts, Do you experience that your organisation recognizes your parts, Do you experience that your wage reasonably compensates you for the work that you do, How would you rate your benefits bundle comparative to private industry, Whom do you comprehend as being your supervisor, Does your “perceived ” supervisor Tell you how to make your occupation, Does your “perceived ” supervisor allow you the freedom to specify your ain work procedures, Do you experience that your occupation and place life are decently balanced, Rank the emphasis degree of your occupation, In your sentiment, HBL is achieving its declared ends and Do you believe that you are accomplishing your occupation related marks on clip Brand attitude and direct mail and demographic information of the employees. The motivational factor that have an important impact on the employees public presentation were besides measured with the aid of factors derived from the Herzbergs theory these factors were Low emphasis working environment, Opportunities for promotion, Availability of developing appropriate to my current place, Great work environment, Recognition for work good done, Cost of life, Good supervisor, Exciting work and challenge, Job security, Fun on the occupation, Cutting-edge engineering, Being portion of a squad, Being portion of a squad, Meaningful work, doing a difference and a part, Inspiring leading, Effective Leadership, Telecommuting, pleasant working conditions, Current degree of occupation satisfaction, Quality of my colleagues, High degree of duty, Opportunity for creativeness, Cash Awards, Flexible work agenda, <https://assignbuster.com/examine-the-impact-of-motivational-factors-on-the-employees/>

Spouse/Significant other ' s employment, Quality of public and private schools, Geographic location, and Retirement Package

Why Herzbergs Theory for Questionnaire?

Herzberg ' s Two-Factor Theory divides motive and occupation satisfaction into two groups of factors known as the motive factors and hygiene factors.

Harmonizing to Frederick Herzberg, “ the motivation factors are the six ‘ job content ‘ factors that include achievement, acknowledgment, work itself, duty, promotion, and possibility of growing. Hygiene factors are the ‘ job context ‘ factors, which include company policy, supervising, relationship with supervising, work conditions, relationship with equals, wage, personal life, relationship with subsidiaries, position, and occupation security ”

(Ruthankoon, 2003) . Basically the theory differentiates the factors between intrinsic incentives and extrinsic incentives. The intrinsic incentives, known as the occupation content factors, define things that the people really do in their work ; their duty and accomplishments. These factors are the 1s that can lend a great trade to the degree of

occupation satisfaction an employee feels at work. The occupation context factors, on the other manus, are the extrinsic factors that person as an employee does non hold much control over ; they relate more to the environment in which people work than to the nature of the work itself

(Schermerhorn, 2003) . Herzberg identifies these factors as the beginnings for occupation dissatisfaction. “ Hertzberg reasoned that because the factors doing satisfaction are different from those doing dissatisfaction, the two feelings can non merely be treated as antonyms of one another. The

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antonym of satisfaction is non dissatisfaction, but instead, no satisfaction. Similarly, the antonym of dissatisfaction is no dissatisfaction. While at first glimpse this differentiation between the two antonyms may sound like a drama on words, Herzberg argued that there are two distinguishable human needs portrayed " (" Herzberg ' s Motivation-Hygiene Theory, " 2002) . Therefore, the basic premiss of the Two-Factor Theory is that if an employer or director is seeking to increase occupation satisfaction and finally occupation public presentation for an employee or colleague, they need to turn to those factors that consequence one ' s occupation satisfaction. The most direct attack is to work on the intrinsic, occupation content factors. Giving the employee encouragement and acknowledgment helps them to experience more valued within the company, every bit good as giving a sense of accomplishment and duty. Herzberg says, that " the lone manner to actuate the employee is to give him [her] disputing work in which he [she] can presume duty " (Leach, 2000) . I think that this statement can be applied to any occupation within any industry. If the employee does non experience some duty associated with a certain undertaking or section, he/she will non experience like their work is worthwhile. Besides " people must believe that they are capable of achieving a end before they will perpetrate serious energy [or motive] to it " (Hunsaker, 2005) . Therefore, it is of import to include your employees in the determination devising and at times the occupation assignment or deputation. This will assist the employee to experience more duty and in bend a higher degree of motive. On the other manus, employers need to see the degree of occupation dissatisfaction among their employees every bit good. To straight near the issue of dissatisfaction in the work topographic point and to seek and regenerate the <https://assignbuster.com/examine-the-impact-of-motivational-factors-on-the-employees/>

environment a spot, employers need to concentrate on the hygiene or occupation context factors.

Following are the description of the Herzberg ' s theory factors that we have used in our survey

Accomplishment.

An illustration of positive accomplishment might be if an employee completes a

undertaking or undertaking before the deadline and receives high reappraisals on the consequence, the satisfaction the employee feels would increase. However, if that same person is unable to complete the undertaking in clip, or feels rushed and is unable to make the occupation good, the satisfaction degree may diminish.

Recognition.

When the employee receives the recognition they deserve for a occupation good done, the satisfaction will increase. If the employees work is overlooked or criticized it will hold the opposite consequence.

Work itself. This involves the employees ' perceptual experience of whether the work is excessively hard or ambitious, excessively easy, deadening or interesting.

Duty. This involves the grade of freedom an employee has to do their ain determinations and implement their ain thoughts. The more liberty to take

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on that responsibility the more inclined the employee may be to work harder on the undertaking, and be more satisfied with the consequence.

Promotion. This refers to the expected or unexpected possibility of publicity. An illustration of negative promotion would be if an employee did not have an expected publicity or demotion.

Possibility of Growth.

This motive factor includes the opportunity one might hold for promotion within the company. This could besides include the chance to learn a new accomplishment or trade. When the possibility/opportunity for growing is missing or if the employee has reached the extremum or glass ceiling, as it is sometimes referred to, this could hold a negative consequence on the satisfaction the employee feels with their occupation and place.

Company Policy or Administration.

An employee's perceptual experience of whether the policies in topographic point are good or bad or just or non, changes the degree of dissatisfaction that employee will experience.

Personal or Working Relationships. This is those relationships one engages in with their supervisors, equals, and subsidiaries. How person feels about the interaction and treatments that take topographic point within the work environment can besides consequence dissatisfaction.

Working conditions.

This includes the physical milieus that one plant within, such as the installations or location.

Salary. This factor is reasonably simple, the addition or lessening of pay or salary effects the dissatisfaction within a company a great trade.

Personal Life.

Although people try to divide the two, work and personal life, it is inevitable that one will impact the other.

Feeling a Job Security.

This is a pretty important factor. The sense of occupation security within a place or organisation as a whole relates to the dissatisfaction every bit good. (Ruthankoon, 2003) .

Measurement of Variables

Each of the independent variables and the dependant variable were measured in subsequent subdivisions of the questionnaire. Demographic informations were besides collected, to let the research worker to obtain a deeper apprehension of the participants ' responses. Variable were measured on likert graduated table evaluation 1 to 5 from 1 being strongly hold and 5 is strongly disagree. Furthermore for statistical application analysis inquiries were recode every bit 5 as strongly agree and 1 is strongly disagree.

Employee Work Performance

Subjects were asked to depict their feelings utilizing Herzbergs motivational two factor theory. Using a 5-point graduated table, participants circled the figure that represented how good the they are accomplishing their marks specified in their occupations. Multiple Linear Arrested development was used to bring forth the consequences. The Herzberg ' s two factor theory is renowned over the last 50 old ages and works as an of import tool when companies are developing schemes with regard to HR patterns.

Schemes followed by HBL

Schemes followed by HBL was measured by supplying a set of 17 inquiries to the participants and instructed them to react their positions with regard to the each variable provided in the list. The intent of giving the topics is to analyze that on the footing of the variables given which variable would they thought that HBL do follow in order to heighten the motive degree among employees. The concluding set of dependent variables were selected after all the above careful consideration and it included 17 points and a bipolar five point graduated table was designed to obtain the grade of understanding of the respondent on the merchandise arrangement. Thus the independent variables used for the survey include motivational factors that have an direct impact on the employees work public presentation. A bipolar 5-point graduated table was used to mensurate answering attitude about motivational factors. All the points in the graduated table were adopted from the Herzbergs two factor theory and suited alterations were done on the footing of the practicians ' sentiment obtained during the preliminary

treatment with industry people. Few variables were selected to stand for the employees evaluative and ethical opinions.

Motivational Factors

This was collected by supplying the list of factors (derived from the Herzbergs two factor theory) in the questionnaire and asks them to look into the responses from the evaluation graduated table of 1 to 5 demoing their involvement to remain or non to remain with HBL. This was provided to find either what factors do employees of the HBL consider of import to be a portion of the HBL in future..

The concluding set of dependent variables were selected after all the above careful consideration and it included 11 points and a bipolar five point graduated table was designed to obtain the grade of understanding of the respondent on the merchandise arrangement.

Therefore the dependent variables used for the survey include topic ' s attitudes about merchandise arrangement, callback and acknowledgment of trade names straight after watching the film cuttings. A bipolar 5-point graduated table was used to mensurate answering attitude about merchandise arrangements. Some of the points in the graduated table were adopted from the graduated table developed by d'Astous and Seguin (1998) and suited alterations were done on the footing of the practitioners ' sentiment obtained during the preliminary treatment with industry people. Few variables were selected to stand for the consumer ' s appraising and ethical judgements.

METHOD OF DATA COLLECTION

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The chief method of aggregation of natural information for this survey will be an effectual questionnaires and interviews which loosely trade with both the personal features of the respondent and the country under argument mater of enquiry. The questionnaire is strictly made up of close-ended inquiries. In line with the fact that the survey population wholly are good erudite employees, . the questionnaire were given to the employees of the Habib Bank Limited for completion.

3. 5 METHOD OF DATA ANALYSIS

The information which collected for the research intent and analysis is done by the aid of the arrested development analysis. Arrested development is used to analyze the relationship between two variables i. e one dependant and one independent variable. After executing an analysis, the arrested development statistics will be used to foretell the dependant variable when the independent variable is known. Correlation is a step of association between two variables. The variables are non designated as dependant or independent. The two most popular correlativity coefficients are: Spear adult male ' s correlativity coefficient rho and Pearson ' s product-moment correlativity coefficient. The arrested development analysis on this survey is conducted on Employee work public presentation treated as an dependant variable and Motivational Factors are treated as independent variable.

3. 6 FIELD REPORT

During my research for probe in the field, several factors may function as obstructions in the aggregation of qualitative informations and as a consequence these could hold a negative affect on my work.

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First of all, obtaining information from the direction (Zonal Chief, Staff Manager, Staff Officer, Manager, bomber Manger, Cashier, Technical and non-technical staff.

Second, senior employees (i. e Zonal Chief, Staff Mnager) are ever busy in their work due to workload, their response to the questionnaire could be slow and some may decline to finish it.

Additionally due to workload and clip limitation, some respondents may take their questionnaires place and finally when it comes to collection some may state that they have forget it at place or have misplaced theirs. These can be overcome by reminding them either by naming them or get offing them.

4. RELIABILITY AND VALIDITY

Dependability of the questionnaire for analysis of the information is of import. This information throws visible radiation on the internal consistence of the questionnaire and enables a more efficient design of this instrument by extinguishing the least dependable points. (good but say how - flying the questionnaire?) The benefit is an end merchandise or instrument that is shorter, but has improved dependability (Carmine and Zellner, 1980) . The questionnaire consists of inquiries that are demographic and socio-economic. To see how closely the sample replicates the known population. The more closely the demographic distribution of study respondents matches the population, the more assurance will hold in the information. The cogency and dependability of the content of instrument is assessed by an overview of the points through pilot survey. Initially, information was collected from 10

employees who are working in HBL. They give their sentiments about the relevancy of the inquiries and about the confidence of their preparation.

The dependability trial of the instrument strengthened the cogency of the instrument. The value of cronbach ' s I± is. 753 which is more than. 5. That merely means that the questionnaire is valid in mensurating the dependant and independent variables. Following tabular array shows the value of dependability trial.

ACCESS AND RESOURCE IMPLICATIONS

Without accessing to administration, its staff, clients, and or informations, research can non be conducted. I planned to fix questionnaires and so handover them to the Habib Bank Limited employees based in London for my primary informations. For this intent, I have already contacted some employees of the bank and asked for cooperation and they agreed to collaborate in my research work.

As I am a member of The British Library and I am able to utilize it for my research. I am besides utilizing the local public library located in Honking South-west London. The British Library has a tremendous assortment of books related to my subject on motive and I found it really helpful particularly for information on farther reading every bit good. At The British Library, I can derive entree to 100s of books on different subjects every bit good as develop the quality of my research accomplishments. Kaplan has besides given me entree to the online web site which is really helpful for all of us.

Ethical IMPLICATIONS

Making research ethically is concerned with esteeming privateness and confidentially and being crystalline about the usage of informations. Data that has been collected in the research worker would be treated as a extremely confidential and non to be unwrap by any other than bank. The choice of the population would be equal as no penchant would be given to the people belong to any cultural group. The transcript of the questionnaires will besides be provided on demand of the bank.

Statistical Tools

In order to explicate the appropriate consequences Multiple Regression Analysis was used by the aid of SPSS 17. All the tabular arraies were generated from SPSS 17.

7. Action Plan

I will utilize Gantt Chart in planning and programming for my dissertation. A