

## **MOTIVATION OF EMPLOYEES (IMPACT ON THE BEHAVIOUR OF THE EMPLOYEES)**

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### **ABSTRACT**

*In today's complicated and dynamic world, the survival and exertion of associations depend on the improvement of capabilities and commission of that labor force that have advantages for their associations. The more an association could use ultramodern and applied lores to empower its labor force and motivating them, the more successful it would be in the competition with its business challengers. The job motive of labor force is considered as one of their most important and introductory qualitative qualifications that could increase their effectiveness, while it contributes in adding the association productivity. This job motive could in itself be a factor to job satisfaction of the staff. But the main point then's the conception of motive that enjoys too important discussion in the field of organizational behaviour and human resources operation. There are two main points in all associations survival and adding the effectiveness. The association's survival ever depends on the various chops and knowledge of human resources. The further space is available, the further the association is adaptable to the changing circumstances. It should be noted that humans need new chops and they should steadily learn to be suitable to respond to the organizational requirements. They should have the occasion to learn so that they could be considered as the real mates. This research has been accepted with the object to find out the motivational factors and how those factors impact organisation. What's the part of employees' motivational factors on success of organisation? For the study a sample of many companies among the all diligence has been taken and grounded on questionnaire pattern an analysis of employee's motivational factors has been accepted. Grounded on research the experimenter has concluded that by keeping away the employee's motivation, the growth has impacted a lot and came as obstacle for organisation's success.*

**KEYWORDS:** *Opportunity, Efficiency, Motivation, Growth, Human, Resource, Organisation, Relationship.*

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### **Introduction**

The motivation of labor force has a relationship with other generalities and orders similar as their passions, beliefs, faiths and requirements. But there's one thing all the motivation theoreticians have agreement over and that's the part of lead director in perfecting the labor force motive and with this regard, generalities similar as the director's belief, the director's hypotheticals, the director's system of operation and the standpoint of the director about human and its place inside the association could all play a part in perfecting labor force motive. The most important source of an association is having creative, married and faithful labor force. In fact, the human resources of an association are its real wealth. The main weak point of traditional associations was that they guided labor force so that they just perform their duties without questioning and their conditioning was only defined in a special frame that the association introduced. Energy, complexity, nebulosity and dissidence are characteristics of today associations. The stylish way to manage with unreliable, complex and dynamic circumstances, with

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which the directors are faced, is to empower the association and labor force through knowledge and chops that are snappily outdated. Thus, able and effective human resources that are considered as the base of public wealth and vital parcels of the associations will have numerous advantages for the associations, companies and businesses. Job motive is one of the most important and abecedarian qualitative qualifications of labor force that could increase their performance of their duties, while it plays an essential part in adding the productivity of the association. This job motive could in itself be a factor to job satisfaction of the staff. But the main point then's the conception of motive that enjoys too important discussion in the field of organizational behaviour and human resources operation. The motivation of labor force has a relationship with other generalities and orders similar as their passions, beliefs, faiths and requirements. But there's one thing all the motivation theoreticians have agreement over and that's the part of lead director in perfecting the labor force motive and with this regard, generalities similar as the director's belief, the director's hypotheticals, the director's system of operation and the standpoint of the director about human and its place inside the association could all play a part in perfecting the labor force motive.

### **Motivation – The Key Factor for the Success of the Organisation**

Motivated workers help organisations to survive and to come productive. To be effective, directors need to understand what motivates workers within the environment of the places they perform. Of all the functions a manger performs, motivating workers is arguably the most complex. Motivation is one of the most constantly delved motifs in the area of organisational behaviour. A check of fortune 500 chief executive linked employee's motivation as one of the top issues of concern to their organisations. When directors essay to motivate organisation members, they calculate relatively heavily on several cerebral propositions developed by prestigious psychologists and sociologists. All these motivation propositions have been Q categorised as the content and process propositions. Content propositions (e.g. Maslow, Herzberg) explain work behaviour in terms of employees needs. However, the employees behaviour pressure which motivates him her to act in order to satisfy those requirements, If the employees has unsatisfied requirements. Therefore the content proponents explain work behaviour as being initiated and sustained by a deprived need and stopped when the need is satisfied.

### **Review of Literature**

A number of literatures is available on this content, but unfortunately vacuity of Indian Literature on the below content is nearly nil. Hence the literature reviewed by the experimenter includes utmost of the foreign literature.

**Navdeep Kumkar (2011)**, through his study set up that largely motivated and satisfied workers were the core strength for the success of every association. The study concentrated on the influence of motivational factors, videlicet payment, installations and creation on the workers' satisfaction position in the association. On analysis, it was set up that among the three variables; payment was set up to be the utmost impacting factor of motivation on workers' performance position.

**Sarang. S. Bhola (2013)**, on the study of relative assessment of workers' perception towards motivational practices, set up that individual fiscal impulses and payment proliferation were the most important factors for the workers' satisfaction and motivation. The study suggested that the companies should pay further attention on individual fiscal incitement programs to attract their workers.

**Renu Sharma (2013)** on her study anatomized the impact of different factors of compensation on motivation position of workers. The study classified the compensation into five factors, videlicet introductory payment, short – term impulses, long term impulses, benefits and services, and eventually perquisites. It was set up that short term and long term impulses set up to motivate the workers and concluded that the compensation package should include benefits other than performance link pay.

**Balacemployeesrar and Dr. K. Subramanian (2010)** from their study set up Job Situation which included good working condition, training and recognition proved to motivate the workers in the accomplishment of organizational objects. The study on the workers working in an insurance company in Kanyakumari District, Tamil Nadu, concluded that any changes made in the job situation variable would have a analogous effect on the motivation position of the workers.

**Daljeet Singh Wadhwa (2011)**, on his study concentrated on the relationship between behavioral factor, environment factor and association factor on the motivation position of the workers working in cement assiduity in Chhattisgarh. On comparing the three variables, it was set up that a affable work environment would increase the motivation position of the workers.

According to the **Dr. S. Murugesan (2013)**, the Organizational Climate told the effective performance of the workers. The organizational climate factors include effective communication inflow and conflict resolution had great influence on the perception of the workers. A study on transnational companies in Chennai indicated that the organizational climate had been appreciatively identified with the motivation and performance behaviour of the workers.

**Prashant Singh (2011)** carried out a study to understand the significance of motivation in adding labor force productivity and exfoliate light on the factors of motivation which affects the employee's work performance, fidelity and commitment. According to him, to increase labor force productivity, a especially acclimatized compensation plan with career advancement and development occasion would be more effective.

**Radha Mohan Chebolu (2005)** on her study concentrated on the fact that if the workers are given a sense of power and participation in the operation, they prove better results like profit sharing and ESOPs'. PEPSICO espoused this strategy where decision making power percolated indeed to the shop bottom position. The commission strategy enabled the platoon- grounded departments to come more enthusiastic, active and successful.

According to **Dr. Navita Nathani and Jaspreet Kaur (2012)**, satisfied employees would always encourage the position of service and quality, which in turn would affect client satisfaction and retention. The study proved that there was no effect of employee's perception towards compensation on employee's motivation, since the employees gave further significance to other factor like participation in decision making than the compensation.

**Ankita Srivastava (2013)**, on her study, set up that creation and prospects were rated as the top motivating factors. On probing the workers working in the nationalized banks concluded that there should be effective creation programs to retain the high players in the association and to increase their productivity position.

The review of research studies relating to employees motivation reveals the actuality of impact of motivation on employees and organizational effectiveness. Both financial and non-monetary factors are considered as plant motivators. Studies have stated that financial and non-monetary factors vary in their part and felicitousness depending upon their types and career stage. The station, feeling and emotion of the workers towards these factors in the association plays a vital part in determining the price system of the association. Monetary impulses constitute primary motivators, essential to fulfill requirements and wants of the work force.

#### **Role of Study**

Above study has been accepted with the various objects. This includes:

- To study and gain a abstract look into significance of the motivational factors which are needed to motivate the workers, in nearly all kinds of diligence.
- To estimate the factual practices of workers motivation followed by leading corporates.
- To estimate and measure the effect of workers motivation in development of the organisation.
- To estimate and measure the effect of workers motivation in development of the Employee's growth.
- To give recommendations and suggestions for strategies to be followed for motivation process of the organisation.

#### **Rational of Study**

The review of research studies relating to employees motivation reveals the actuality of impact of motivation on employees and organizational effectiveness. Both financial and non-monetary factors are considered as plant motivators. Studies have stated that financial and non-monetary factors vary in their part and felicitousness depending upon their types and career stage. The station, feeling and emotion of the workers towards these factors in the association plays a vital part in determining the price system of the association. Monetary impulses constitute primary motivators, essential to fulfill requirements and wants of the work force. But non-monetary factors have gained more significance in some diligence to enhance workers' performance in the present tight profitable script and more effective in motivating the pool. Further, studies have recommended that decision makers should take into consideration the individual difference while contriving a suitable motivational program for their pool.

### Research Methodology

The data of the study includes around 200 workers and 50 directors. For the study only those diligence or associations has been considered which has workers between 500 to 1000. The reason being doing so, is, it's delicate to small companies to work on those programs which need a substantial quantum of charges for employee's motivation. The research has been completed in two corridors. In the first part particular interview system is espoused where particular interviews were taken from speaker, Directors, elderly directors and HR Heads and other sanctioned representatives of the organisation. In the alternate stage check was done through questionnaire from workers of the organisation from different sections of the organisation.

### Sample

Samples are a limited number of statistical populations that represent the main characteristics of the population. Sample of this study was a part of statistical population. Some part of the population was named through arbitrary slice, selection, and unit. Simple arbitrary slice is a selection system in which each party has equal chances of selection.

### Data Collection Method

To collect data for this study, a number of standard questionnaires were used that are collected to assess the capability and motivation. Questionnaire was used to assess the commission. This questionnaire is developed using Thomas & Velthouse commission Model.

### Results and Analysis

From the responses received in questionnaire, from various employees of different companies has been summarized in the below table 1.

All Figures are in Percentage

Factor used to Analyses the Response	Response of Employees		
	Yes	No	Do not know
Whether Employees can secure better Employment opportunities in the Business	148	46	6
Whether employees could secure better ways for Growth and promotion	144	40	16
Comfortability for better employment work place	160	40	0
Whether proper reward and results are obtained by the employees for their work	64	136	NA
Whether they feel secured for their job?	24	164	12
Whether They have facilities for their employees?	66	112	22

### Analysis of Result

On analysis of table we observed that utmost of the companies has now come out with the plan of motivation for their workers. Utmost of the workers set up to be satisfied with companies programs and work style. Still in case of many companies, the situation is little remarkable on the negative side. As we can see in the first three factors workers of the utmost of the companies has set up that their company is good in furnishing career and growth occasion as well as making sure that a good working environment is available to them. But if we look into the job security factor and recognition for the good work, utmost of the companies failed in this aspect and it came biggest reasons for dissatisfaction among the workers and affect workers attrition.

**Table 2** Gives response of Mangers of those companies who has worked on employee's motivation and the result of the same have been noticed by the company.

Factor used to Analyses the Response	Response of Managers		
	Yes	No	Do not know
All employees are providing the best level of Productivity and quality and highest efficiency,	134	56	10
They are skilled enough to do more than one task	158	32	10
They are feeling free to work in the organisation	164	36	0
They got more carrier Opportunities.	142	56	2

### Analysis of Result

As shown by the table 2, the companies who established the employee's motivation programme and followed them rigorously, they got good result due to that. In case utmost of the company's workers started giving good productivity and better effectiveness, they're also ready to perform further than one task i.e. multi functioning and further career openings they set up in the company.

### Conclusion

Human resources are considered as the most important capital of every organisation and it plays an important part in realizing organisation's objects. Inquiries proved that there's a positive relationship between employees motivation and organisational productivity. Further motivated workers are more productive, more pious and more married to their work. The motivational factors motivate the workers to involve them in their work with further interest and increase their individual commitment position. It's proved that motivation brings artistic changes in the work place and brings upward trend in their individual performance. Among the financial factors, the study linked Emolument and Fringe Benefits as the predominant financial factors in creating further impact on the motivation position of the workers. These financial factors motivated the workers to increase their effectiveness in their performance and help them to understand completely the company's formative programs and auspicious artistic changes of the organisation. The ways to ameliorate work motivation and overall organisational effectiveness may vary from job nature, organisation and existent to existent. Increased commitment towards work will affect in effectiveness and lesser labors, which every organisation solicitations. Organisations should award the hardworking workers either financial or non-monetary. This will encourage the employee's commitment to work. The part and effective use and operation of human resources must be done throughout in order to achieve organisational effectiveness.

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