

## IMPACT OF MOTIVATION ON THE EMPLOYEE'S WORK PERFORMANCE

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### ABSTRACT

*Motivation is the key ingredient for any of the organization and an employee to perform better. The success rate of an organization is directly proportional to the type of work environment, benefits and motivation that the people avail. Thus it is very essential for an organization to keep their employees motivated and hence the role of Human resource department gradually increases as they have to be very careful and at their best to provide competent environment and opportunities. In this paper we will study various factors that affect motivation and also different parameters that must be looked into and taken into consideration for the organizations to achieve professional milestone.*

**KEYWORDS:** *Motivation, Need Hierarchy, Hygiene Factors, Motivator Factors, Performance, Outcome.*

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### Introduction

In present scenario, motivation has become an integral part of human resource department. Gone are the days when employees were treated as liability for the organization and thus simply were considered as the tool to perform the task. With the changing times and impact of globalization, they are treated as an assets for the organization and thus a number of plans and policies are executed for their all round development and improvement.

Every organization needs competent workforce as they aid them to attain organizational objectives. Also the cost incurred on imparting training to the employees is justified once we have talented employees. Thus it is very essential for all the organizations to go through the process of recruitment and selection with utmost care and expertise to lead to engage best man at best place.

In this paper we will discuss and analyse number of factors that affect motivation and how it has become a major and influential part for any of the organization to increase workforce's effectiveness.

### Objectives of Study

- To study the determinants of employee motivation.
- To establish relationship between employee motivation and their performance.

### Literature Review

There has been a lot of study conducted on the motivation. According to Vroom, the word motivation has been derived from the Latin word "Movere" which means the internal force, which is dependent on the need of individual that drive oneself to achieve (Tan & Waheed, 2011).

**Maslow's Need hierarchy Theory:** According to Maslow, motivation is categorized on the basis of various needs and it's only after the partial fulfilment of a particular need that we move forward towards the next level need. Because of this, he named his theory as need hierarchy theory. However an important point to remember here is none of the need of an individual can be fulfilled completely as desires of an individual are unending. It's only after fulfilment of needs to a certain extent that he moves for the next order need.

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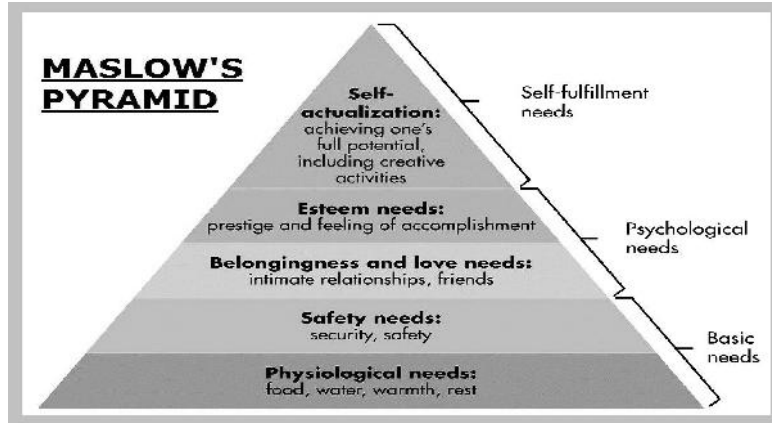


Diagram of Maslow's Need Hierarchy

**Vroom's Expectancy Theory:** Under this theory, Vroom suggested that an individual's performance is depended on the outcome he wishes to have. For example- if a person wants to have increment then he will start to work for longer hours. Thus if a person feels he will be rewarded and recognized for his efforts and performance, he will definitely work hard.

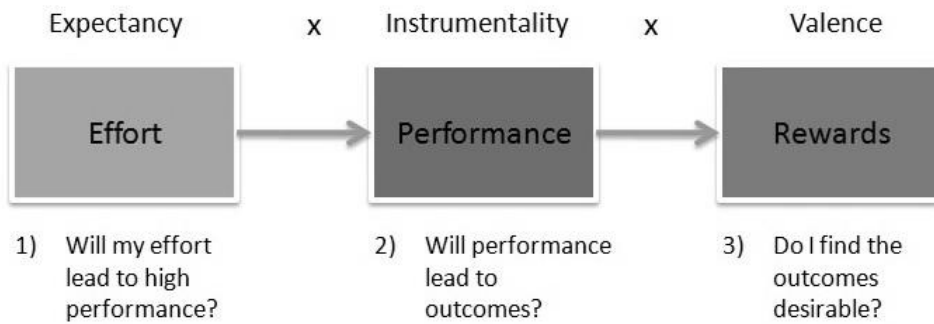


Diagram of Expectancy Theory

**Herzberg Two Factor Theory:** He categorized the motivating factors under two heads:

- **Motivator Factor:** They include people's achievement, recognition, good working environment etc.
- **Hygiene Factor:** They include company's policies and rules, working conditions, salary, relationship between managers and workers etc.

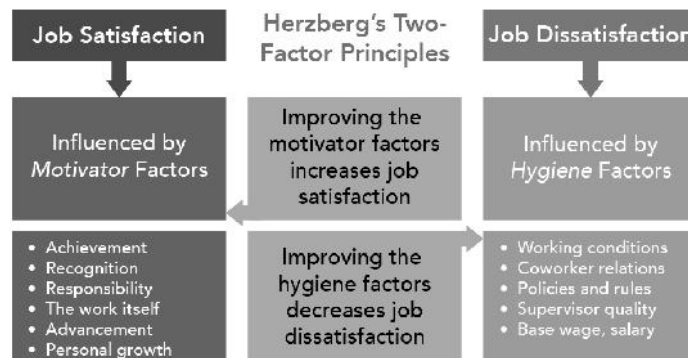


Diagram of Herzberg Two Factor Theory

### Determinants of Employee Motivation

There are a number of factors that determine an employee's motivation at the work place. Few among them are discussed below:

- **Extrinsic Reward:** It is performed to either earn a reward or avoid punishment. E.g. - pay.
- **Intrinsic Reward:** It is performed by an individual's own choice or willingness to do as he finds it personally rewarding. E.g.- appreciation
- **Training:** It guides an individual towards upgrading his skills to perform better and fill the gap that exists between desired competency and actual competency to perform any task.
- **Expectancy:** It explains that an individual's performance or behaviour is the outcome of the result expected. Thus if he expects to be rewarded he will gradually perform better.
- **Knowledge Transfer:** It refers to sharing or disseminating of knowledge and providing inputs to solve problem. Thus with the better supervision and training employees can be constantly encouraged to give their best.
- **Job Satisfaction:** It is a significant variable that helps in measuring the impact of employee's performance in relation to the working environment provided to them.



**Diagram of determinants of employee motivation**

### Conclusive Remarks

Thus on the basis of above analysis and findings, it is very clear that employee's motivation is directly proportional to the environment they get at the work place. Various benefits they avail both in terms of monetary and non-monetary also encourages them to be focused and committed towards the organization. Moreover the employees have a sense of responsibility and sincerity towards their duties once they are motivated and hence it's not essential to lesson them about the same every time.

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