



A Study on Employees Motivational Factors at Amcor Flexibles India Pvt. Ltd

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Abstract

This research is based on one important thing that every human needs Motivated life. Everyone wants some output in return for their input. if we Talk about an organization, such as a company, a factory, a university, or a university Employees also need the motivation to do their jobs and improve their performance organization. The type of motivation is some kind of reward such as a promotion, promotion, Salary, good employee relations, empowerment, etc. It is the driving force for people to achieve their goals. The fundamental reason of the studies is to Discover what motivates Amcor Flexibles India employees Pvt. Ltd and employee satisfaction with these motivations cause. 100 respondent were consulted to achieve the objectives of the survey It was taken to conduct research. Explaining the following five rankings Motivating factor: (1) work in the current organization, (2) compensation system, (3) (4) Benefits; (5) Professional Relationships. Questionnaire method used to collect data. There are several findings and suggestions derived from this research was discussed.

Keyword: employee motivation, employee performance, job satisfaction, organizational effectiveness

INTRODUCTION

A motive is an inner urge to act or behave in a certain way. Internal conditions, including desires, aspirations, and goals, are activated and move in challenging directions. Motivation is the general desire or enthusiasm to do something. Motivation is the result of wise and anaesthetized factors such as the power of desire and need, the value of goal incentives and rewards, and personal potential. These factors play an important role in motivating individuals towards specific goals. Motivation is an important aspect of an organization to motivate employees towards organizational success. In fact, motivation is the sprinting process that moves a

person toward a goal. Motivation cannot be calculated. This study was known as the Hawthorne study. According to this study, employees need more than money. This study introduces relationship development into corporate governance. The main focus was on basic employee requirements and motivating factors. Hawthorne's research bulletin promoted recognition of the factors that contribute to employee motivation. Organizations can easily tolerate employees being motivated because there are several reasons why employees need to be motivated in the first place. Research shows that motivated employees are more helpful. Managers should understand the following factors that motivate employees in relation to the tasks they perform.

The fundamental reason of the studies is to know the motivational factors that motivate people. Know the employees in your organization and their satisfaction These motivating factors.

REVIEW OF LITERATURE

Vanocur et al. (1994) examined agency-affected jobs and conditions of employment and assessed their impact on social workers' job satisfaction. Motivational issues include salary, benefits, job security, physical environment, and safety. Certain environmental and motivational factors are predictors of job satisfaction. **Ban Joko (1996)** points out that many managers use money to reward or punish workers. This is done through the process of rewarding highly productive employees by instilling a fear of losing their jobs (e.g. early retirement due to poor performance). The desire for promotion and pay increases also motivates employees. **Spector (1997)**, states that job satisfaction has many causes and causes. They can be internal or external, and job dissatisfaction also has many causes. Job satisfaction is defined as the degree to which people like (satisfied) or dislike (dissatisfied) their jobs. **Colvin (1998)** suggests that financial incentives drive people to do more, and Silver Throne (1996) examines private and public sector motivations and leadership styles. . The results show small differences in the motivational needs of public and private sector employees, managers and non-managers. **Kazeem (1999)** shows that teachers are happier when they are paid on time. It is also said that they develop the habit of having contented personalities, easily satisfied when their needs are met. **Akin Toye (2000)** argues that money remains the most important motivational strategy. It explains that "money" is the most important factor for increasing the productivity of industrial workers. The study suggests creating wage incentive schemes to increase higher performance, commitment and ultimately worker satisfaction. Money has great motivating power in that it symbolizes intangible goals such as security, power, prestige, and a sense of accomplishment and success. **Arif (2003)** discusses the most traditional aspect, 'culture', its role and importance in the development of intellectual societies. Research shows that the role of teachers as facilitators is crucial in bringing a nation to development, improvement and prosperity. A stable and educated cultural society can only be achieved through the leadership of disciplined, academically sound and technically competent teachers or departments. **Sinclair, et al. (2005)** shows money motivation through the career selection process. He explains that money has the power to attract, retain and motivate people to do better work. For example, if a librarian or information professional has another job offer that has the same job characteristics as his current job but offers greater financial rewards, the employee is likely to accept the new

job offer. **Adeyinka, Ella et.al (2007)** investigated job motivation, job satisfaction, and organizational engagement among library staff at academic and research libraries in Oyo State, Nigeria. . They discussed several variables including salary, money, staff training and availability of information on job satisfaction. **Nirav Dave et al. (2014)** conducted a study on the factors influencing the job satisfaction of her MBA teachers in Gujarat. The researchers stressed that understanding their employees and knowing how they perform best is essential for employers.

RESEARCH METHODOLOGY

Research Design

A research design is a framework of methods and techniques chosen by researchers to combine various research components in a reasonably logical manner so that the research question can be efficiently addressed.

Nature of study

This look at is descriptive and analytical in nature.

Nature of data

This study is based on primary and secondary data. Data that was originally collected for a specific purpose is called primary data. Data that was used for research but was originally collected by someone else for a different purpose is called secondary data.

Source of data

Primary data is collected using questionnaires. Secondary data are also used in research to help understand research concepts. Secondary data is collected from magazines and websites.

Sample unit

Sampling units are randomly selected from employees working in the industry.

Method of Sampling

The method used for the study is random sampling.

Size of sample

The size of the sample is 100.

Tools used for analysis

Tool used for the analysis include percentage analysis.

Limitations of the study

One of the main drawbacks of this study is that due to the staff's busy work schedules, responses to questionnaires may not be relevant. Another drawback of this study is the insufficient time leading to poor focus in all sections.

DATA ANALYSIS AND INTERPRETATION

Q1. From how many years have you been working in current organization?

No	Options	Respondents	Percentage
1	0-3 years	49	49%
2	4-7 years	40	40%
3	8-11 years	6	6%
4	12-above years	5	5%
	Total	100	100%

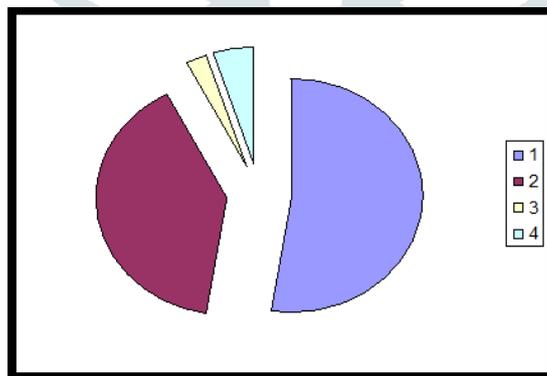


Fig.1 Represents from How Many Years Respondents Have Been Working in Current Organization

Figure 1 above shows that out of 100 respondents, 49 had worked between 0 and 3 years before joining this organization. 40 respondents said she worked for 4-7 years. Over the years.

Q.2 Which reward system, do you feel that can better motivate you?

No.	Options	Respondents	Percentage
1	Monetary	90	90%
2	Non-monetary	10	10%
	Total	100	100%

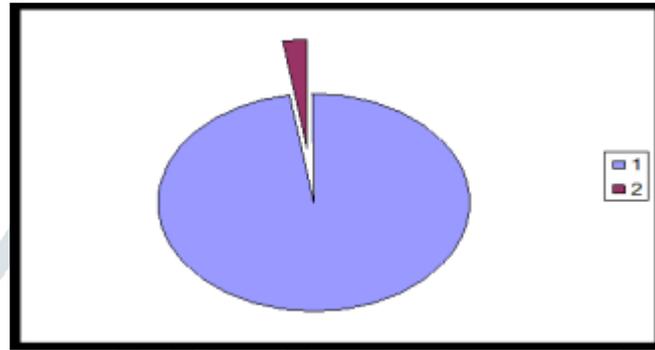


Fig. 2 represents respondents view point about the reward system

Figure 2 above shows that 90 respondents said the monetary reward system was the best motivator, and 10 respondents said the non-monetary reward system was the best motivator.

Q.3 Do you think the job given to you is challenging enough to boost you up?

No.	Options	Respondents	Percentage
1	Strongly agree	39	39%
2	Agree to some extent	47	47%
3	Do you agree	0	0
4	Disagree strongly	14	14%
	Total	100	100%

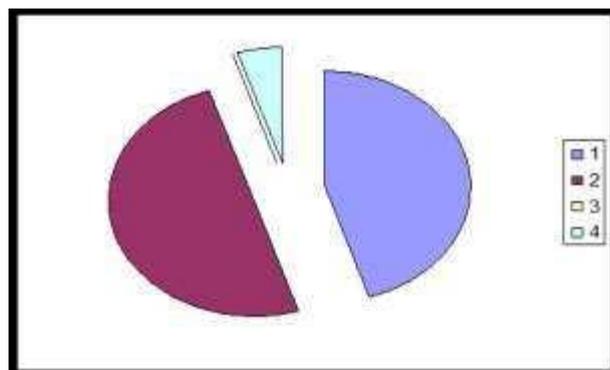


Fig. 3 shows respondent view point about the job

Figure 3 above shows that 39 respondents strongly agreed that the job was challenging enough to be promoted, 47 respondents partially agreed, none disagreed, and 14 respondents Indicates that the respondent completely disagrees.

Q.4 Do you think that incentives and other benefits will influence your performance?

Options	Respondents	Percentage
Influence	50	50%
Does not influence	36	36%
No option	14	14%
Total	100	100%

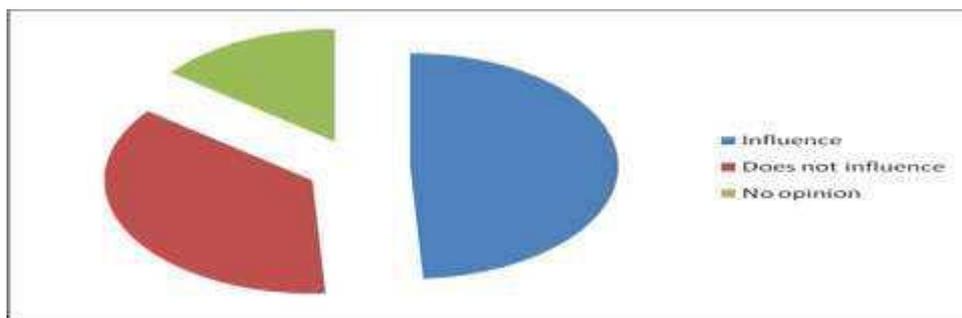


Fig. 4 represents respondents view point about the incentives

Figure 4 above shows that 50 respondents were influenced by the incentives and other benefits offered. Thirty-six respondents do not believe incentives or other benefits influence performance, and the rest remain silent.

Q.5 Do you make regular efforts to build trusting professional relationship?

No.	Options	Respondents	Percentage
1	Strongly agree	32	32%
2	Agree	55	55%
3	Can't say	6	6%
4	Disagree	7	7%
5	Strongly disagree	0	0%
	Total	100	100%

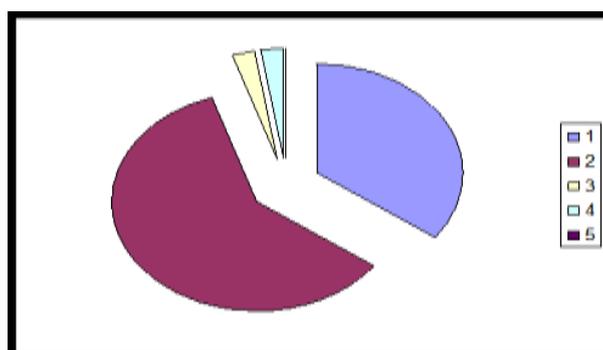


Fig. 5 Represents Respondents View Point efforts to Build Trust Professional Relationship

Figure 5 above shows that 32 respondents fully agreed with regular efforts to build trusting professional relationships, 55 respondents agreed, and 6 respondents said nothing. 7 respondents disagreed, indicating that no one completely disagreed.

FINDING

- Most of the respondents have been with their current company for about 0-3 years.
- The majority of respondents are in favor of financial rewards.
- The majority of respondents agree to some extent with the tasks given to boost morale.
- A majority of respondents believe that performance is affected by incentives and other benefits offered.
- Most respondents agree that they regularly try to build trust.

SUGGESTION

- ❖ Financial rewards should be offered to employees because they are attracted to monetary rewards instead of offering other types of rewards.

CONCLUSION

The above facts and figures show that motivation plays an important role in motivating employees, and employees are satisfied with the motivation programs in place within the organization and I would like more programs. Most employees advocate monetary rewards because they believe that monetary rewards increase motivation. Companies should do their best to increase employee productivity by motivating them.

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