

# EMPLOYEE MOTIVATION IN FSM SUPER MARKET, TRICHY DISTRICT.

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## ABSTRACT:

*In the early days employees are the key to success of any organizations. There are many factors motivated the employees. Motivated and committed employees are more innovative and come up with new ideas. The study collected the data from respondents. Tested hypothesis is analysed by chi-square. The result of the research is salary is most motivated factor of employees.*

**KEYWORDS:**Motivation, Salary factor, Innovation and new ideas.

## I. INTRODUCTION:

Employee motivation is the level of energy, commitment and creativity that a company's workers bring to their job. Whether the economy is growing or shrinking, finding ways to motivate employee is always a management concern. Competing theories stress either incentives or employee can lead to increased productivity and allow an organisation to achieve higher of output. Company morale on the other hand, is now employee feel about the workplace everything form job satisfaction to company outlook. Its most often used to define employee happiness as a whole.

## II. REVIEW OF LITERATURE:

- Ezenwakwelu,2017 defined employee have different needs, they set different goals to satisfy and they take actions to accomplish the goals. This study conducted by the survey of University of Nigeria. There are 50 Senior administrative and academic staff in the University of Nigeria, which was purposely selected.
- Elamparuti and Jambulingam(2014) explained

the employees satisfaction in a super market in Chidambaram. It is also tells how to make employee enjoy their work every day. The sample size is 100 employees in vellechem super market.

- Chukwuma.Edwin Maduka and Obiefuna Okafor(2014) Nnewi explained that increase in salary via promotion;overtime allowance and holiday with pay.The sample size covers a 2000 workers in different department of he firms.
- Tizau Kassa(2015) aimed at investing employees motivation and its effect on to achieve the determine objectives. The sample size is 237 employees working in the Ambo mineral water factory. Its used the descriptive,correlation and regression analysis.
- Nosheen Nawaz and Hina Yasin(2015) described that the large number of teacher are switching to other non-teaching jobs. The sample size is

136 teachers working in the private secondary schools in Bahawalpur.

### III. RESEARCH METHODOLOGY:

**Total population:** 70

**Sample size:** 50 (According to RAO software)

**Sample technique:** Simple random sampling

**Area of research:** The research is based on the survey of employees from FSM Super market, Trichy.

**Dependent variables:** Employees feelings and behaviour.

**Independent variables:** Employees dissatisfaction, efficiency, employee Commitment, Job involvement.

**Primary data:** Collected data from FSM Supermarket Trichy.

**Secondary data** : The source of secondary data newspapers, journals, articles.

#### 3.1 OBJECTIVE:

- To find out the relationship among employee motivation and job involvement.

#### 3.2 HYPOTHESIS:

**H<sub>0</sub>:** There is no relationship between employees salary and motivation.

**H<sub>1</sub>:** There is a relationship between employees salary and motivation.

### IV. DATA ANALYSIS:

#### 4.1 CHI SQUARE TEST TABLE:

	YES	NO	TOTAL
MALE	31	10	41
FEMALE	6	3	9
TOTAL	37	13	50

O	E	O-E	$(O - E)^2$	$\sum (O - E)^2 / E$
31	30.34	0.66	0.4356	0.0144
10	10.66	-0.66	0.4356	0.0409
6	6.66	-0.66	0.4356	0.6654
3	2.34	0.66	0.4356	0.1862
			TOTAL	0.3069

From the above table it is evident that the calculated value (0.3069) less than the table value (3.84). The company employees are motivated by the higher officials in the FSM Supermarket. So, the hypothesis testing accept the alternative hypothesis.

### V. CONCLUSION:

In this research most of the employees said that they are highly satisfied and motivated with their salary. And also motivated by the relationship with their supermarket colleagues. The most motivated factor of the supermarket is the long term employees having special salary packages.

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