

# A Study on the Effect of Work Motivation on Job Satisfaction.

Rajnish Pandey<sup>1</sup>, Nimisha Jariwala<sup>2</sup>

<sup>1</sup>Student, B.V. Patel Institute of Management, Uka Tarsadia University, Mahuva, Bardoli, Gujarat, India

<sup>2</sup>Teaching Assistant, B.V. Patel Institute of Management, Uka Tarsadia University, Mahuva, Bardoli, Gujarat, India

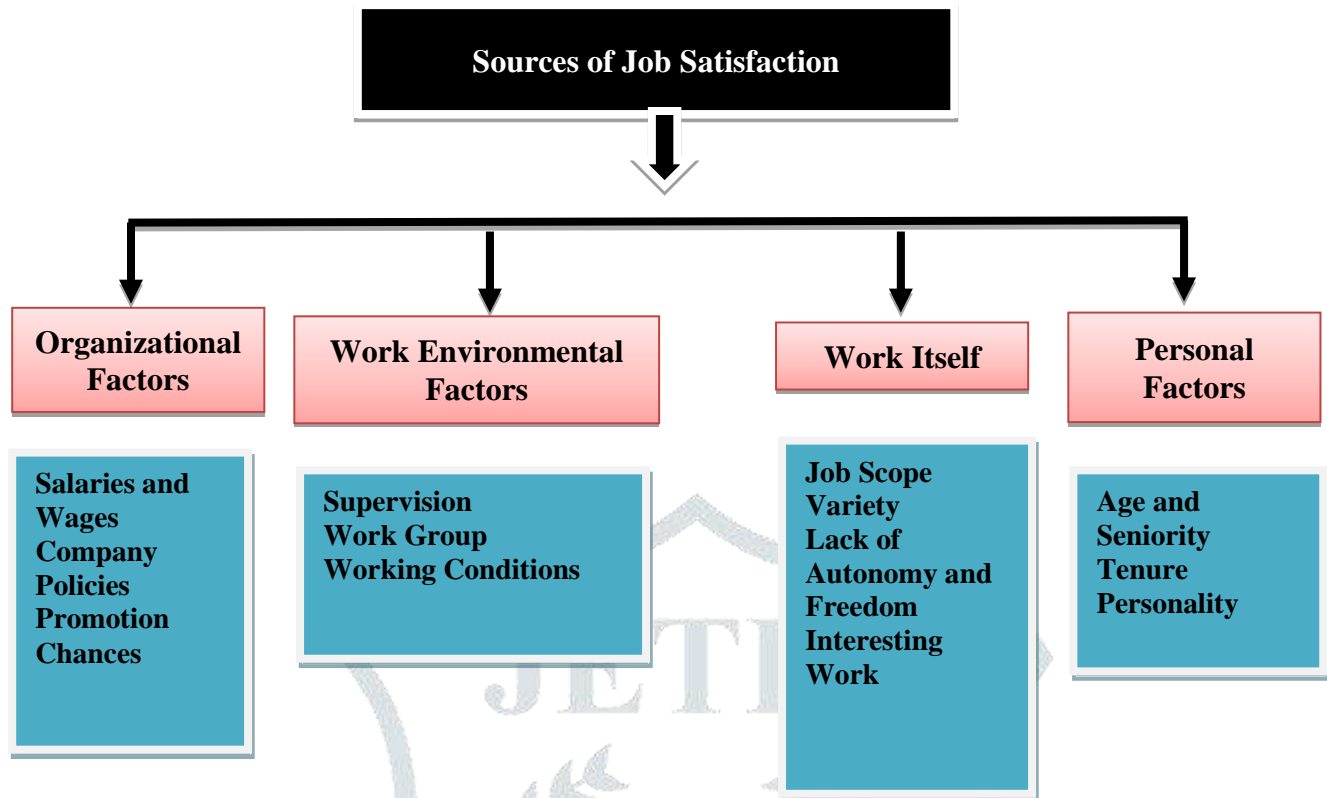
## Abstract

The present paper identifies the factors that effects employee motivation and examining its impact on job satisfaction the study adopted a survey research method to collect research data from employees belonging to different functional level at Shree Rangkala Glass Design Pvt. Ltd. where a sample of 60 respondents were selected based on the judgment of researcher and data is collected with the help of questionnaire. The study revealed that various motivational factors affect job satisfaction. Training, Projects and Teamwork, Decision Making and Service Awards and Technology and Best Employee Awards are the factors considered as most influential motivating factors by the employees of Company.

## INTRODUCTION

**Motivation-** The term Motivation is used to refer to a positive behaviour, exhibited by an individual towards his work, instigated by his activities, longings and wants. Motivation exerts serious effect on the behaviour of an individual. According to Maehr and Meyer (1997), “Motivation is a word that is part of the popular culture as few other psychological concepts are”. Motivation stimulates, rejuvenates, guides and endures the conduct and performance of individuals.

Technically, the term Motivation can be NEEDS – DRIVES – INCENTIVES.



Considering the importance of motivation and job satisfaction for the success of any organisation, an attempt has been made in this study to assess the level of job satisfaction and motivation prevalent among employees of Shree Rangkala Glass Design Pvt. Ltd. and the impact likely to be exerted by motivation on job satisfaction of the employees.

## LITERATURE REVIEWS

**V. Sumathi and Dr. Velmurugan (2020)** studied on “The impact of stress and work life balance on job satisfaction among female faculty at select arts and science colleges in Coimbatore.” Support staff may be appointed at department level, who may look after the documents required for NAAC, NIRF, AISHE etc. The study concludes that faculty members who are able to have their work and life balanced and are able to manage stress may have high level of job satisfaction. Institutions should employ sufficient faculty, offer congenial working atmosphere and appoint adequate sub-staff members to look into the various nodal agencies’ documentation work, which will surely help female faculty to be free from stress and balance their work and family commitments.

**Dr. Vivek Bajpai and Sweksha Rajpot (2018)** studied on “IMPACT OF EMPLOYEES MOTIVATION ON JOB SATISFACTION AND ORGANIZATIONAL COMMITMENT AT BALCO” with an objective to identify the factors that effects employee motivation and examining its impact on job satisfaction and organizational commitment. The literature review from different sources and studies shows that there is direct and significant impact of employee’s motivation over their performance, satisfaction and commitment towards organization. These studies also shows a

correlation among satisfaction and organizational commitment

**S.P.Singh and Hitesh Kumar Sharma (2016)** studied on “Impact of Work Motivation on Job Satisfaction of Teachers in Professional Education” with an objective To study the work motivation of teachers in professional education and To examine the Job Satisfaction of teachers in professional education. The purpose of this study was to examine the impact of work motivation on job satisfaction. A sample of 240 teachers was randomly taken from selected professional Institutions of Western UP in India. The sample was administered the measures of work motivation and job satisfaction. Statistical techniques like linear regression analysis and t-test were performed for analysis and interpretation of data. Results revealed that Work Motivation had significant impact on job satisfaction of teachers in professional Institutions. The study had implications for educational managers, planners and institution advisors for designing plan and programs aimed to enhance the work motivation and job satisfaction of the teachers.

**Saadia Bakhtawar (2016)** found on “Impact of motivation on Job satisfaction: A case study of NGOs in Karachi” with an objective to examine the effects of motivation on job fulfilment in context to Non-Governmental Organizations employees in Karachi. This study shows distinctive assorted elements and measurements giving an unmistakable and conceivable comprehension about the different motivational components and their play in affecting job satisfaction amongst the employees. The results of this research can be used to design different approaches, plan and techniques to motivate employees which will help in sustainable growth and building competitive advantage in the field. The results of this research will also help the reader understand the different underlining implications that are associated with organizations and their function within the society.

**Amir Sohail, Robina Safdar, Salma Saleem, Samara Ansar & M. Azeem (2014)** “Effect of Work Motivation and Organizational Commitment on Job Satisfaction: (A Case of Education Industry in Pakistan)” with an objective to investigate the impact of work motivation and organizational commitment on job performance in education sector of Pakistan. Moreover, the study is aimed at examining impact of work motivation and organizational commitment on job satisfaction in the education sector of Pakistan. The research design organized for this research was through survey questionnaire personally administered. All the questionnaires have been filled the employees working in educational sector of Pakistan. The results of the study have been concluded by using regression analysis. The results of the study indicate that there is the positive relationship job satisfaction and job commitment. Whereas, job motivation has also a positive effect on job satisfaction of employees working in educational sector of Pakistan. It implies that more motivated and committed employees will perform well and will be more satisfied as compare to others.

**Sarita Maharjan (2012)** studied on “Association between Work Motivation and Job Satisfaction of College Teachers.” This paper examines the association between work motivation and job satisfaction of teachers. With convenient sampling technique, only 112 responses are usable out of 150 questionnaires distribution to the teachers of university constituent, affiliated and plus two campuses/ colleges in Kathmandu valley. Using descriptive statistics and correlation analysis, the study analyses the work motivation and job satisfaction of the teachers. The study concludes that there is a positive association between work motivation and job satisfaction of teachers.

## OBJECTIVE OF STUDY

- To identify the relationship between work motivation and job satisfaction.
- To study the level of motivation of employees.
- To determine the job satisfaction of employees.

## RESEARCH METHODOLOGY

- **Problem Statement-** “To Study the Effect of Work Motivation on Job Satisfaction.”
- **Objective-**
  - To identify the relationship between work motivation and job satisfaction.
  - To investigate the factors affecting employee motivation.
- **Research Design-** For obtaining complete and accurate information, descriptive research design is chosen.
- **Sampling Method-** Non-Probability – Convenience Sampling will be used.
- **Sample Size-** The sample size of the study is limited to 50 employees.
- **Population-** The population considered for study is of Surat City.
- **Tools and Techniques-** The research instrument used in the study is Questionnaire.
- **Data Collection-** Data is collected through structured questionnaire.
- **Research Limitation-**
  - Research was limited to Surat region only.
  - Most of the Literature review taken into consideration was of secondary data.

## DATA ANALYSIS

### Chi-Square Test (1)

**H<sub>0</sub>: There is no significant relationship between demographic variables (AGE) and overall satisfaction.**

**H<sub>1</sub>: There is a significant relationship between demographic variables (AGE) and overall satisfaction.**

Satisfaction		Value	df	P-value
How satisfied are you with the supporting equipment you are using to help your job?	Pearson Chi-Square	9.740	6	0.136
How satisfied are you with the supporting equipment you are using to help your job?	Pearson Chi-Square	10.012	12	0.615
How satisfied are you with the supporting equipment you are using to help your job?	Pearson Chi-Square	17.499	12	0.132

<b>How satisfied are you with the supporting equipment you are using to help your job?</b>	Pearson Chi-Square	8.859	9	0.450
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The above table indicate the relationship between responding view regarding satisfaction with companies' facilities or not and demographic factors Age. Since P-value of all demographic variable is greater than 0.05 thus, null hypothesis is accepted. So, it can be interpreted that there is no relationship between variable and overall satisfaction.

### Chi-Square Test (2)

**H<sub>0</sub>: There is no significant relationship between demographic variables (GENDER) and overall satisfaction.**

**H<sub>1</sub>: There is a significant relationship between demographic variables (GENDER) and overall satisfaction.**

Satisfaction		Value	df	P-value
<b>How satisfied are you with the supporting equipment you are using to help your job?</b>	Pearson Chi-Square	1.466	2	0.481
<b>How satisfied are you with the supporting equipment you are using to help your job?</b>	Pearson Chi-Square	4.881	4	0.300
<b>How satisfied are you with the supporting equipment you are using to help your job?</b>	Pearson Chi-Square	3.694	4	0.449
<b>How satisfied are you with the supporting equipment you are using to help your job?</b>	Pearson Chi-Square	2.256	3	0.521

The above table indicate the relationship between responding view regarding satisfaction with companies' facilities or not and demographic factors Gender. Since P-value of all demographic variable is greater than 0.05 thus, null hypothesis is accepted. So, it can be interpreted that there is no relationship between variable and overall satisfaction.

### Chi-Square Test (3)

**H<sub>0</sub>: There is no significant relationship between demographic variables (MARITAL STATUS) and overall satisfaction.**

**H<sub>1</sub>: There is a significant relationship between demographic variables (MARITAL STATUS) and overall satisfaction.**

Satisfaction		Value	df	P-value
How satisfied are you with the supporting equipment you are using to help your job?	Pearson Chi-Square	5.276	2	0.072
How satisfied are you with the supporting equipment you are using to help your job?	Pearson Chi-Square	7.850	4	0.097
How satisfied are you with the supporting equipment you are using to help your job?	Pearson Chi-Square	8.465	4	0.076
How satisfied are you with the supporting equipment you are using to help your job?	Pearson Chi-Square	4.462	3	0.216

The above table indicate the relationship between responding view regarding satisfaction with companies' facilities or not and demographic factors Marital Status. Since P-value of all demographic variable is greater than 0.05 thus, null hypothesis is accepted. So, it can be interpreted that there is no relationship between variable and overall satisfaction.

### CONCLUSION

Motivation plays a significant role in performance of employees which leads to enhance job satisfaction and their level of commitment towards organization. By appreciating the employees for their work done and giving them participation in decision making, internally satisfies them with their job, organization and organizational environment. Thus, their enthusiasm and motivation towards accomplishment of tasks increases which leads to enhanced performance. Fully motivated employees are valuable asset to any organization. These employees not only increase productivity but will remain loyal towards the organization. Organization tries to motivate their employees because it increases employee's performance. If an employee is not performing well so the organization need to identify the factor which need to improve whether there is a need of training or lack of employee ability to perform the task. If employees are more committed, they are considered more satisfied with their job. Increase in motivation and commitment lead to increase in job satisfaction. The results of the study show that higher the level of motivation and commitment ultimately employees will perform well.

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