



# AN ANALYSIS OF THE EFFECT OF EMPLOYEE MOTIVATION ON PRODUCTIVITY

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**ABSTRACT:** Motivation is the most essential part of any business. Motivation is the thing that makes the association successful. Most workers must be motivated to feel good about their jobs and do well at work. In this competitive world, every company has its own way of doing things. The company that puts more emphasis on motivation will have the highest productivity. When employees are excited about their jobs, they do their best work and help the company make more money. Motivation is a crucial part of any organization that wants to get the most out of people's work. In organizations, managers need to know more about their workers so they can use different things and levels to motivate them. Organizations sometimes have trouble keeping their employees motivated because it can hurt their productivity if they are not encouraged correctly. So, this study aims to find out if there is a link between how well different ways of motivating workers improve their job commitment and how much more they can create.

*Index Terms - Employees, Factors, Job Performance, Motivation, Productivity.*

## I. INTRODUCTION

People need to be motivated to do things to reach their goals. Motivation is the act or process of giving someone a reason to do something. It can be thought of as what makes people do things. Tension, which comes from a need that isn't being met, is the source of this driving force. Motivation comes from the interaction of both conscious and unconscious factors, such as a strong desire or need, the incentive or reward value of the goal, and what the person and their peers expect of him or her. The whole point of management is to get people to work hard. Managers can get their workers excited by using motivation as a powerful tool.

## CONCEPT OF EMPLOYEE MOTIVATION

To get people to do things, knowing how motivation works are essential. Every business needs to know how to keep its employees motivated. Without the idea of employee motivation, no organization can grow. It helps

both the person and the organization in a roundabout way. The most important thing to know is that people are different. Not everyone will be driven by the same things. People respond differently, so organizations should use different ways to get people to do something.

On the other hand, employees who are motivated to work are more likely to be persistent, creative, and productive, willingly doing high-quality work. "Motivation is the willingness to put in a lot of effort to reach organizational goals, which is based on the effort and ability to meet a personal need." -S.P.Robbins "A motive is an inner state that energises, activates, moves, and directs or channels behavior goals." - Berelson and Steiner Employees are motivated by both financial and non-financial things. For example, a bonus or a raise in Salary are examples of financial things that encourage employees.

## II. LITRATURE REVIEW

Scholars have done a lot of work on the subject of motivation. Here are just a few of the things that have been studied about the cause: Theories of motivation, Ways to get employees to strive, How to measure motivation, what motivates people, Ways to make your company more attractive, How to get your people to do what you want, Strategic Performance's missing link, Salary is no longer a motivator, How to give people what they deserve, Putting the theory of motivation into practice, Measures of Motivation, Theories of Self, and the Motivation of Employees. Herzberg's (1966) motivator-hygiene theory has been one of the most influential ideas about what makes people want to work in the last few decades. The theory basically divides what motivates people into two groups: motivator factors, which have to do with the work itself, and hygiene factors, which have to do with the environment. Maslow says that most of what we know about what drives people comes from how psychotherapists treat their patients, not from psychologists. He says that because these patients do not represent the population well, they are a great source of mistakes and valuable information. The way neurotic people stay motivated shouldn't be used as a model for healthy motivation. Any theory of motivation must consider the best that a healthy, strong man can do. Hackman and Oldham's (1976) model of job enrichment says that jobs can be made more interesting by increasing the following: skill variety (the number of different skills needed by the job), task identity (the degree to which the job produces something meaningful), task significance (the importance of the work), autonomy (the degree to which the person has control over how to do the job), and feedback (the degree to which the person gets on-going information about how well they are doing). One theory in psychology says that very high levels of intrinsic motivation are shown by a strong interest and involvement in the work, as well as a perfect match between the difficulty of the task and the person's skill level. This makes people feel like they are in a state of "flow," where they feel like they are becoming one with their activity (Csikszentmihalyi 1975). The most common theory in psychology says that extrinsic motivation works against intrinsic motivation (Deci 1975; Deci& Ryan 1985). Extrinsic motivation is when someone is driven by something other than the work itself, like a

reward or incentive. These theorists generally say that intrinsic motivation will decrease when strong outside motivators are used.

### III. OBJECTIVE

- To find out if motivation leads to better work and more output.
- To give employees more faith and self-confidence.
- To figure out what factors affect productivity.

### IV. HYPOTHESES

- I. There is a significant impact on the extent of IT Up-Skilling in financial firms”
- II. There is a significant impact of Up-skilling practices the in Indian financial services sector, Employee Satisfaction
- III. There is an impact of the up-skilling process of employees in the Indian financial services sector and its firm value

### V. RESEARCH METHODOLOGY:

The data used in this research comes from secondary sources, including magazines, papers, the internet, etc.

### VI. THEORIES OF EMPLOYEE MOTIVATION:

Many theories are put forward. Some of these hypotheses are often regarded as among the most significant. Following is a list of them:

#### a) MASLOW'S HIERARCHY OF NEEDS:

The hierarchy of needs theory was proposed by psychologist Abraham Maslow in his 1943 paper "A Theory of Motivation". Here, he suggested this theory in 5 levels which are as follows.

1. Basic physiological needs: These requirements are directly associated with keeping a human life going. Essentials such as food, shelter, and water fall under this category.
2. Safety and Security Needs: We discuss a person's emotional and financial social welfare at this stage.
3. Social Needs: Man is built for a group. Therefore, he likes talking to people and listening to their experiences, issues, and concerns. The individual's mental health might suffer if their basic necessities aren't met.
4. Esteem Needs or Ego Needs: An egoistic perspective may focus inward or outward. Ego wants are concentrated inside, including things like pride in oneself, autonomy, competence, and fulfilment. Needs that are oriented outward focus on things like social standing and recognition.
5. Self-Actualisation Needs: A person's urge to accomplish their life's work comes last in the hierarchy of needs. Workers' real needs and wants are met.

**b) HERZBERG'S TWO-FACTOR THEORY:**

Motivation hygiene theory, often known as the two-factor theory of motivation, was developed by Frederick Irving Herzberg in the 1950s. To this end, he interviewed 200 engineers for their perspectives on the profession. When he heard the feedback, he made a suggestion for two things that have a significant impact on employee motivation.

1. **Motivational Factors:** In this view, employees are paid and motivated only based on their contributions to the organisation's growth. Workers are encouraged and invested in their work by providing a relaxed setting. Accept responsibility and a feeling of accomplishment both play a role.
2. **Hygiene Factors:** Hygiene aspects are the elements of a workplace that must be present for motivation to thrive. In this aspect, workers get no positive reinforcement or encouragement. In terms of their Salary, hours worked, etc.

**VII. MOTIVATION FACTORS INFLUENCING THE PRODUCTIVITY:**

1. **Intrinsic vs Extrinsic:** It's an inward kind of creativity. Intrinsic motivation stems from the pleasure and growth in understanding we experience due to the activity. Outside influences provide this kind of drive. Motives such as money, celebrity, and peer approval are examples of extrinsic motivation.
2. **Cognition:** However, motivational thought hints that our experiences give rise to our internal cognitions (such as desires and beliefs). As a response to these realisations, actions are taken. On the other hand, the issue of the origin of knowledge emerges. The environment is the sum total of our prior experiences with it. These insights must pertain to the individual's surroundings to be of service. By drawing on our own personal histories, we can characterise the specific reinforcement contingencies of our conduct.
3. **Environment:** More modern theories on what motivates people to go to work have begun to account for environmental factors. The environment serves as a setting against which a person's intrinsic drives and motives play out, determining the best possible actions. We tend to assume that something is wrong with a person when their behaviour or performance falls outside of expected norms rather than investigating if there are any gaps in the individual's surroundings.

**VIII. FACTORS AFFECTING MOTIVATION AT WORK:**

The factors that affect the workplace environment or enlarge the motivational levels of workers are:

1. **Relationship between co-workers:** Co-workers should always treat each other respectfully and never engage in disrespectful behaviour in the workplace because of teamwork's key role in achieving organisational goals.
2. **Leadership role at the workplace:** The leader ensures the office is pleasant. Leaders must know how to interact with their team members in various situations.

3. Managing conflict at the workplace: Conflict is more likely to arise when people from diverse cultural backgrounds are brought together. Therefore, it is essential to handle the issue in a way that will not adversely affect the environment in the workplace.
4. Workplace culture: The standards and behaviours workers exhibit on the job are influenced by the organisation's culture.
5. Workplace education or learning: Each individual and the firm may benefit from acquiring knowledge in the business world. Organisations should give enough learning and development programs to keep their employees motivated.
6. Workplace incentives: Incentives that focus on the success of the business as a whole are crucial. Advocating for one group's perspective brings a sense of calm and respect, which are not real benefits.

## IX. ROLE OF MOTIVATION ON EMPLOYEE JOB PERFORMANCE:

Motivation has a very critical role in a worker's job performance. Workers may not give their all without any inspiration. According to Robert, the manager's role is to guarantee the work done by staff is possible.

1. Effects of Motivation on Productivity: The rate at which things are produced relative to the number of workers and the quantity of equipment required to make them is often understood to represent productivity. Productivity, on the other hand, is defined as the efficiency with which resources are used to create goods and services (grassy, 1993). Furthermore, it is the proportion of output (products and services) to input (labour, capital or management). The concept of productivity is applied by economists at the industrial level to assess the economy's health, trend and growth rate. In contrast, at the project level, it pertains to planning, cost estimation, accounting and cost control (mujahid, 2005).
2. Effects of Motivation on Performance: An organisation's success or failure depends on the efforts of its workers, so it's crucial to discover creative ways to inspire them to do their best. When you're motivated, you're willing to take action, as Stephen Robbins put it. Money is the most common type of employee incentive, but this is not the only aspect to consider. A manager's ability to understand her team and the factors that drive them to succeed is critical in today's diverse workplace. According to Robbins and Dickinson's book "Supervision Today," "if you're going to be effective in inspiring others, you have to begin by recognising and striving to comprehend individual variations."

## X. CONCLUSION

Managers in today's corporations have a wide range of responsibilities. One who influences someone to take action to fulfil a need is said to be a motivator. The extent to which an employee is significantly motivated affects their productivity. Managers have a responsibility to be aware of how their workers contribute to the business and the factors that influence their actions. To restore or boost morale, management should encourage staff properly and take fast action to help jaded employees regain trust in the company once again. When workers put up their best effort, businesses prosper. When workers are inspired to do their best, it has a ripple



effect that boosts efficiency and output throughout the company. According to this research, a well-motivated employee is crucial to a successful business.

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