



## “EFFECTIVENESS OF MOTIVATION ON PERFORMANCE OF THE EMPLOYEE AND THEIR PRODUCTIVITY”

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**ABSTRACT:** People are the valuable resource with abundant potentials and capabilities who serve the organization to accomplish its goals. Organizations could not accomplish the objectives without individuals working cooperatively towards common goals. Organization must create positive work culture, healthy interpersonal relations, job security, recognition and fair evaluation, better pay structure, more opportunities and chance for growth, reward against better performance and overall development of employees. In an organization better working conditions, remunerations, job security etc. may act as barrier and that in turn will affect the productivity.

Motivation connotes to a dynamic driving force, which emanate from within. It is an "inner striving condition which activates or moves individual into action and continues him in the course of action enthusiastically". Motivation is related to the motives of the people-by what they are moved and activated to achieve their goal. Managers, by definition required working with and through people so they must get at least some fundamental understanding of the forces that motivate the people they are to manage. Motivation could be defined as an inner state that activates, energizes or moves behavior towards goals. What motivates on person may not motivate another. Most successful managers have understood the concept of human motivation and are able to use that understanding to achieve high standards of subordinate work performance. Researcher has also made an effort to reveal certain facts which indicates the barriers faced by organizations while motivating their employee.

**KEYWORDS:** Effectiveness of Motivation, Employee Performance, Productivity

### I. INTRODUCTION

Most interesting study of man is perhaps studying about man himself. Ever since the dawn of Civilization, man has been trying to know the intricacies of human mind. It is the man who is the basic unit of all the human relations. Human Relations is the basic unit related to individual human beings assembled in the organization. The interaction becomes all the more important for accomplishing

the goals and that objective of that organization, it is now being increasingly realized that people working in organization are human beings. They have their own needs, motivation, expectation and their contribution are much more than any other resources being used

The concept of motivation can be tracked back nearly twenty-three centuries in the Greek in the Indian Writings. The idea that we are motivated to do what brings us to the best results for our benefit is found in the early Indian philosophy through such writings as "Charvak". The most ancient concept of "Nirvana", as proposed and propagated by earliest Aryan thinkers and religious scholars, motivates us to be "good" people so that we can achieve the "final oneness with The God".

The Greek view of motivation has been dominated by the concept of hedonism, which is view that people seek pleasure and comfort and avoid pain and discomfort. This view has been based upon intuition and common sense that an individual does what he wants to because he believes that it will give him more pleasure than anything else he might do. This philosophy though still popular demands excessively upon rational evaluation and does not take into consideration the effect of Instinet's or even the value system. Hedonism, based on maximizing personal pleasure cannot explain why some people would sometimes risk their own lives to save others in the times of crisis or why volunteers would spend so much of their time in collecting money for charitable causes. However, this view prevailed right up to the eighteenth and nineteenth centuries and is evident in the social and economic philosophies of such famous men as Adam Smith, Jeremy Bentha and John Stuart Mill.

The principles of hedonism can be more easily explained "after the fact" when the behavior has already been explained. Thus, even the acts of simple kindness explained with the motives of "feeling good" about them or craning the gratefulness of those who have been helped by those acts. Since hedonistic explanations work best in explaining actions after they occur, they cannot be relied upon in predicting in behavior. These limitations of hedonistic viewpoints brought motivation under different light during the last 1800s and early 1900s. William James and Sigmund Freud argue that instinctive behavior and unconscious motivation are also important elements in human behavior and these largely determine an individual's interpretation of response to situations.

Instincts, which are inborn or innate predispositions which are not consciously rational, can explain certain aspects of human behavior. These instincts which influence human behavior include the need for autonomy, curiosity, sociability, sympathy, fear, jealousy, love, dominance, harm avoidance, play and sex. The large number of instincts identifies a variety of possible behaviors. The instinct behavior is like a reflex action, meant for survival and hence caters primarily to physiological needs. It is not learnt and is not dependent upon the consequences of an action. Most instincts are common to all people and would exhibit similar behavior under similar circumstances. For example, if somebody has a flat tire while driving, the first instinctive reaction is to get angry and mad.

The unconscious motivation, of which an individual is unaware, was brought up by Sigmund Freud who suggested that unconscious motives are primarily sexual and aggressive in nature and even though unconscious, they greatly influence everyday behavior. These unconscious motives are revealed in dream, symbolism, slips of speech (known as Freudianslip) and hypotonic suggestions.

Both the instinctive motivation and unconscious motivation do not stand the scientific analysis and contemporary psychologists explain behavior by complex cognitive and environmental interactions.

## II. OBJECTIVES BEHIND STUDY:

Motivation is considered important because it helps to identify and satisfy the needs of human resources in the organization and thereby helps the organization in improving the performance. The importance of motivation can be pointed out by the following benefits:

1. Motivation helps to improve performance level of the employees as well as the organization. Since proper motivation satisfies the needs of employees, they in turn devote all their energies for optimum performance in their work. A satisfied employee can always turnout expected performance. Good motivation in the organization helps to achieve higher levels of performance as motivated employees contribute their maximum efforts for organizational goals.

2. Motivation helps to change negative attitudes of employees to positive attitudes so as to achieve organizational goals. For example, a worker may have indifferent attitude towards his work, if he is not rewarded properly. If suitable rewards are given and supervisor gives positive encouragement for the good work done, the worker may slowly develop positive attitude towards the work.

3. Motivation helps to reduce employee turnover and thereby saves the cost of new recruitment and training. The main reason for high rate of employee turnover is lack of motivation. If managers identify motivational needs of employees and provide suitable incentives, employees may not think of leaving the organization. It also helps to retain talented people in the organization.

4. Motivation helps to reduce absenteeism. Some important reasons for absenteeism are - bad working conditions, inadequate rewards, poor relations with supervisors and colleagues etc. through sound motivational techniques all these deficiencies can be covered.

5. Motivation helps the managers to introduce changes smoothly without much resistance from people. Normally, for any change introduced in the organization, there may be resistance for change. If manager can convince the employees that proposed changes will bring additional rewards to employees, they may readily accept the change.

Obviously, there are two sides to the process of motivation, one that motivates and the other that is motivated. Any person who tries to apply motivation process is a motivator. Motivator should himself be self-motivated.

### III. Advantages and Limitation

Using Motivation for improving performance and productivity of employee has range of benefits and limitations, Firstly, motivated employee has been proven as asset to any organization. Also it has enhanced employee to accept varied technology and made employee much flexible to adapt to change.

In addition, Motivation encompasses numerous complex aspects of human behavior to which contribution has been made by sociologists, social anthropologists, psychologists and the business executives. Motivation has its roots in motives within a person which induce him to behave in a particular manner. Generally speaking, the concept of motivation is by and large psychological which "relates to those forces operating within the individual employee or subordinate which impel him to act in certain ways".

Motivation helps to improve performance level of the employees as well as the organization. Since proper motivation satisfies the needs of employees, they in turn devote all their energies for optimum performance in their work. A satisfied employee can always turnout expected performance. Good motivation in the organization helps to achieve higher levels of performance as motivated employees contribute their maximum efforts for organizational goals.

However, there are certain limitation to it. Many motivators fall short in giving clear directions and instructions, Impossible for subordinates to follow them, though they are competent of carrying them out. Hence motivator should take some time to think and know exactly what is to be accomplished and then take efforts to achieve. This would save himself and subordinates from a state of failure.

### IV. LITERATURE REVIEW

#### **A STUDY BY, MD. NURUN NABI (MARCH 12, 2017) IMPACT OF MOTIVATION ON EMPLOYEE PERFORMANCES: A CASE STUDY OF KARMASANGSTHAN BANK LIMITED, BANGLADESH**

The study shows that impact of motivation on employee performance. An employee is the heart of any organization. For any organization to operate smoothly and without any interruption, employee cooperation cannot be replaced with anything else. The following study is self-conducted research on how motivational tools impact the performance of employee for betterment. The study also focused on de-motivation factors affecting employee performance negatively. A sample of individuals was selected and was interviewed with self-administrated questionnaire to obtain primary data. The data were analyzed using descriptive statistical analysis methods. The study found that the results obtained indicate that if employees are positively motivated, it improves both their effectiveness and efficiency drastically for achieving organizational goals. The study suggested, there are two parts to data analysis; the first part provided the background data of the respondents and the second part represented elaborated expression about their response are showed in the form of percentage under each section which are Ex11) Impact of Motivation on Employee Performances: A Case Study of Karma sang than Bank Limited, Bangladesh Authority to make decisions and Growth opportunity.

#### **A STUDY BY, KIRUJA EK\*, ELEGWAMUKURU, Effect of Motivation on Employee Performance in Public Middle Level Technical Training Institutions in Kenya**

The study shows that the study sought to establish the effect of motivation on employee performance in the Public Middle Level Technical Training Institutions in Kenya. This study used descriptive research method. Sample size was 315 targeting administrators, heads of department, teaching staff and non-teaching staff. This study used questionnaire and interview data collection techniques. The study found that, most employees in Public Middle Level Technical Training Institutions in Kenya nowadays hold diplomas and degrees in various disciplines of studies. The study found that employees are not satisfied with their pay and work environment the study suggested the conducted in one county and therefore cannot be generalized in other public and private institutions.

#### **A STUDY BY, 1SAID ABDI MOHAMUD, 2ABDIAZIZ AHMEDIBRAHIM AND 3JAMAL MOHAMUD HUSSEIN**

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THE EFFECT OF MOTIVATION ON EMPLOYEE PERFORMANCE: CASE STUDY IN HORMUUD COMPANY IN MOGADISHU SOMALIA

The study shows that, its main Purpose is to explore the effect of motivation on employee performance in Harmed Company in Mogadishu Somalia. The objectives of the study were Harmed Company in Mogadishu Somalia, to establish the effect of job enrichment on employee performance in Harmed Company in Mogadishu Somalia and to determine the effect of training on employee performance in Harmed Company in Mogadishu Somalia. The study used descriptive research design, describing the variables of the study. The target population of this study was 5000 and sample size of 60. The research instrument of data collection, frequencies, graphs and regression analysis were used to analyses data. The Data was being collected used structured questionnaire as a research instrument. The finding of the study were positive and significant effects of monetary rewards and job enrichment while positive and insignificant effect of training on employee performance owing to result in to good relation and influence of employee motivation. The researcher suggested motivating the resulting to better performance and results in enhancement of overall organizational productivity.

**A STUDY BY, VINAY CHAITANYA GANTA JUNIOR RESEARCH FELLOW (Ph.D.,)**

**DEPARTMENT OF COMMERCE AND MANAGEMENT STUDIES ANDHRA UNIVERSITY, VISAKHAPATNAM – 53000**

**MOTIVATION IN THE WORKPLACE TO IMPROVE THE EMPLOYEE PERFORMANCE**

The study shows that Motivation in the workplace to improve the employee performance. Most employees need motivation to feel good about their jobs and perform optimally. Workers who are motivated and excited about their jobs carry out their responsibilities to the best of their ability and production numbers increase as a result. Employee motivation has always been a central problem for leaders and managers. The study found that the unmotivated employees are likely to spend little or no effort in their jobs, avoid the workplace as much as possible, exit the organization if given the opportunity and produce low quality work. The study suggested the Employers need to get to know their employees very well and use different tactics to motivate each of them based on their personal wants and needs. In this paper we would like to emphasize on the importance of motivation in the workplace to improve the employee performance and productivity. Even we would like to present the theories and techniques of the motivation in the workplace.

**A STUDY BY, SCIEDU PRESS (FEBRUARY 11, 2018) Impact of Motivation on Employee Performance: A Study of Alvin Kuku Federal College of Education**

The study focused on the effect of motivation on employees' performance using Alvin Kuku Federal College of Education (AIFCE) as study area. This study used questionnaire and survey research data collection techniques. The main objective is to ascertain the work behavior of employees amidst their motivation. The study adopted reinforcement theory as framework of analysis. It is survey research whose data analysis was done quantitatively and hypothesis tested via Chi-square (X<sup>2</sup>). It was our finding that there is significant relationship between staff motivation and staff performance. The study therefore recommends that organizations should consider staff motivation as a cardinal responsibility. The study suggests that unless staff motivation is properly executed, organizations and their managers will always suffer employees' negative attitude to work.

**A STUDY BY, SHAHID KVCHAVAKKAD (2003), AT HYDERABAD INDUSTRIES, EMPLOYEE MOTIVATION**

This study shows that, employee motivation is the achievements of organizational objectives.

A researcher says the Management's basic job is the effective utilization of human resources for achievements of organizational objectives. The personnel management is concerned with organizing human resources in such a way to get maximum output to the enterprise and to develop the talent of people at work to the fullest satisfaction. This study suggests that the Motivation implies that one person, in organization context a manager, includes another, say an employee, to engage in action by ensuring that a channel to satisfy those needs and aspirations becomes available to the person. The finding says to this, the strong needs in a direction that is satisfying to the Talent needs in employees and harnesses them in a manner that would be functional for the organization.

**A STUDY BY, JAMES HOURAN, PRESIDENT AND KEITH KEFGEN, SATURDAY, 13<sup>TH</sup> JANUARY 2007. RESEARCH CONSISTENTLY SUBSTANTIATES THE EFFECTIVENESS OF FINANCIAL INCENTIVES ON JOB PERFORMANCE.**

This study shows that Research consistently substantiates the effectiveness of financial incentives on job performance. This study suggests the companies need to consider the issue of job quantity versus quality and also be aware of the limitations of financial incentives. The finding of the study, Employees can have vastly different motives for acquiring wealth- including using money to fulfill psychological needs.

**A STUDY BY DR. BHARTI SHARMA RESEARCH SCHOLAR, IMPACT OF EMPLOYEE MOTIVATION ON PERFORMANCE (PRODUCTIVITY) IN SURESH GYAN VIHAR UNIVERSITY, JAIPUR, 2 ASSOCIATION PROFESSOR, ST. WILFRED. COLLEGE, JAIPUR.**

Study shows that the employee motivation has direct impact on productivity and growth. A highly motivated employee invests his/her hard work in carrying out each and every aspect of his/her duties and responsibilities. Improved job performance of the employee will add value to the organization itself and to the employee's productivity.

The study used experimental research method. The results of this study show that the motivation of the employee has reward to the employee and the organization and the organization will keep the Faithfulness of the employee at the high climax.

The finding of the study, the employee will trust his/her organization, supervisor and top management. From this observation of details it is very clear that business organization can live and grow by taking care of their employees.

The researcher suggests to free market economy under today's globalization only organization which follow high- performance paying attention on their employees can live and growth quickly and securely.

#### **A STUDY BY, SIGMUND FREUD (1977), THE IMPORTANCE OF SUBCONSCIOUS MOTIVATION.**

The study shows that importance of subconscious motivation.

Sigmund Freud is one of the first to recognize the importance of subconscious motivation. He believed that people are not always aware of everything they want hence much of their behavior is affected by subconscious motives or deeds. In fact, FREUD (1977) Research convinced him that an analogy could be drawn between the motivation of most people and structure of an iceberg. A significant segment of human motivation appears below the surface where it is not always evidence to the individual. Therefore many times only a small portion of one's motivation is clearly visible or conscious to oneself. This may be due to an individual lack of effort to gain self-insight.

#### **A STUDY BY, SAUL W. BECLERMAN**

This study shows that us security needs are quite and very common among most people. We all have a desire to remain free from the hazards of life accidents, wars, disease and economic stability. The finding of the study individuals and organization are interested in providing some assurance that these Catastrophes will be avoided if possible. GELLERMAN suggest that many organizations tend to over emphasize the security motives by providing elaborate programs if benefits such as health, accident, and life insurance and retirement plan.

#### **PERFORMANCE" IN GOVERNMENT AND PRIVATE SCHOOLS OF PAKISTAN.**

The result of this research shows that it is very significant to have positive relationship between employee performance and motivation. From the above table it is clear that the effect of intrinsic reward on employee motivation and employee performance is positive and significant. This study further concludes that employee perceived training has a negative relationship with employee motivation. It is explicitly proved from this research work the teachers are provided training, but this training was not routinely implemented in their teaching hence the trainings provided are not found effective as confirmed from the regression result. There is a negative relationship between employee's perceived training and employee motivation with (Beta=-0.003) and ( $p < 0.01$ ). Training effectiveness contributes more than three per cent of employee motivation according to this study and H4 is not validated by the result. This research study also identifies other variables which are excluded in this study for future research such as personal and demo-graphic characteristics, goal achievement needs and abilities to study employee motivation.

#### **THE STUDY BY, JAME (2012), EFFECT OF MOTIVATION ON EMPLOYEE PERFORMANCE IN PUBLIC MIDDLE-LEVEL TECHNICAL TRAINING INSTITUTION IN KENYA**

The researcher tried to establish the relationship between the effect of motivation and performance of employees in the Public Middle-Level Technical Training Institutions in Kenya. They use descriptive design to conduct the research study and take a sample size of three hundred and fifteen administrators of the institutions including the head of the department, teaching and non-teaching staff. They use Likert scale (Wrench, 2005) questions to collect the data from the respondents, but they followed interview strategy to collect data from the administrators and the head of the department. To study what motivates employees they used two content theories and to study the concern regarding the psychological and behavioral process in motivating individuals they used process theories.

They used correlation analysis to know the impact of motivation on employee performance. As shown in the table above, there is a weak positive correlation between employee performance and motivation which was statistically significant. It shows that when motivation increases, employee performance increases. In conclusion, their study found that employees today are not satisfied with their workplace environment and the salary pay they are provided with. Since this work was conducted in just one country, the result identified from here can't be generalized else.

#### **THE STUDY BY, RICHARD (2014) "THE EFFECT OF MOTIVATION ON EMPLOYEES' PERFORMANCE: EMPIRICAL EVIDENCE FROM THE BRONG AHAFO EDUCATION DIRECTORATE**

The researcher tried to determine the effect of motivation on employees, to determine the employees' performance, to assess the effect of motivation on employees and to identify the factors affecting motivation of employees in Asunafo North Municipal Education Directorate.

He tried to use mixed approach for this study. He used both questionnaire and interviews method for the collection of the data and for content analysis they used qualitative aspect. The major motivational factors found by them are the promotion and prospect for further advancement in their careers.

This study further revealed that their motivational level is low in the area of wages, bonuses and salaries. Out of all the industries in Ghana, educational sector turns out to be the worst regarding providing sufficient salaries and wages.

He concluded that work appreciation, advancement in work, handsome salary, promotion and other various factors are the mainstay responsible for increasing their motivation (Shanks, 2008). This is mainly due to the number of young and energetic employees in the job than the old employees who near the retirement age and doesn't seek any motivational factor. From his study, it was also concluded that not only opportunity for advancement, promotion and good relations among co-workers lead to the satisfaction of their needs but also the amount of salary they receive, working conditions, relationship with superiors, etc. can lead to a major dissatisfaction for them (Srivastava, 2008). He also concluded that qualification, experience, compensation package, sense of job security, etc. when to combine with favorable motivational factors could significantly affect their work performance and vice versa. It is concluded that there is a relationship between performance and motivation, and motivation seriously impacts the employees' performance within an organization.

## V. Problem Of Study

- Motivation is an internal feeling
- Motivation is a complex process.
- Motivation can be Positive or Negative.
- Different approaching towards each's motivation.
- Different motivation towards similar task.

## VI. RESEARCH METHODOLOGY

This study is exploratory and descriptive as it explores the perception of employees. (Quantitative approach)

- Experimental, designs allows to test cause and effect relationship
  - Used to test causal relationship.
  - Also it explains why particular phenomenon occurs.
- Correlation, design allows to measure variable and relationship between variables.
  - Used to test causal variables.

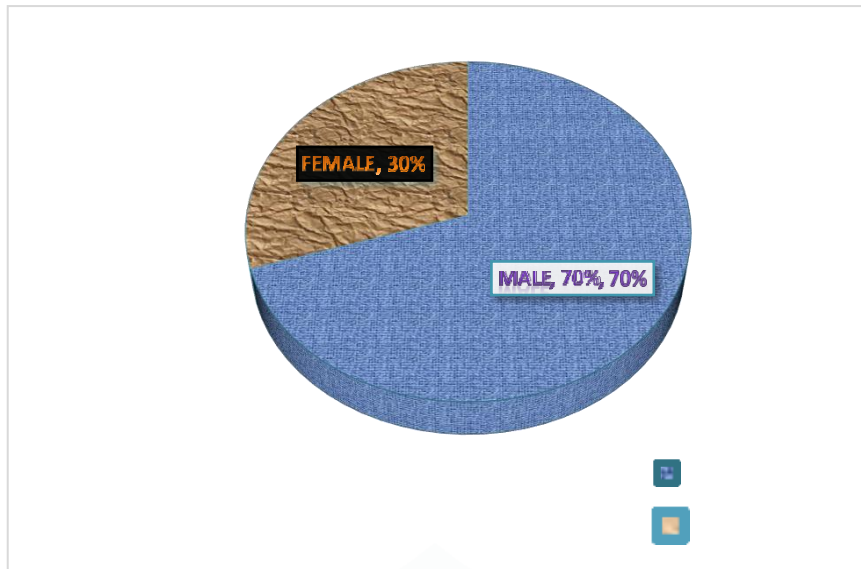
Here the sampling method adopted is simple random sampling method in order to collect the data from the above mentioned for my research work

## VII. DATA ANALYSIS AND INTERPRETATION

TABLE 1: TABLE SHOWING THE GENDER OF RESPONDENTS.

GENDER	PERCENTAGE	FREQUENCY
MALE	70%	35
FEMALE	30%	15
TOTAL	100%	50

GENDER

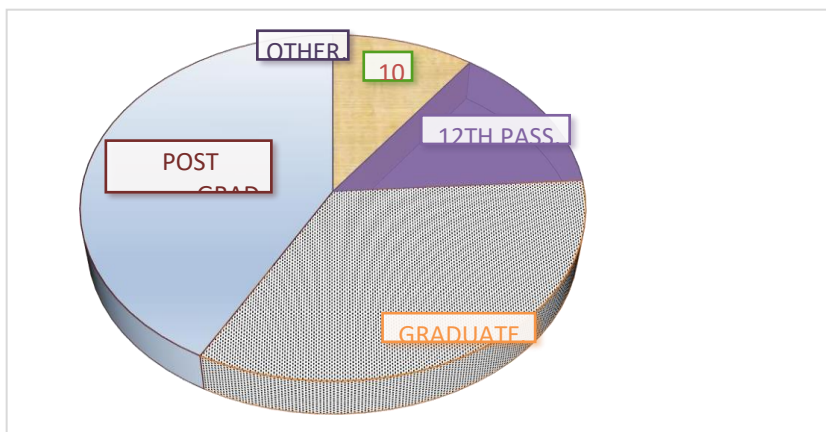


FROM THE ABOVE TABLE IT CAN BE INTERPRETED THAT 35(70%) OF MALE AND 15(30%) OF FEMALE.

TABLE 2: TABLE SHOWIN QUALIFICATION OF RESPONDENTS SPOUSE.

N = 50

QUALIFICATION OF SPOUSE	PERCENTAGE	FREQUENCY
10TH PASS	10%	5
12TH PASS	14%	7
GRADUATE	34%	17
POST GRADUATE	42%	21
OTHER	0	0
TOTAL	100%	50

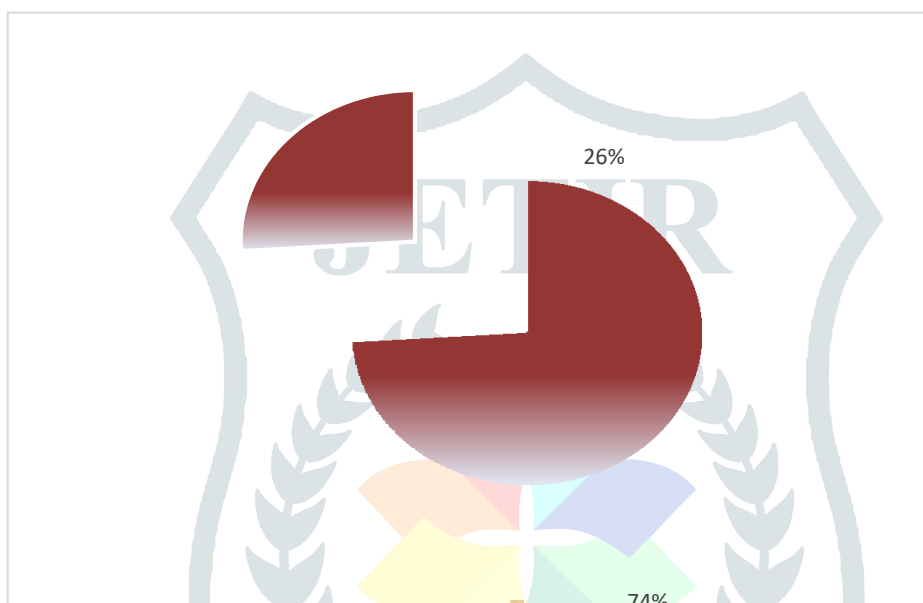


From the above table it can be interpreted that 10% (n=5) of the employees are SSC Pass, 14% (n=7) of the employees are HSC Pass, 34% (n=17) of the employees are Graduate, 42% (n=21) of the employees are Post graduate.

TABLE 3: Is your work recognized and appreciated by your supervisor?

N= 50

DESCRIPTION	PERCENTAGE	FREQUENCY
Yes	74%	37
No	26%	13
Total	100%	50

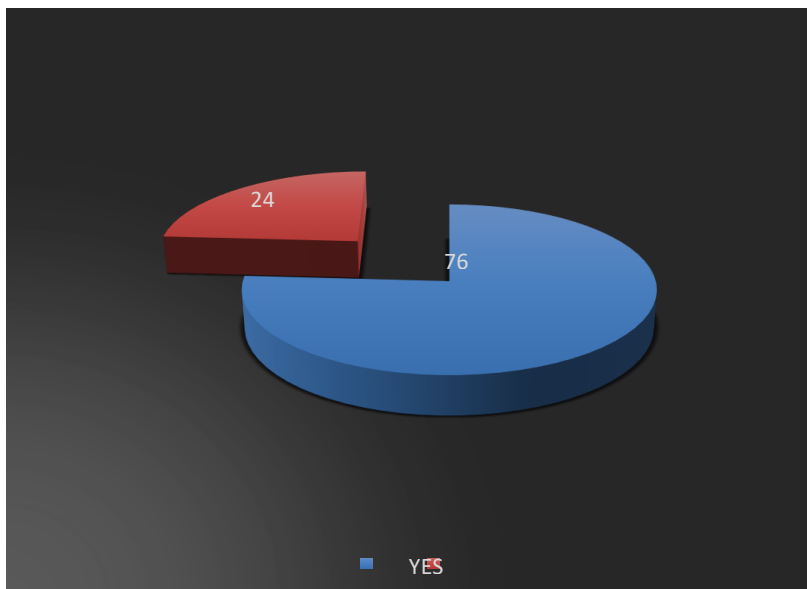


From the above table it can be said that 74 % of the employees feel that their work is recognized and appreciated by their supervisor and 26 % of the employees do not feel so.

TABLE 4: Are you satisfied with the salary or increment?

N = 50

DESCRIPTION	PERCENTAGE	FREQUENCY
YES	76%	38
NO	24%	12
TOTAL	100%	50

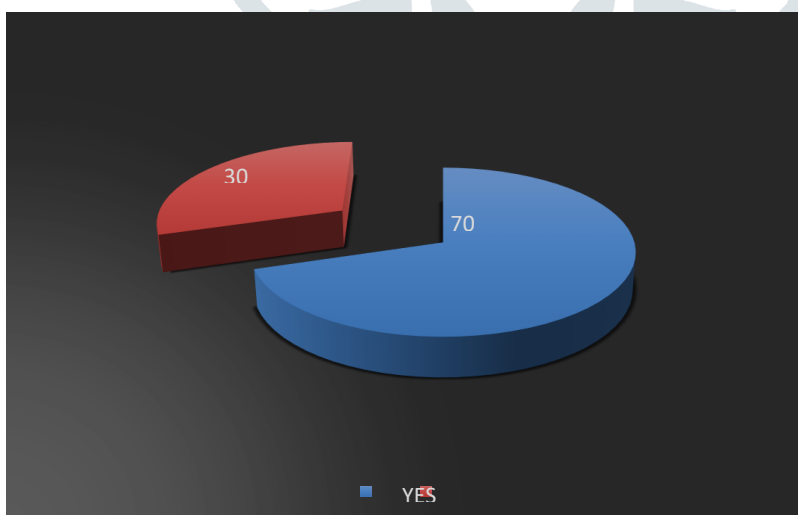


From the above table it can be said that 76% of the employees are satisfied with the salary or increment and 24% of the employees are not satisfied with the salary which they drawn at present

TABLE 5: Are you satisfied with the roles and responsibility that you have in your organization?

N = 50

DESCRIPTION	PERCENTAGE	FREQUENCY
YES	70%	35
NO	30%	15
TOTAL	100%	50

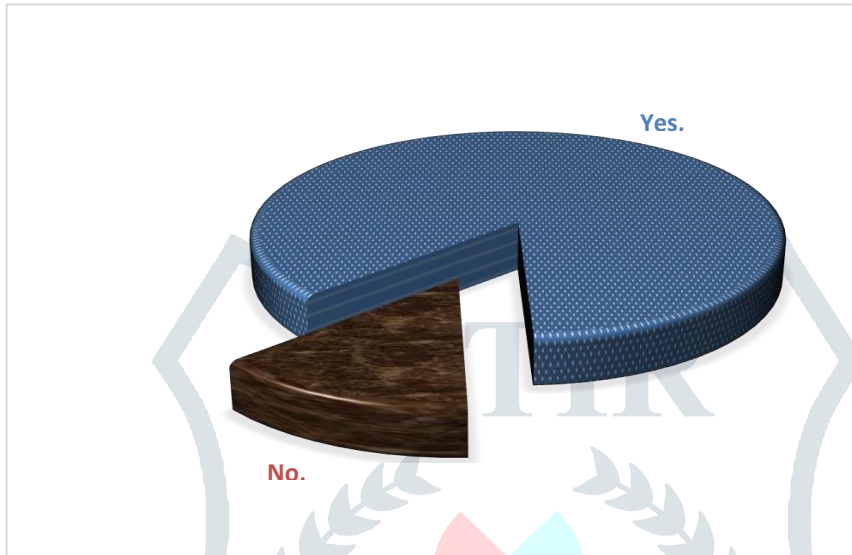


From the above table it can be said that 70% of the employees are satisfied with the roles and responsibility which they have in their work and 30% of the employees are not satisfied with it.

TABLE 6: Are you satisfied with that support from your organization?

N = 50

DESCRIPTION	PERCENTAGE	FREQUENCY
Yes	86%	43
No	14%	7
Total	100%	50

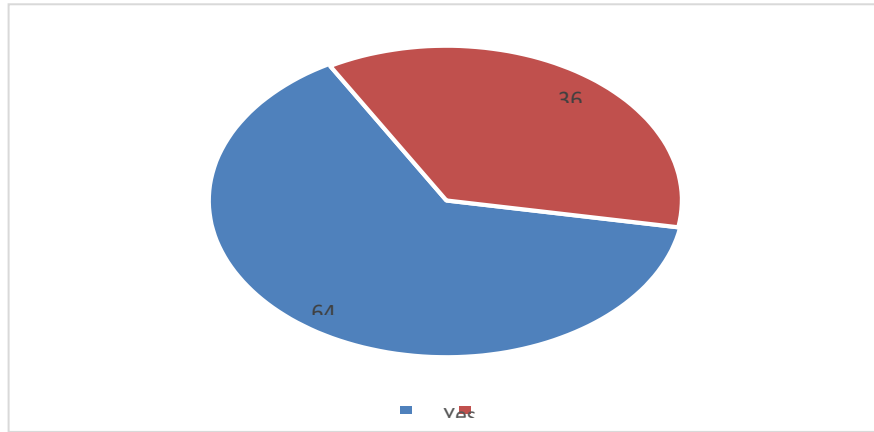


From the above table it can be said that 86% of the employees are satisfied with the support which they get from their respective organization and 14% of the employees are not satisfied with it.

TABLE 7: Are you participating in informal activities in other organization?

N = 50

DESCRIPTION	PERCENTAGE	FREQUENCY
Yes	64%	32
No	36%	18
Total	100 %	50

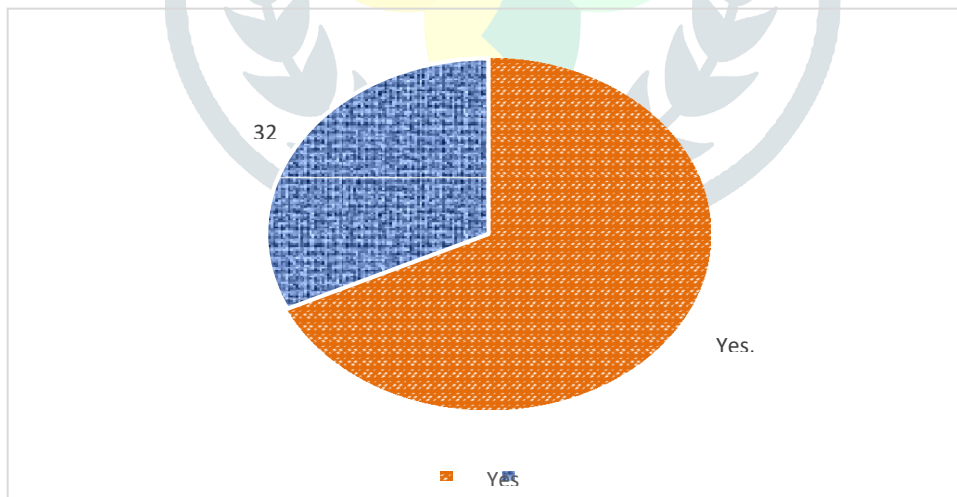


From the above table it can be said that 64 % of the employees for participate in informal activities and 36 % of the employees do not participating in informal activities them.

TABLE 8: Do you feel motivated by participating in informal activities of your organization?

N = 50

DESCRIPTION	PERCENTAGE	FREQUENCY
Yes	68%	34
No	32%	16
Total	100%	50



From the above table it can be said that 68 % of the employees for motivated when they participate in informal activities and 32 % of the employees do not feel that informal activities motivate them.

**VIII. FINDINGS OF THE RESEARCH**

- Majority of the respondents have been working in the organization for 5 - 10 years therefore it can be said that there are maximum number of employees who have been working in the organization with a good amount of experience.
- Most of the employees working in the organization have Graduated.
- Majority of the respondents. 76 % of them feel that the salary increments given to them motivate them.

- Majority of the respondents i.e., 68 % of them feel that financial incentives motivate them more than non-financial incentives.
- Majority of the respondents i.e., 48 % of them are satisfied with most important towards employee motivation.
- Majority of the respondents i.e., 52 % of them are good safety measures adopted in the organization.
- Majority of the respondents i.e., 48% of them think that there are good physical working conditions provided in the organization.
- Majority of the respondent's i.e., 38 % of them feel secured in their job.
- Majority of the respondent's i.e., 26 % feel that the retirement benefits available to them are sufficient.
- Majority of the respondents i.e., 56 % of them feel that involves in the decision making with top management.
- Majority of the respondents i.e., 70 % of them are satisfied with the role and responsibilities they are been given.
- Majority of the respondent's i.e., 68 % of them feel motivated when they participate in other informal activities.
- Majority of the respondent's i.e., 86 % of them feel satisfied with that from organization..
- Majority of the respondent's i.e., 76 % of the employees do get enough opportunity to learn and develop in our organization.
- Majority of the respondent's i.e., 80 % of employees attending training programmer sponsored by organization for your development.
- Majority of the respondent's i.e., 60 % of the employees enjoying work with our organization.
- Majority of the respondents i.e., 62 % of the employees our activities in the organization is closely monitored.
- Majority of the respondent's i.e., 56 % of the employees are strong relationship between employee performance and motivation.
- Majority of the respondent's i.e., 58 % of the employees does incentives and other benefit influence employee performance.
- Majority of the respondent's i.e., 60 % of the employee's doe's motivation has effect on our performance.
- Majority of the respondent's i.e., 60 % of the employees have promoted at work place.
- Majority of the respondents i.e., 58 % of them feel encourage coming up with new and better ways of doing things.
- Majority of the respondents i.e., 58 % of them feel work environment is also important for motivation.

## IX. CONCLUSION

The Most difficult ask to handle in the field of management is to manage the Human Resource or because it is not made of capital and machines but with feelings and emotions. They are the assets of an organization. So motivating them is important. The study helped the researcher to get in-depth of the topic and the problems related to it .It can be concluded that most of the employees get motivated by the salary increments given to them and think that financial incentives are more important than non-financial incentives. It can be concluded that most of the employees get motivated by the salary increments given to hem and think that financial incentives are more important than non-financial incentives. It can be concluded that unsuitable training program can turn out to be organizational constraint, unpleasant relationship with the boss, inadequate rewarding methods, lack of opportunities for growth and development of employees etc. turns out to be an organizational constraint.

Employees need regular motivation. They need recognition and appreciation of their work from their supervisor. Employees with low morale, unpleasant relationships, and inadequate salary may not be interested in working in the organization and this would lead to a problem for the organization.

The employees should be motivated not only by providing them good financial incentives but also by providing them good working conditions, pleasant atmosphere, proper lunch breaks, rest breaks, job security etc. It can be concluded that visibility with the top management is important for the employees. They want to know the plans and activities carried on by the top management. The employees want such a job which not only fulfills their basic needs but also increases their status and prestige in the society. There are such employees who are fond of living a luxurious life. So, the organization should try to fulfill their demands. It is important on the part of the management to help and support the employees in their difficult times. This will motivate the employees to work more and efficiently.

The employees also should have their own personal goals as an individual and as member of the group which are to be fulfilled and which lead in the growth and development of the employee. Every employer should know that what motivates his employee's. This offers the organization to look upon both the intrinsic factors.

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