



A Study on Motivation of Employees in Institutions

R. Akshaya

MBA (Finance and Business Analytics), Amrita College of engineering and
technology, Erachakulam

vickyakshaya2261974@gmail.com

ABSTRACT

Employee motivation is described as any internal or external driving force that prompts someone to engage in an activity, establishes the parameters and formats of that activity, and directs that person's efforts toward reaching specific objectives. Also to evaluate the connection between motivation and output. Since inspiration requires a substantial consequence on employee performance and productivity, the main objective was to identify motivating factors and their implications on employee performance. Therefore, the study's key conclusions are that motivational factors including pay, advancement, promotions, also other methods of credit and appreciation need a considerable effect on employees' act at work.

Keywords: Motivation, Productivity, Performance, Satisfaction

1 Introduction

Human resources, Physical and financial are the three fundamental edifices on which an organization is primarily founded. It is crucial for an organization's smooth operation to inspire its workforce, which is its most valuable resource [1]. The manager, who stands in the gap between the opinions of experts and the formation of, not only for those of a leader, but also for those of specific abilities, identifies, allows viewpoint to associate the most gifted and suggested successor [2]. In addition to motivation, there are other aspects that affect how well tasks are completed. His research revealed evidence that even motivated people struggle to finish tasks if they lack the requisite skills [3]. Longer programs have a greater impact on performance than shorter ones. The contrast between incentives provided by teams and those provided to individuals was one of the major variances between performance levels [4]. Successful management reveals a crucial truth that might help to explain the connection between motivation and performance [5]. Stability in the workplace and among the personnel is a crucial component of every firm. It will reflect the organization's reputation and goodwill [6]. Depending on the situation, each employee or worker is motivated to work hard by a different set of personal incentives and motives. Some people are driven by recognition, while others are driven by money advantages [7]. Motivation not only promotes active performance then also demonstrates to staff how much their employer values them [8]. A person's internal process that leads them to act in a specific way is referred to in the literature as motivation [9].



Motivated workers mean employee retention and company loyalty, which will, in the short term, result in business growth and development [10].

The purpose of the current study was to provide that drive has a substantial impact on employee act and productivity, the study's main objective was to identify motivating factors and their implications on employee performance.

2 Recent Works

Joseph Ato Forson et al [2021] [11] proposal was made in order to fulfil a specific desire and is a cornerstone in the workplace. Effectively motivating people is challenging since it has whatever it takes to define workplace employee pleasure. These motivational factors were therefore important performance predictors when performance was lapsed at aggregated and deconstructed levels. These results care the self-rule theory, especially the arguments made in favour of the controlled and autonomous motivational components.

Habibur Rahman et al [2019] [12] analysis highlights the serious issue with inspiring and fostering a sense of job satisfaction among the organization's employees. to establish programs and policies that will encourage and grow job satisfaction among organization's employees. The study will determine what influences employee performance in the workplace. A sample of a chosen bank is taken into consideration for the study, and data from various individuals is gathered. Simple percentages and mean scores were used to evaluate the data and test the hypotheses that had been developed.

Ramya [2018] [13] says an employee needs the fact that some workers are motivated by money, others, like me, are inspired by praise and prizes, it is said that an employee requires motivation to feel good about their tasks and perform at their best. Motivation levels at work are directly correlated with employee productivity. Lackluster performers are more likely to put little to no effort into their work, spend as little time away from the office as possible, quit the organization if given the chance, and deliver mediocre results. To support each employee in a special way based on their own needs and interests, employers must get to know their employees well.

Hemakumara et al [2020] [14] analysis the goal of this study is to regulate how employee motivation affects act. Any organization's success is based on the effectiveness of its workforce. In order to motivate their employees and improve employee performance, firms create a variety of motivation policies and apply a number of motivational techniques. However, it is a question that may be investigated to what extent these motivational techniques affect employee performance. Employee performance across many different businesses and nations is positively correlated with employee motivation.

Syed Aulia et al [2020] [15] suggested examining the association among employee motivation also job satisfaction at Bank-Sonar International-Muscat, Oman. The goal of the current study is to pinpoint the variables that directly affect both job satisfaction and motivation levels. This study employed a descriptive research methodology and a non-probability convenience sample



technique to gather primary data from respondents who were organization employees. Employee satisfaction was assessed using a Likert five-point scale in connection to their motivation for their current position.

3 Research methodology

A research design provides a thorough description of how an investigation will be carried out. It usually includes information on how data will be gathered, the tools that will be utilized, how they will be used, and how the data will be analyzed. Descriptive research is the method used in this study.

3.1 Objective

- To examine the various elements influencing employee motivation.
- To evaluate the connection between motivation and output.
- To offer suggestions on methods to increase motivation.

3.2 Scope of this Study

People with various levels of experience and qualifications, as well as employees from many cultures and backgrounds, took part in the survey. A closed-ended, independently produced descriptive questionnaire is utilized to obtain data from respondents. As a result, there is an improvement in both performance and employee relations with management.

3.3 Sampling Technique

The simplest and most fundamental probability sampling method is random sampling. It is also the approach that is most usually employed to select a representative sample from the general populace for a variety of objectives.

4. Results and Discussion

4.1 Analysis of data

Salary as motivational factor

Table 1: Salary as factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	135	45.0	45.0	45.0
Disagree	8	2.7	2.7	47.7
Neutral	57	19.0	19.0	66.7
Strongly agree	96	32.0	32.0	98.7
Strongly disagree	4	1.3	1.3	100.0
Total	300	100.0	100.0	

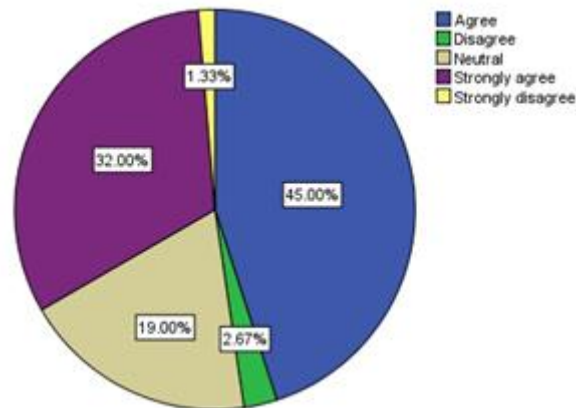


Figure 1: Salary as factor

It may be concluded that 45% of them agree that salary is a motivating factor, 2.67 % disagree, 19 % were neutral, and 32 % strongly agree and 1.33% strongly disagree.

Increment as the motivational factor

Table 2: Increment as factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	134	44.7	44.7	44.7
Disagree	2	.7	.7	45.3
Neutral	34	11.3	11.3	56.7
Strongly agree	124	41.3	41.3	98.0
Strongly disagree	6	2.0	2.0	100.0
Total	300	100.0	100.0	

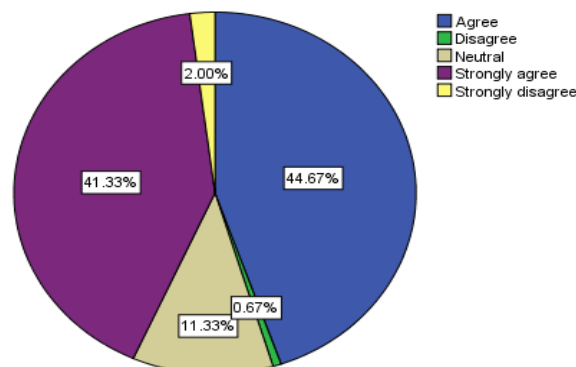


Figure 2: Increment as factor



It can be deduced that 44.67% of them agree that increment is motivating, 0.67% disagree, 11.33% were neutral, 41.33% strongly agree, and 2% strongly disagree.

Flexible time as the motivational factor

Table 3: *Flexible time as factor*

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	142	47.3	47.3	47.3
Disagree	18	6.0	6.0	53.3
Neutral	65	21.7	21.7	75.0
Valid Strongly agree	66	22.0	22.0	97.0
Strongly disagree	9	3.0	3.0	100.0
Total	300	100.0	100.0	

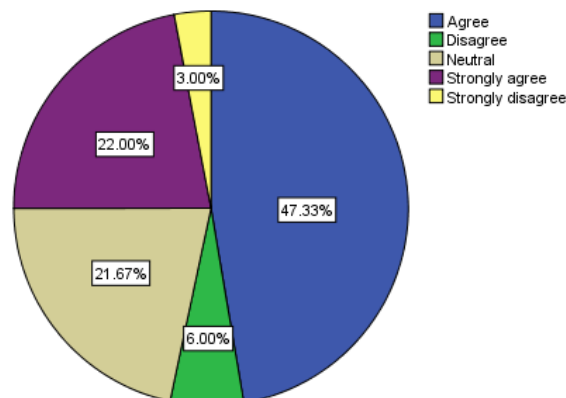


Figure 3: *Flexible time as factor*

According to the results, 22% of them strongly agree and 3% strongly disagree that flexible time is a motivating element, with 6% of them disagreeing. The remaining 21.67% of respondents were neutral.

Values and policies as the motivational factor

Table 4: *Values and policies as factor*

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	112	37.3	37.3	37.3
Disagree	27	9.0	9.0	46.3
Neutral	90	30.0	30.0	76.3
Valid Strongly agree	36	12.0	12.0	88.3
Strongly disagree	35	11.7	11.7	100.0
Total	300	100.0	100.0	

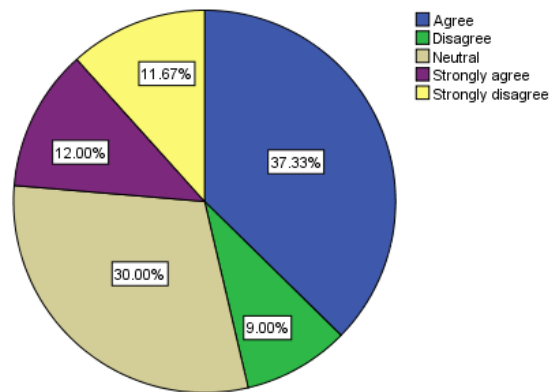


Figure 4: Values and policies as factor

According to the results, 12% of them strongly agree and 11.67% strongly disagree that values and policies are a motivating element. The remaining 30% of them were indifferent. Overall, 37.33% of them agreed that values and policies are a motivating factor.

Recreational facility as the motivational factor

Table 5: Recreational facility as factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Agree	102	34.0	34.0	34.0
Disagree	20	6.7	6.7	40.7
Neutral	98	32.7	32.7	73.3
Strongly agree	34	11.3	11.3	84.7
Strongly disagree	46	15.3	15.3	100.0
Total	300	100.0	100.0	

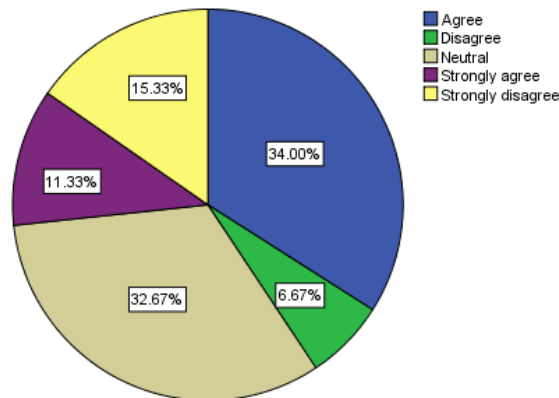


Figure 5: *Recreational facility as factor*

According to the results, 34% of them believe that recreational facilities can be motivating, 6.67% disagree, 32.67% were neutral, 11.33% strongly agree, and 15.33% strongly disagree that recreational facilities can be motivating.

4.2 Findings

- It may be concluded that 45% of them agree that salary is a motivating factor, 2.67 % disagree, 19 % were neutral, and 32 % strongly agree and 1.33% strongly disagree.
- It can be deduced that 44.67% of them agree that increment is motivating, 0.67% disagree, 11.33% were neutral, 41.33% strongly agree, and 2% strongly disagree.
- 22% of them strongly agree and 3% strongly disagree that flexible time is a motivating element.
- 30% of them were indifferent. Overall, 37.33% of them agreed that values and policies are a motivating factor.
- 34% of them believe that recreational facilities can be motivating, 6.67% disagree, and 32.67% were neutral.

4.3 Suggestions

- Promote internal workers rather than hiring from the outside.
- Promote free and honest communication.
- Employee performance can also be assessed using additional factors like awards, incentives, empowerment, etc.
- The subject matter should be more widely spread out in order to produce more reliable data.

5. Conclusions

The goal of the study was to better understand the various employee incentive strategies used by organizations. The analysis of the numerous factors influencing employee motivation and the evaluation of the association between employee motivation and organizational performance



were the study's two main goals. Therefore, the study's key conclusions are that motivational factors including pay, advancement, promotions, and the effect of different types of acknowledgment and recognition on employees' performance at work is significant.

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