



iJRASET

International Journal For Research in
Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 8 Issue: I Month of publication: January 2020

DOI: <http://doi.org/10.22214/ijraset.2020.1125>

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A Study on Effect of Motivation on Employees Performance

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Abstract: Every organization wants to achieve higher position in the market and higher position is achieved by increasing revenue and gaining reputation in the market and all these are possible only with the help of employees of an organization. So to motivate employees for better work performance is the prime objective of every organization. Motivation is a force that enables an individual to act in the direction of a particular objective. Employees are motivated through various means like by increasing salary, giving bonus job security, participation in management, recognition etc. This study is self-conducted research in which researcher tries to find out how motivational tools impact the performance of the employees. A sample of 250 individuals was selected and was interviewed with a self – administrated questionnaire to obtain primary data. Data are analyzed through statistical technique. This study reveal that if proper motivation is provided to employees then it will increase employees performance and helpful in achieving organizational objectives.

Keywords: Employee, motivation, work performance, organizational objective.

I. INTRODUCTION

Motivation plays an important role in all organizations whether private or public. If an organization wants to achieve their objectives then it will be possible only with motivated employees. That is why every organization focus on various motivational tools to increase performance of employees which leads to achievement of organizational objectives. In this research we study various motivational tools and their impact on performance of employees. The only way to get people to work hard is to motivate them. Every individual in an organization is motivated by some different way. Motivational techniques implemented by organization includes salary increments, bonus, job enrichment, job security, providing authority, participation in management, job enlargement etc. organizations implement technique according to the requirement of employees and organization.

A. Motivational Techniques

- 1) Providing salary increment to employees whose performance is better.
- 2) Providing various allowance like house rent allowance, medical allowance etc.
- 3) Providing bonus when efficiency is increased.
- 4) Providing job security to employees.
- 5) Recognition of employees good work.
- 6) Providing authority to employees to make decisions.
- 7) Job enlargement in which scope of job is increased by extending range of duties and responsibilities.
- 8) Job enrichment in which employees are motivated by providing interesting and challenging tasks which can require more skill and can increase pay.
- 9) Promotions are provided to employees according to efficiency.
- 10) Employees are participated in decision making.
- 11) Introduce training and development programs in the organization.

II. LITERATURE REVIEW

- 1) According to study conducted by Grant (2008), motivation impose employees outcome for instance performance and productivity. He also established that motivated employees are more oriented towards autonomy and are more self-driven in contrast to less motivated employees.
- 2) (Albeit, 2015) In order to encourage performance, companies should create a strong and positive relationship with its employees and direct them towards task fulfilment.
- 3) (Dobre, 2013) All organizations wants to be successful even in current environment which is highly competitive. Therefore, companies irrespective of size and market, strive to motivate their best employees, acknowledging their important role and influence on organizational effectiveness. \

- 4) (Osei, 2011) However skilled and talented employees may not achieve the desired results if they lack motivation and therefore motivation is also considered an important value which is vital in the achievement of the organization's goals.
- 5) (Shanks, 2012) The performance of employees is a concern for any organization because it determines whether the organization meets its targets and goals. Various resources are necessary for an organization to succeed and meet its targets, and this include the human resource or employees.

A. Objectives Of The Study

- 1) To study the impact of salary and allowance on employees performance.
- 2) To study the impact of bonus and job security on employees performance.
- 3) To study the impact of recognition and job enrichment on employees performance.
- 4) To study the impact of authority, participation and promotion on employees performance.
- 5) To study the impact of job enlargement training and development on employees performance.

B. Scope of the Study

This study was based on response given by the employees in specific area. In includes industries set up in Haryana and sample of 350 employees were taken from some companies.

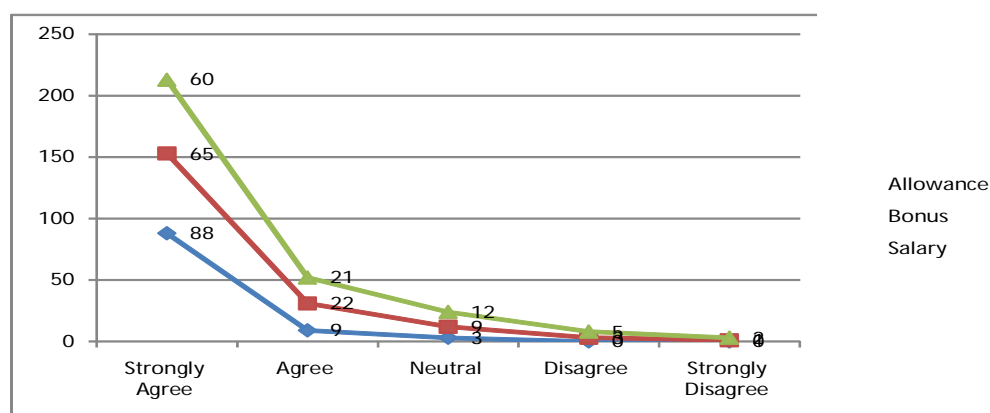
C. Research Methodology

- 1) *Research Design:* Research is here descriptive in nature and survey method is used for study the impact of motivation on employees performance.
- 2) *Sampling Unit:* Sampling unit are here employees of industries set up in Haryana.
- 3) *Sample Size:* Sample size is 350.
- 4) *Sampling Technique:* Employees are selected randomly so simple random sampling method is used.
- 5) *Sampling Design:* Through questionnaire and personal interview response are collected from employees.
- 6) *Data Collection Source:* Primary data were collected through questionnaire and secondary data from magazines, books, journals, websites etc.
- 7) *Statistical Tools:* In this research statistical tools are used like tables, diagrams etc.

III. RESULTS & DISCUSSIONS

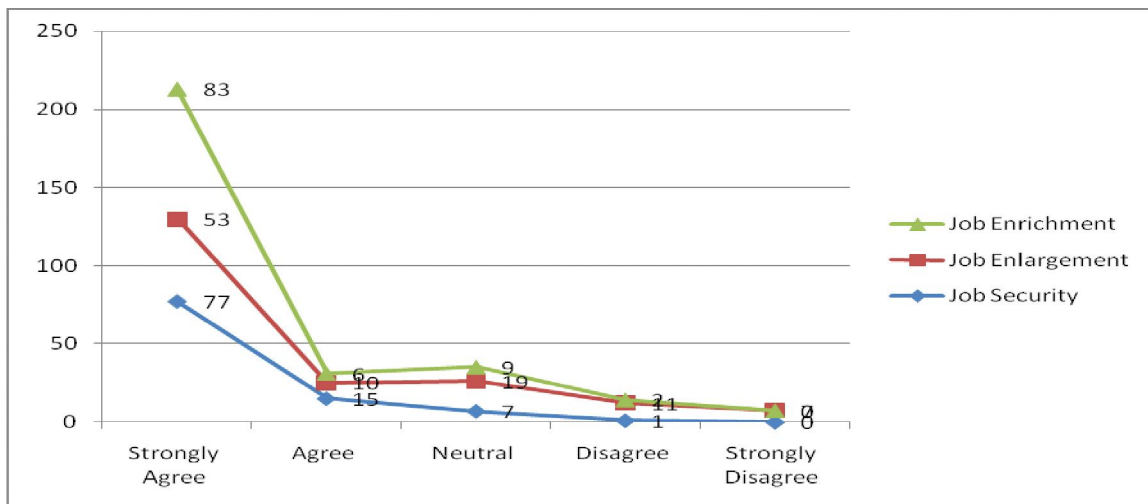
A. Impact of salary, bonus and allowance on employees performance.

Sr. No.	Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Salary	88%	9%	3%	0%	0%
2	Bonus	65%	22%	9%	3%	1%
3	Allowance	60%	21%	12%	5%	2%



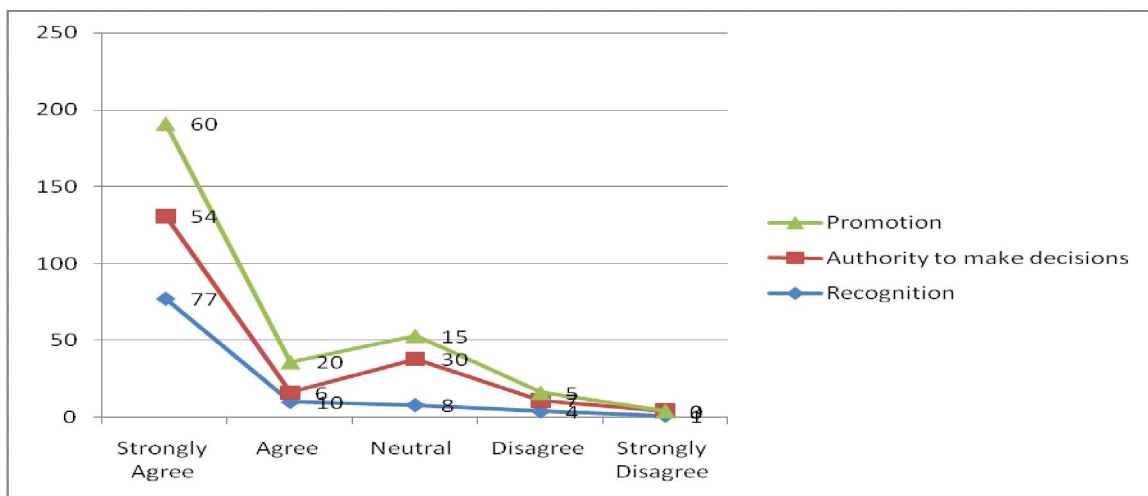
B. Impact of Job security, job enlargement, job enrichment on employees performance.

Sr. No.	Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Job Security	77%	15%	7%	1%	0%
2	Job Enlargement	53%	10%	19%	11%	7%
3	Job Enrichment	83%	6%	9%	2%	0%



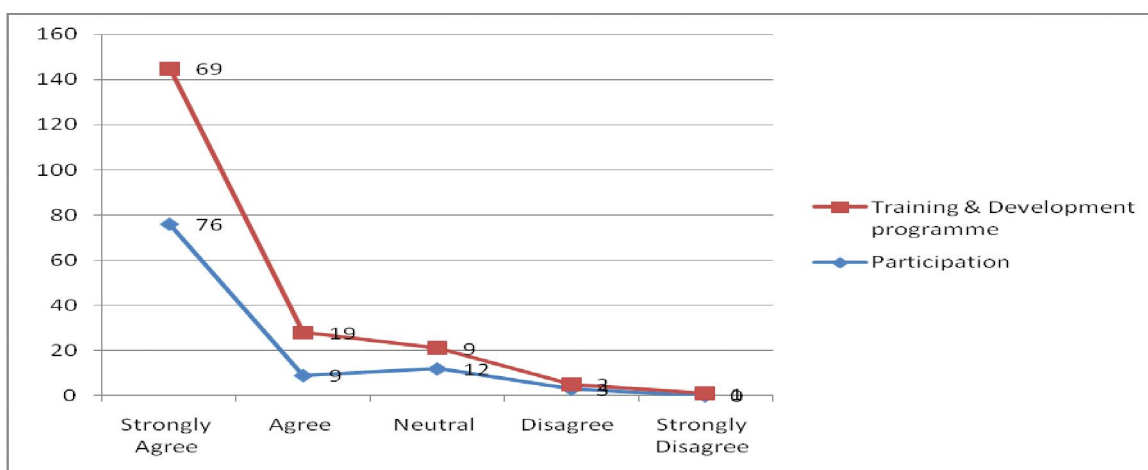
C. Impact of Recognition, Authority to make decisions and promotion on Employees Performance.

Sr. No.	Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Recognition	77%	10%	8%	4%	1%
2	Authority to make decisions	54%	6%	30%	7%	3%
3	Promotion	60%	20%	15%	5%	0%



D. Impact of Participation, Training & Development or Employees Performance.

Sr. No.	Particulars	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
1	Participation	76%	9%	12%	3%	0%
2	Training & Development programme	69%	19%	9%	2%	1%



IV. FINDINGS

- 1) *Effect Of Salary, Bonus And Allowance On Employees Performance:* From the above study we concluded that salary, bonus and allowance has great impact on employees performance so organisations time to time provide salary increments, bonus and allowance to employees to increase their performance.
- 2) *Effect Of Job Security, Job Enrichment And Job Enlargement On Employees Performance:* From the above study we concluded that job security, job enrichment and job enlargement strongly effect employees performance. So organisations use these techniques to motivate employees because employees perform better after implementing these techniques.
- 3) *Effect Of Recognition, Authority To Make Decisions And Promotion On Employees Performance:* From the above study we concluded that if recognition is given, authority is given to employees to make decisions and also promotion to efficient employees then these are positively affect employees performance.
- 4) *Effect of Participation and Training & Development Programmes on Employees Performance:* From the above study we conclude that if employees are participated in decision-making and proper training & development programmes are introduced in an organisation then it will increase the performance of the employees.

V. LIMITATION OF THE STUDY

This study was conducted in limited area so it does not represent the whole population and all factors of motivation are not included in this study.

VI. CONCLUSION

In this research we study the impact of motivation on employees performance and for this we consider some techniques of motivation like salary, bonus, allowance, job security, job enrichment, job enlargement, recognition, authority to make decisions, promotion, participation and training & development programmes. For this study a survey was conducted through sample of 350 employees and their views are collected and we find that if employees are motivated through motivational techniques then it strongly effect performance of employees. So if an organisation wants to achieve its objectives then it use motivational techniques to motivate employees because only then employees performance will increase and organisation can achieve its objectives and can survive in competition environment. So we can say that motivation has strong impact on employees performance.



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