



iJRASET

International Journal For Research in
Applied Science and Engineering Technology



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Volume: 7 Issue: XI Month of publication: November 2019

DOI: <http://doi.org/10.22214/ijraset.2019.11033>

www.ijraset.com

Call:  08813907089

E-mail ID: ijraset@gmail.com

Strategies in an Academic Institution of Study in Respect of Employees

Dr. Yogesh Kaushik¹, Dr. Abbul Hasan Khan²

¹Associate Professor (AIMT), Greater Noida

²Associate Professor Monad University

Abstract: *The purpose of the present research is to explain Retention and Motivational Strategies in a academic Institute of Studies in Respect of Employees. The researcher will identify its influences to predict Motivational Strategies in Monad University of Studies in Respect of Employees. Hence the purpose of this research is illuminating the concept of Motivational Strategies in Monad University of Studies in Respect of Employees.*

This study will cover title of the study, significance of the study, aims and objectives of the study, research hypothesis and research design. This research has designed based upon descriptive study as it aims to identify and elaborate the Motivational Strategies in Monad University of Studies In Respect Of Employees.

Key word: *Motivational Strategies, Employees, significance, Employees*

I. REVIEW OF LITERATURE

According to Michaelowa (2002) motivation is the “willingness, drive or desire to engage in good teaching”. Nelson and Guick (2003) said, motivation factors lead to positive mental health and challenge people to grow, contribute to the work environment and invest them in the organization..

Abejirinde (2009) investigated the relationship between motivation and performance within private and public enterprises in Monad University and found that promotion (as a motivator) has significant relationship with employees performance including academic performance in the education enterprise.

Education and academic performance. For example, Bennell and Akyeampong (2007) find that sizeable percentages of school lecturers are poorly motivated in Monad University in India.

Lack of prestige from low remuneration and low autonomy in planning and teaching has been associated with private tutoring, Popa and Acedo (2006) and in Egypt, Hartmann (2008).

However, it is also imperative to know that University physical facilities and research development are key motivating factors in achieving academic performance. University is established for the purpose of teaching and learning. It is more important that the teachers or lecturers and learners are properly accommodated to facilitate the teaching and learning that go on there. This is the essence of the school plant and facilities, Alimi (2004).

Bandeled (2003) noted that the relevant of physical facilities cannot be relegated. Facilities like modern laboratories, libraries and classrooms are to be put in place in all University especially in higher institutions of learning. A study carried out by Adesola (2005) found that the level of available resources is indeed a plus to the lecturers and goes to show the level of ingenuity and commitment of the lecturers toward effective delivery of lesson.

Corroborating the earlier findings, Geoffrey (2010) conducted a study which investigated public universities academic staff performance with reference to the context of motivation using Maker ere Monad University case study. It examined effect of objectives:

- 1) To study the Monad university teacher’s Employee motivation
- 2) To study the Specifics, possibilities and tools of motivating Monad university teachers.

A. Motivation Strategy Of Monad

- 1) Free transport facility
- 2) 50% concession on Fee for any Program me
- 3) Regular increment policy

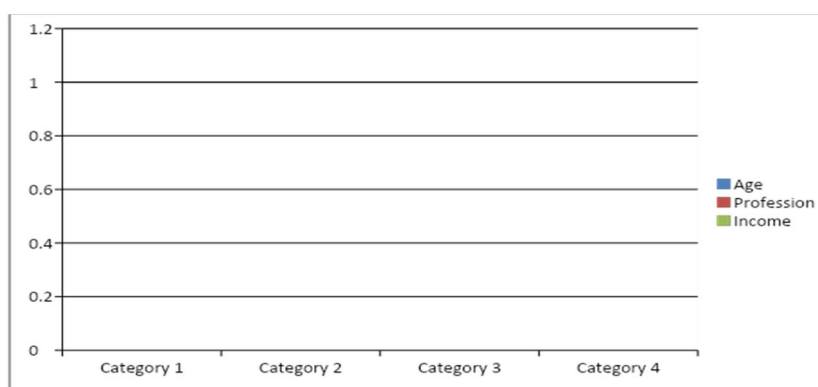
II. METHODOLOGY

Research Methodology is justification of research method used and not used. Here things are very simple researcher used only simple average and percentage to know the result

- 1) *H1*: There is Relationship between Academic Performance and Motivation in Monad University Employees
- 2) *H2*: A key aspect of the Monad university teacher’s Employee motivation

Data Analysis

| Age | Profession | income | Preference |
|--------|---------------------|------------------|---------------|
| 18- 24 | Admin | 120,000 - 200000 | Satisfied |
| 25 -30 | Marketing | 150000-2500000 | Good |
| 30 -40 | Assistant Professor | 250000 -300000 | Satisfied |
| 40-45 | Associate Professor | 300000-400000 | OK |
| 45 -60 | Professor | 400000- 6500000 | Not satisfied |



III. CONCLUSION

This study will cover title of the study, significance of the study, aims and objectives of the study, research hypothesis and research design. This research has designed based upon descriptive study as it aims to identify and elaborate the Motivational Strategies in Monad University of Studies In Respect Of Employee.

This is observed that employee of low wages youngster are happy and satisfied but employee of higher educated and mature are little bit dissatisfied and Most elite category of employee like Associate Professors and Professor are not satisfied with present motivation strategies and remuneration what is provided by university since University come into existence. No university could became world Class University without good academic and healthy research Environment

REFERENCES

- [1] Michaelowa, Katharina. Teacher Job Satisfaction, Student Achievement, and the Cost of Primary Education in Francophone Sub-Saharan Africa. Discussion Paper 188, Hamburg Institute of International Economics, 2002
- [2] Nelson, D.L. and Quick, J.C. (2003), Organizational Behaviour: Foundation, Realities and Challenges (4th ed.), Australia: Thomson South-Western.
- [3] Abejirinde, A.A. (2009), Motivation and Workers Performance within Public and Private Enterprises in Nigeria, Lapai International Journal of Management and Social Sciences, 2. (2), 101-112.
- [4] Bennell, Paul, and Kwame Akyeampong. Teacher Motivation in Sub-Saharan Africa and South Asia. Researching the Issues 71, Department for International Development: Education Papers, 2007.
- [5] Popa, Simona, and Clementina Acedo."Redefining professionalism: Romanian secondary education teachers and the private tutoring system. "International Journal of Educational Development 26, no. 1 (2006): 98-110.
- [6] Alimi, O. S. (2004). Appraisal of the Adequacy of Available School Plant for Primary Education In Ayedaade Local Government Area of Osun State. Educational Thought, 4 (1) 6469.
- [7] Bande, S. O. (2003) . The Universal Basic Education in Perspective, Need for Formative Evaluation. Nigeria. Journal of Educational Research and Evaluation, 1 (4) , 54-56.
- [8] Adesola, A. A. (2005). Resource Provision and Utilization, Mathematics Ability and learning Environment as prediction of learning Outcome in Undergraduate Practical Geography. Unpublished Ph.D Thesis, University of Ibadan, Ibadan.
- [9] Geoffrey, Y. (2010). Motivation and Academic Staff Performance in Public Universities in Uganda: The Case of Makerere University. Retrieved from <http://dspace.mak.ac.ug/handle/123456789/1339>



10.22214/IJRASET



45.98



IMPACT FACTOR:
7.129



IMPACT FACTOR:
7.429



INTERNATIONAL JOURNAL FOR RESEARCH

IN APPLIED SCIENCE & ENGINEERING TECHNOLOGY

Call : 08813907089  (24*7 Support on Whatsapp)