

A Study of an Effectiveness of Employee Motivation and Organisation Performance at Global InfoTech Durg

Ms. Rolii Singh Talwar¹, Dr. Sapna Sharma²

¹Senior Manager Trainings (IIMT College of Engineering Greater Noida)

²H.O.D of Commerce Department St. Thomas College Bhilai Chhattisgarh

Abstract—This research paper aims to investigate the relationship between employee motivation and organizational performance. Motivated employees are considered a valuable asset for organizations, as they contribute to enhanced productivity, job satisfaction, and overall performance. The paper reviews relevant literature on motivational theories, employee engagement, and organizational performance, providing a theoretical foundation for the study. It also presents the research methodology, which includes surveying employees and analyzing organizational performance metrics. The findings of the study shed light on the impact of employee motivation on various performance indicators such as productivity, quality of work, employee retention, and customer satisfaction. The research concludes with recommendations for organizations to enhance employee motivation and subsequently improve overall organizational performance.

Keywords—Employee motivation, organizational performance, job satisfaction, productivity, job performance, Rewarding, Drives and Needs

I. INTRODUCTION

Employee motivation at work place is an important area in human resource management that contributes to the performance of the employees. Many organizations are planning new strategies and ways in order to safeguard their employees. Better motivators at work place makes the employees feel satisfied and put more efforts to increase the productivity and profitability of the company. Employee motivation refers to the psychological processes and factors that drive individuals to exert effort, energy, and dedication towards achieving organizational goals. Motivated employees are more likely to go above and beyond their basic job requirements, display higher levels of job satisfaction, and contribute positively to the overall performance of the organization. On the other hand, a lack of motivation among employees can lead to reduced productivity, lower job satisfaction, and

increased turnover rates, all of which have detrimental effects on organizational performance. Organizational performance encompasses various aspects, including financial performance, productivity, innovation, customer satisfaction, and employee engagement. The role of employee motivation in influencing organizational performance has been widely acknowledged and studied, as organizations seek ways to optimize their human resources to achieve desired outcomes. While there is ample research examining the link between employee motivation and organizational performance, it is essential to understand the specific factors, strategies, and interventions that contribute to the effectiveness of employee motivation initiatives. This research paper aims to delve deeper into this relationship by examining various motivational factors and strategies employed by organizations and assessing their impact on organizational performance. By gaining a comprehensive understanding of the effectiveness of employee motivation, organizations can develop evidence-based practices and interventions to enhance employee motivation and improve their overall performance. Many factors like capital, human resource and environmental factors influence performance of organizations. Among these factors, human resource is seen as having the most influence on the performance of organization. It is logical therefore to argue that an organization needs to motivate its employees in order to achieve its stated goals and objectives. An understanding of the factors that motivate employees and their appropriate application would have significant effect on the organization's performance

II. LITERATURE REVIEW

Elizabeth Boye et al (2016) focussed on the risk factors associated with the mining industry, management has to ensure that employees are well motivated to curb the rate at which employees

embark on industrial unrest which affect performance, and employees are to comply with health and safety rules because the industry contribute hugely to the Gross Domestic Product (GDP) of the country..

Ioan Moise Achim, Larisa Dragolea, George Balan (2013) said that the financial side of motivation is widely preferred and known by the both parts – employer and employee. In the present study we shall insist and plead for the possibilities of application and the results of the efficient non - financial motivation plan to the internal climate and the lasting performance of the firm.

Ismajli et al.(2015) identified that the factors that motivate employees as human resources in local government serve as a basis for increasing the service quality. He found that salary of workers, professional advancement and opportunity for promotion appear to be among the most important factors of motivation. The other important factors that the study revealed are work conditions, as well as the evaluation and the objective assessment of performance measurement.

Rajeswari Devadass (2011) worked on employee motivational practices & found that how job characteristics, employee characteristic, management practices and broader environmental factors influence employees' motivation. Job characteristics, management practices, employee characteristics and broader environmental factors are the key variables influence employees' motivation in organization.

Vinay Chaitanya Ganta (2014) studied on Motivation levels within the workplace and found that it shows direct impact on employee productivity. Workers who are motivated and excited about their jobs carry out their responsibilities to the best of their ability and production numbers increases as a result. Employee motivation has always been a central problem for leaders and managers.

In Ruth Kanfer (2016) ,this article mainly talk about the motivation in organizational behavior reviewed early the history of motivation and advances as well as prospects. His literature review provides an overview of key findings and theoretical frameworks related to the effectiveness of employee motivation on organizational performance.

Motivation Theories : Several motivational theories have been influential in understanding the relationship between employee motivation and organizational performance. One of the most well-known theories is Maslow's hierarchy of needs, which suggests that individuals have a hierarchical set of needs that must be fulfilled, starting from basic physiological needs to higher-level self-actualization needs. According to this theory, organizations should address these needs through intrinsic and extrinsic motivators to promote employee satisfaction and performance.

III. OBJECTIVES OF THE STUDY

- To analyze and examine the effectiveness of motivation Activities.
- To study the effect of monetary benefits provided by the organization on the employees' performance.
- To study the effect of Non monetary benefits provided by the organization on the employees' performance.
- To Identify the Employee participation in decision making

HYPOTHESIS

H1: Null Hypothesis: The association between the employee's motivation and employee's performance is insignificant.

H0: Alternative Hypothesis: The association between the employee's motivation and employee's performance is significant .

IV. METHODOLOGY

Collection of Data: The data for this study will be collected through a structured questionnaire administered to employees within different organizations. The questionnaire will consist of two main sections: employee motivation and organizational performance. The employee motivation section will include items related to factors such as intrinsic and extrinsic motivators, job satisfaction, recognition, career development, and work-life balance.

Sampling Size: The sample size for this study will be determined based on considerations such as the level of confidence required and the anticipated effect size. To ensure adequate statistical power and

generalizability of the findings, a sample size of 50 participants is recommended. The sample will be selected using a purposive sampling technique, aiming to include employees from various organizations, job roles, and levels of experience. Statistical Tools: In the research study investigating the effectiveness of employee motivation on

organizational performance, various statistical tools can be employed to analyze the collected data and draw meaningful conclusions. The specific choice of statistical tools depends on the research questions, data characteristics, and the nature of the variables involved.

V. DATA ANALYSIS AND INTERPRETATION

Salary as the motivational factor to employee’s performance.

Table no. 1: Showing salary as the motivational factor

	Frequency	%	Valid (%)	Cumulative (%)
Strongly Agree	47	94.0	94.0	94
Agree	2	4.0	4.0	98
Neutral	1	2.0	2.0	100
Total	50	100	100	

Salary as a motivational Factor

■ Strongly Agree ■ Agree ■ Neutral

Analysis: From study conducted it was found that majority of the respondents in the organisation consider that salary as a motivational factor to increase the performance of employees.94% of the employees strongly agree,4% of them agree and 2% of them are neutral in considering salary as a motivational factor.

Interpretation: Salary provided is according to the expectation of the employees and comparatively equal to the market rate so the employees are happy with the salary at Global Info Tech.

Increment as the motivational factor to employee’s performance.

Table no. 2: Increment as the motivational factor to employee’s performance

	Frequency	%	Valid (%)	Cumulative (%)
Strongly Agree	43	86.00	86.00	86
Agree	6	12.00	12.00	98
Neutral	1	2.00	2.00	100
Total	50	100	100	

Increment as motivational factor

■ Strongly Agree ■ Agree ■ Neutral

Analysis: From the study it was revealed that 86% of the respondents strongly agree,12% of them agree and 2% of respondents are neutral that increment as an impact on the employee performance in the organisation.

Interpretation: Regular and frequent changes in the increments were provided by the company which is another motivational factor for employees.

Working Condition as the motivational factor to employee’s performance

Table no. 3: Working Condition as the motivational factor to employee’s performance

	Frequency	%	Valid (%)	Cumulative (%)
Strongly Agree	15	30.00	30.00	30
Agree	25	50.00	50.00	80
Neutral	10	20.00	20.00	100
Total	50	100.00	100.00	

Working condition as a motivational factor

■ Strongly Agree ■ Agree ■ Neutral

Analysis: Further study revealed that majority of the respondents consider working condition as the motivational factor which improves the employees performance among 50 respondents 30% of them strongly agree,50% of them just agree and 20% of were neutral.

Flexible time as the motivational factor to employee’s performance.

Table no. 4: Showing flexible time as a motivational factor

	Frequency	%	Valid (%)	Cumulative (%)
Strongly Agree	18	36	36	
Agree	29	58	94	
Neutral	3	6	100	
Total	50	100		

Flexible time as a motivational factor

Analysis: From the study it shows that 36% of the respondents consider that flexible working time improves the performance of employees, 58% of the respondents just agree and the other 6% were neutral.

Interpretation: Flexi working arrangement is one of the major attentions for the employees which have been not provided by the Global InfoTech, so employees are not happy with the working time.

Appreciation for the work performed as the motivational factor to employee’s performance

Table no.5: Showing appreciation as a motivational factor

	Frequency	%	Valid (%)	Cumulative (%)
Strongly Agree	29	58	58	58
Agree	20	40	40	98
Neutral	01	2	2	100
Total	50	100	100	

Showing appreciation as a Motivational factor

■ Strongly Agree ■ Agree ■ Neutral

Analysis: From the study it was revealed that 58% of the respondents strongly agree, 40% of them agree and 2% of respondents are neutral that increment as an impact on the employee performance in the organisation.

Interpretation: Appreciation for the work goes hand in hand excellent performance should be appreciated .The same has been implemented at Global InfoTech.

Opportunity for advancement as the motivational factor to employee’s performance

Table no. 6: Showing opportunity for advancement as a motivational factor.

	Frequency	%	Valid (%)	Cumulative (%)
Strongly Agree	15	30	30	30
Agree	34	68	68	98
Neutral	01	02	02	100
Total	50	100	100	

Opportunity for Advancement

■ Strongly Agree
 ■ Agree
 ■ Neutral

Analysis: The study reveals that 30% of the respondents strongly agree that career growth opportunity as motivational factor to improve the performance where as other 68% agree as it is the fact and rest 2% consider it as neutral.

Interpretation: Lack of opportunity to advancement is one of the reason for attrition and but at Global Info Tech employees were provided with opportunity for advancement and they encourage to utilize that opportunity.

VI. CONCLUSION

The results of the study indicate that employee motivation is positively associated with organizational performance. The study suggests that organizations should prioritize employee motivation initiatives to improve organizational performance. The findings of this study have practical implications for human resources management and organizational strategy. Organizations that prioritize employee motivation are more likely to have engaged, committed, and productive employees, leading to improved organizational performance.

REFERENCES

[1] Chintalapti, Neelima Rani. "Impact of employee motivation on work performance." ANUSANDHAN – NDIM's Journal of Business and Management Research 3, no. 2 ,pg.24–33. <http://dx.doi.org/10.56411/anusandhan.2021.v3i2.24-33>.

[2] Rebull, Marta. "How to make positive changes to re-engage and motivate employees after a company downturn Strategic HR Review 18, no. 3 ,pg.104-8 <http://dx.doi.org/10.1108/shr-02-2019-0012>

[3] Daly, Desmond, and Brian H. Kleiner "How to motivate problem employees Work Study 44, no 2 , pg.5-7. <http://dx.doi.org/10.1108/00438029510082530>.

[4] Faroese, F.J., Peltokorpi, V., Varma, A. and Hitotsuyanagi-Hansel, A., 2018. Merit-based Rewards, Job Satisfaction and Voluntary Turnover: Moderating Effects of Employee Demographic Characteristics. British Journal of Management.

[5] Hur, Y., 2018. Testing Herzberg’s two-factor theory of motivation in the public sector: is it applicable to public managers?. Public Organization Review, 18(3).

[6] Johnson, J., Irizarry, M., Nguyen, N. and Maloney, P., (2018). Part 1: Foundational Theories of Human Motivation.

[7] Kiruja, E.K. and Mukuru, E., 201