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## International Journal of Multidisciplinary Research in Science, Engineering and Technology (IJMRSET)

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# A Study on Employee Motivation towards Organization Performance

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**ABSTRACT:** Employee motivation is the inspiration. As a result, every organization in the modern world strives to run its human resources department to maintain the motivation of its representatives. In this instance, they have been implementing some of the administration's beliefs. The level of inspiration exhibited by representatives or corporate work may be used to evaluate how they promote themselves. Inspiration can be crucial to achieve expert achievement in every financial year with the least amount of effort. Representative inspiration questions about papers reveal that motivation is what motivates employees nowadays.

Motivation is inextricably linked to individual traits. The characteristics and requirements of the average worker seem to have changed significantly beginning in the 1970s. The expectations made on representatives by their managers progressively decreased as Protestant industrious attitudes in the economy and people's knowledge increased.

**KEYWORDS:** Encouragement, Staff Engagement, Incentivizing, Ambitions

## I. INTRODUCTION

A crucial element that inspires individuals to reach their full potential and aids businesses in achieving significant objectives is motivation. Positive motivation can increase productivity, whilst low motivation might hinder an employee's performance. It significantly affects the effectiveness of leaders' human management and take the proper action with relation to work-related responsibilities.

This concept is commonly described as the psychological elements that influence an individual's behavior inside an organization.

A person's level of persistence and effort is important. The willingness to work hard in order to accomplish a goal or receive a reward is known as motivation. The several mechanisms that affect the beginning, development, and sustainability of work-related behaviors are together referred to as workplace motivation. Organizations must encourage employee motivation as motivated workers are often more productive. An engaged employee is one who has a strong desire to do well at work. A company's ability to engage its employees determines its overall performance. Businesses with engaged employees have three times the profit margins of companies with disengaged employees, according to studies.

A company's operational profitability, sales growth, and shareholder returns all rise when its employees are highly engaged. Additionally, there is a clear correlation between reduced absences and increased employee engagement. Businesses that use tactics to boost employee motivation and engagement are likely to realize increases in their overall business performance.

## II. OBJECTIVES

- To Analyze the Influence of Workplace Motivation and Job Satisfaction.
- To Explore Strategies for Enhancing Employee Motivation.



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- To Assess the Role of Employee Involvement in Decision-Making Processes.
- To Investigate the Importance of Fostering Employee Motivation.
- To Examine Widely Recognized Theories and Methods of Motivation.
- To Evaluate How Different Motivational Techniques Affect Employee Performance and Their Contribution to Organizational Productivity..

### III. PURPOSE OF THE STUDY

The major purpose of this research is to investigate the link between employee motivation and performance levels. The paper also examines popular methods and significant incentive theories. The company will be able to choose which motivating technique to employ if it has a solid grasp of these strategies.

### IV. REVIEW OF LITERATURE

Organizations must restructure work to foster intrinsic motivation, as **Hackman and Oldham (2019) emphasize**. They argue that autonomy.

**Hafiza et al. (2011)** highlight several factors influencing employee performance, including training opportunities, working conditions, job security, and rewarding policies, with motivation from rewards being particularly crucial.

**Achim, Dragolea, and Balan (2013)** note that financial rewards are commonly preferred by both employers and employees. However, they advocate for the effectiveness of non-financial motivation strategies in improving internal climate and long-term performance.

**Ismajli et al. (2015)** underscore that factors like salary, professional advancement, promotion opportunities, and fair performance evaluation are critical in motivating employees in local government.

**Muogbo U.S. (2013)** finds that extrinsic motivation significantly impacts employee performance, establishing a link between employee motivation and organizational success.

#### Definition of Employee Motivation

Employee motivation encompasses all of the psychological mechanisms that support, guide, and maintain goal-directed behavior in the workplace. This motivation is affected by a variety of internal and external circumstances, which can either strengthen or weaken an employee's dedication to their work.

#### Theories :

Enhancing corporate operations may be greatly impacted by several management motivational philosophies. This theory is supported in part by Herzberg's Two-Factor Theory, McGregor's X and Y Theory, Abraham Maslow's Hierarchy of Needs, and Expectancy Theory.

**Maslow's Hierarchy of Needs:** According to psychologist Abraham Maslow, to advance to the next stage of psychological development, a person must be content with themselves from every perspective, beginning with where they are right now. People's life characteristics are satisfied when they have access to psychological, safety, love, esteem, and self-actualization processes throughout their lives. Many businesses have embraced this idea in an effort to keep their employees motivated.

**Expectancy Theory:** Improving corporate operations may be significantly impacted by several management motivational theories. Important theories that support this notion include McGregor's X and Y Theory, Herzberg's Two-Factor Theory, Expectancy Theory, and Abraham Maslow's Hierarchy of Needs. According to expectation theory, activities. It implies employees want a wage raise.

#### JOB SATISFACTION AND EMPLOYEE MOTIVATION

Job happiness is closely linked to positive workplace behaviors including high performance, minimal absenteeism, and decreased turnover. Research on employee motivation backs up this assertion by emphasizing how important it is for everyone to share a shared sense of fundamental values in order to operate well. Therefore, it is crucial to choose





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individuals whose beliefs and aspirations align with those of the business. This alignment improves production, fosters employee happiness, and enhances the overall success of the company. Numerous factors impact employee motivation, with the most significant ones for each individual being highlighted. Instead of being a single element, these motivators typically have several parts that combine to form a whole motivator framework. These components can be divided into two groups: external and internal motivators.

### TYPES OF MOTIVATIONAL METHODS THAT WILL HELP TO LEAD EMPLOYEE GROWTH AND ORGANIZATIONAL PERFORMANCE

#### Extrinsic Motivation

On the other hand, extrinsic motivation is a form of motivation when a person is driven by wants that come from outside of oneself.

Imagine that Bob was under pressure from his spouse to reduce his weight and enhance his physical appearance to attract her more, rather than being motivated by the desire to feel and look better.

This weight is an example of extrinsic motivation because it is the source of everything. Since it is the origin of all things, this weight serves as an illustration of extrinsic drive.

**Positive Motivation** The definition of motivation in its purest form is positive motivation. This type of motivation encourages people to do their duties as effectively as possible, which enhances their total performance. To promote this improved performance, various resources and incentives are provided, both monetary .

**Negative Motivation:** It aims to curb undesirable behaviors in the workplace by instilling a fear of performance shortcomings in employees. This tactic is based on the notion that workers should be held responsible if they fail to deliver the expected results.

**Intrinsic Motivation:** When someone is driven by their own wants, they are said to be motivated by intrinsic motivation.

### V. RESEARCH METHODOLOGIES

Research methodology is a structured approach to solving problems, focusing on the systematic investigation of the most effective methods for conducting research. It involves the techniques researchers use to describe, explain, and predict phenomena. Essentially, it is the study of how information is gathered. Its primary goal is to provide a clear plan for carrying out the research

#### RESEARCH

In any subject of study, research is a comprehensive analysis or investigation, especially via the quest for new knowledge. A researcher is a person who finds facts or principles by doing in- depth, critical inquiry or analysis in order to discover some of them

#### RESEARCH DESIGN

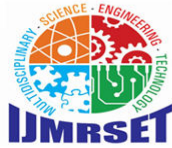
Research design is a basic framework that provides guidance for the whole research process. The study design describes the methods for collecting and evaluating data.

Because the study uses primary data, it is connected to descriptive research.

#### DESCRIPTIVE RESEARCH

A descriptive study describes the features of a population or phenomena.

Instead than addressing how, when, how the characteristics occurred, it provides a response Usually, scenario or individuals are described using a categorization scheme, also known as descriptive categories..



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### DATA COLLECTION PRIMARY SOURCES

Primary sources of data are those that are difficult to obtain and need personal effort to collect. Primary sources are the other type of sources that were employed to obtain the information.

The primary data is collected via a standardized questionnaire..

### SECONDARY SOURCES

Secondary sources are the additional important sources from which the data was gathered.

These are readily available data sources that need minimal effort to collect, as certain professionals and research experts have already collected and partially collated them in an earlier manner.

The internet is the source of secondary data.

### SAMPLE DESIGN

Sampling is the process of gaining knowledge about a population from a sample drawn from it. Using a tiny sample of the universe as a representative sample of the full mass, this method makes inferences. A cross-section or tiny representation of the full group or aggregate from which the sample is taken is known as a statistical sample.."

### SAMPLE SIZE

A simple random sampling method is used to choose research participants. The questionnaire is filled up by 40 respondents.

### STATISTICAL TOOLS PERCENTAGE ANALYSIS

One specific type of analysis used to compare two or more data sets is a percentage analysis. Descriptive relationships are the basis of percentages. The related elements are compared. The percentage makes meaning comparison possible by reducing everything to a common base. The proportion of responders out of all respondents is determined using it.

### CHI-SQUARE ANALYSIS

Karl Pearson developed a statistical technique in 1900 to assess the importance of a discrepancy between theoretical and experimental values obtained from a theory or hypothesis. Chi-squared tests, also referred to as chi-square or X2 tests, are statistical hypothesis tests..

### ONE WAYANOVA

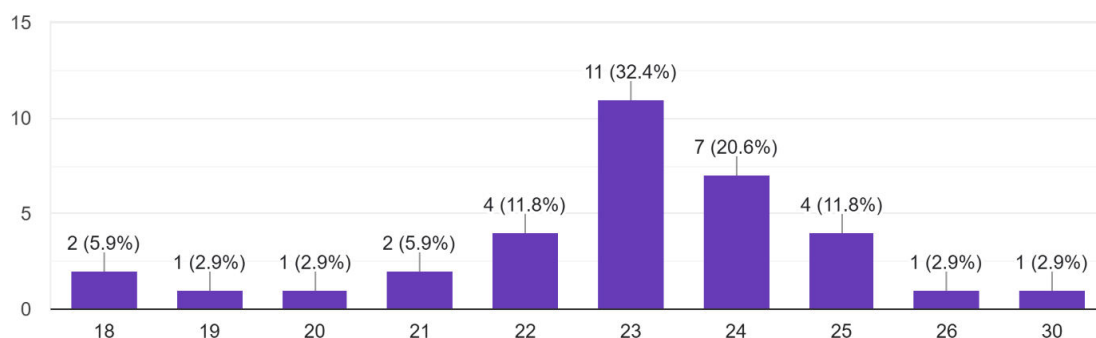
The one-way analysis of variance (ANOVA) is used to determine whether there is a significant difference between the means of the three independent (unrelated) groups. This article will provide an overview of the one-way ANOVA, including details on its assumptions and uses.

### PERCENTAGE ANALYSIS

Age of the respondent

AGE

34 responses

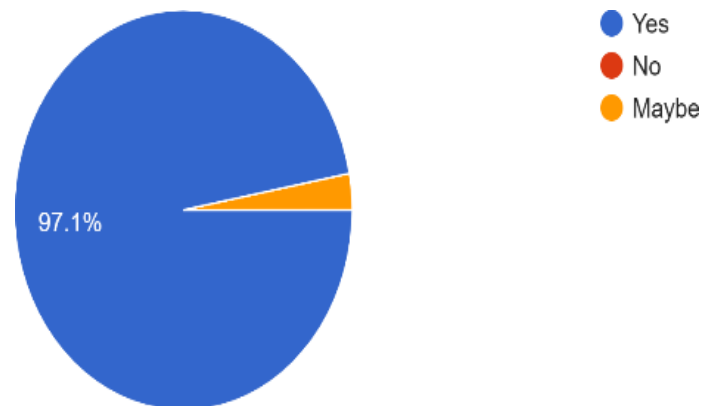




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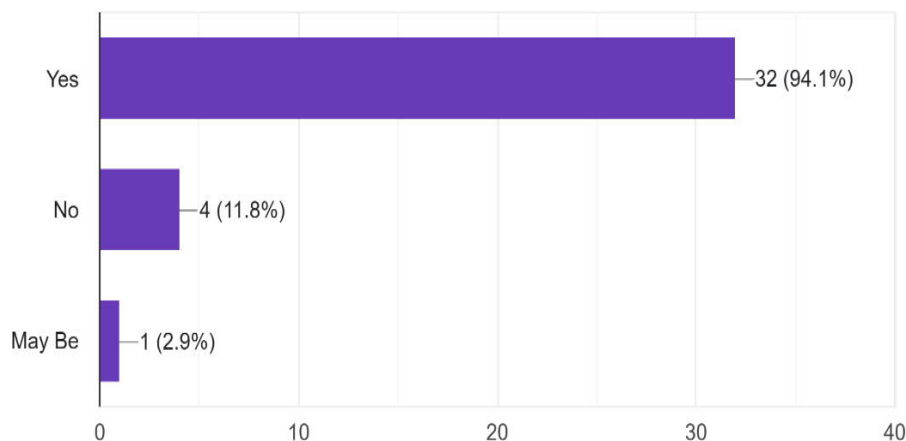
Will bonus and incentives helps you to work more confidently and productively ?



### INTREPRETATION

In this chart, we can see the highest percentage of 97.1% says yes to the incentives and bonus will boost up their motivational level towards the organizational performance.

How Feedbacks and appreciation helps on your work engaged ?



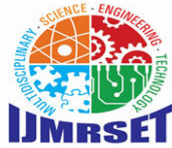
### INTERPRETATION

In this chart, we can analyze the 94.1% of the employees who say the majority of the organization's feedback and appreciation helps their work more engaged.

### CHI-SQUARE TEST

**Null Hypothesis H0:** The connection between the respondents' work experience and salary as a motivator for performance is not statistically significant.

**Alternate Hypothesis H1:** The connection between the respondents' work experience and salary as a motivator for performance is statistically significant



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### CHI-SQUARE TESTS

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	116.946 <sup>a</sup>	9	.000
Likelihood	110.600	9	.000
Linear by Linear Association	63.736	1	.000
N of valid cases	40		

Out of all cells, 10 (62.5%) have expected counts lower than 5, and the minimum expected count is 0.26.

### INTERPRETATION

As the p-value (0.000) is below the significance level of 0.05, we reject the null hypothesis and accept the alternative hypothesis

### ANALYSIS

Salary, promotion, motivational lectures, recognition, and incentives are all positively correlated with employee performance, according to the correlation table above, which has a significance value of less than 0.05. Consequently, a positive correlation exists between an employee's performance inside the organization and their motivating factors, such as incentives, recognition, motivational speeches, remuneration, and promotions. This results in the concept being accepted..



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### INTERPRETATION:

Using SPSS software, a correlation was found between employee motivational factors—such as compensation, promotions, motivational speeches, and prizes for hard work—and employee performance. The findings showed a strong and favorable correlation between employee performance and motivating variables.

### VI. CONCLUSION

Every firm requires motivation, and if it wants to make money, it must manage it well. Authoritative managers can encourage good representative directions by urging employees to ensure that their efforts are directed toward hierarchical accomplishment.

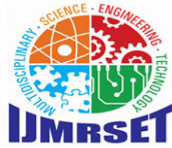
Regardless, if this type of role is typical, directors should start by finding a balance between authoritative. In order to help authoritative administrators navigate the representational inspiration process, several inspiring theories might be quite beneficial.

This would ensure that they obtain effective, convincing tactics that can lead to favorable results. Some inspirational ideas can be very important in helping navigate the representational obtain convincing and compelling techniques favorable results.

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