

Impact of Employee Motivation on Work Performance

Chintalapti Neelima Rani

Assistant Professor, Department of Business Management, Akal University, Talwandi Saboo, Bhatinda

Abstract

This paper endeavors to understand how an employee's work performance could be influenced by motivation, as the employee's work performance excels or fail to depend upon the motivation. The research aims to define and understand the role of motivation on employee performance. To determine the motivation's root cause in employee's efficiency various theories of motivations are studied and their correlation with employee performance is detailed. The findings justified the influence on employee psychology and its high influence on employee work efficiency and effectiveness. The research will prove beneficial for researchers to understand the concept of motivation in organizational behavior.

KeyWords: [Motivation, Employee, Work Performance, Maslow Hierarchy of Needs, Herzberg Two Factor Theory and Vroom Expectancy]

Introduction

In the present globalized a period, business realities bulls-eye on to earn a massive profit in each fiscal time. In that prospect, those associations set different kinds of dockets to get a competitive advantage in the fierce request competition. Business associations establish good commercial governance to reach their every fiscal and nonfinancial thing. To reach that target those companies are now taking the action to keep motivated their skillful workers. A hand provocation brings success to any type of the business enterprise, whether that's a mean association or a transnational company. To run the functional process easily the companies are preparing some outstanding strategies to maintain the commercial governance and get the competitive advantage in a certain way. Any type of the company consists of colorful departments, similar as the finance department, an executive department, public relations department, deals department, and a mortal resource department. The mortal resource department is responsible to manage the workers and rooting Distinctions from the skillful workers; grounded on the hand performance report Authorities decide to promote or degrade the workers. Presently the mortal resource department has a major impact to bring large-scale productivity for any association by managing the workers. This paper highlights the different factors associated with the hand provocation process. In numerous companies, there have been assigned some coaches and personality inventors to motivate the workers but all those factors are willing to enhance the capacity of the workers not to motivate the workers from their inner perspective indeed. If workers do understand the significance of the work and the professionalism also, they automatically will be involved in their assigned work. Worker satisfaction Whether workers are happy and satisfied and pleasing their solicitations & need sat work. Numerous measures claim that hand satisfaction is a factor in hand

provocation, hand thing. Achievement and positive hand confidence in the plant. Hand satisfaction, while typically a positive in your association, can also be a disappointment if ordinary workers continue because they're satisfied with your work terrain. Worker Performance The exertion of performance of doing commodity fruitfully by knowledge as notorious from simply enjoying it. A performance Comprises an event in which typically one group of people the pantomime or Player's act in a particular way for another group of people. Productivity is that which people can produce with the lowest quantum trouble, Productivity is a rate to calculate how well an association or existent, assiduity, country converts input things, labor, accoutrements, machines etc. into goods and services. Working Environment Stresses, influences and competitive situation, citifying, demographic, profitable, usual, political, non-supervisory and environmental factors that affect the survival, operations and development of an association Propositions of provocation.

1. Maslow's Hierarchy of Needs

The Scale of Requirements proposition was chased by psychologist Abraham Maslow in his 1943 paper "A Proposition of Mortal Provocation". The crux of the proposition is that individualities' most introductory requirements must be met before they come motivated to achieve advanced position requirements.

The scale is made up of 5 situations

Physiological – these requirements must be met in order for a person to survive, similar as food, water and sanctum.

- Safety – including particular and fiscal security and health and good.
- Love/ belonging – the need for gemütlichkeit, connections and family.
- Regard – the need to feel confident and be admired by others.
- Tone-actualisation – the desire to achieve everything

you conceivably can and come the utmost that you can be.

According to the scale of requirements, you must be in good health, safe and secure with meaningful connections and confidence before you're suitable to be the utmost that you can be. How to apply it to the plant In order to get

the most out of your platoon, you should also make sure you support them in other aspects of their lives outside work. Maybe you could offer flexible working hours to give workers time to concentrate on their families and make sure they're paid fairly to help them feel financially stable.



(source: <https://inspiredtrait.com.files.wordpress.com/2013/03/maslow-motivation-theory.jpg>)

2. Herzberg's Two- Factor Proposition

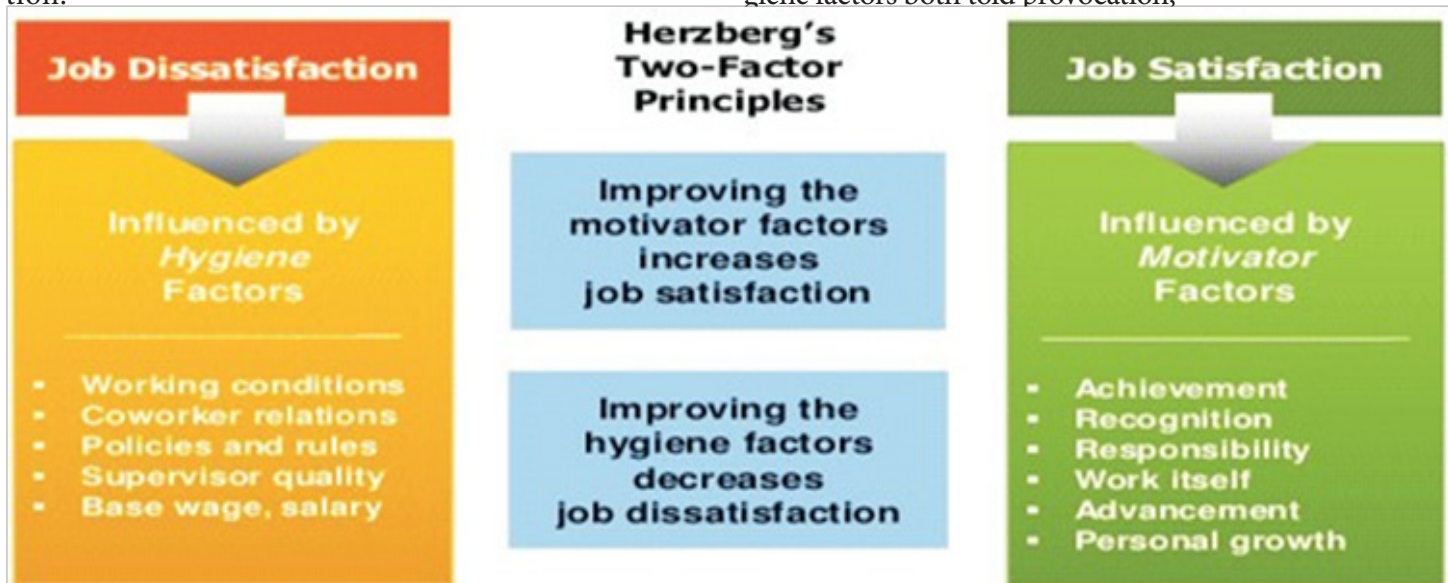
The Two- Factor Proposition of provocation (else known as binary- factor proposition or provocation-hygiene proposition) was developed by psychologist Frederick Herzberg in the 1950s.

Analysing the responses of 200 accountants and masterminds who were asked about their positive and negative passions about their work, Herzberg plant 2 factors that impact hand provocation and satisfaction.

1. Motivator factors – Simply put, these are factors that lead to satisfaction and motivate workers to work harder. Exemplifications might include enjoying your work, feeling honored and career progression.

2. Hygiene factors – These factors can lead to dissatisfaction and a lack of provocation if they're absent. Exemplifications include payment, company programs, benefits, connections with directors andco-workers.

According to Herzberg's findings, while motivator and hygiene factors both told provocation,



(source:<https://s3-uswest2.amazonaws.com/erzberg-two-factor-motivation-theory>) they appeared to work fully singly of each other.

3. Vroom Expectancy Theory

Expectancy Theory proposes that people will choose how to bear depending on the issues they anticipate as a result of their geste. In other words, we decide what to do grounded on what we anticipate the outgrowth to be. At work, it might be that we work longer hours because we anticipate a pay rise.

Still, Expectancy Theory also suggests that the process by which we decide our behaviours is also told by how likely we perceive those prices to be. In this case, workers may be more likely to work harder if. Expectation Proposition is grounded on three rudiments

1. Expectation – the belief that your trouble will affect in your asked thing. This is grounded on your once expe-

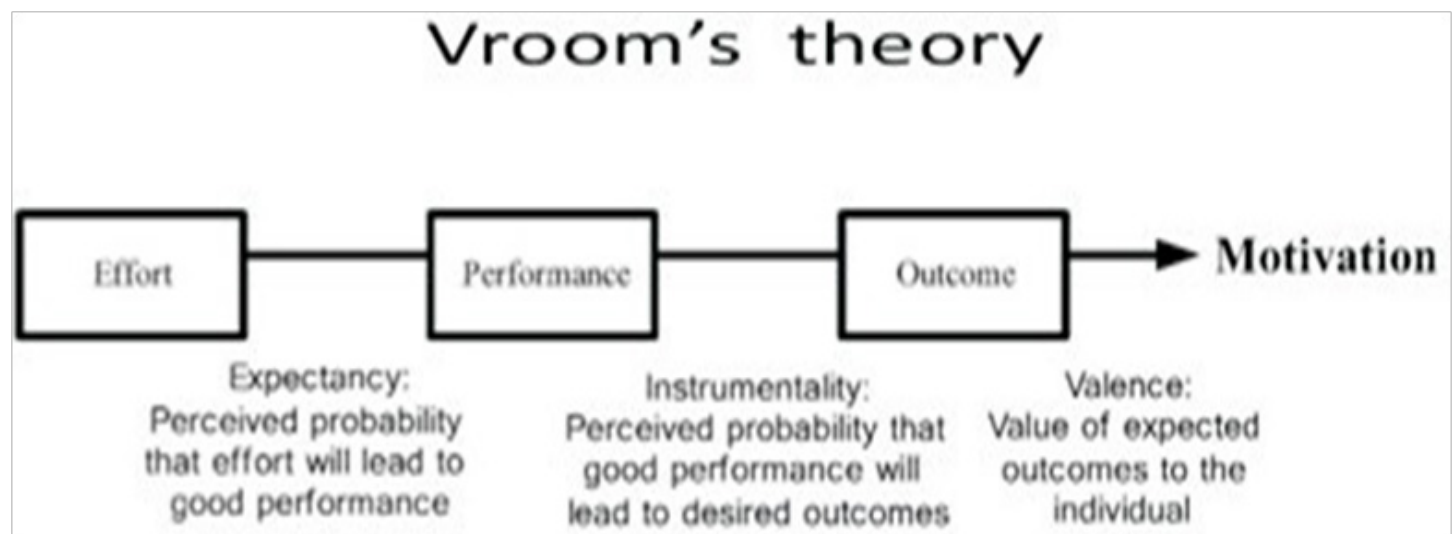
rience, your tone confidence and how delicate you suppose the thing is to achieve.

2. Machinery – the belief that you'll admit a price if you meet performance prospects.

3. Valence – the value you place on the price.

Thus, according to Expectancy Theory, people are most motivated if they believe that they will admit a asked price if they hit an attainable target. They're least motivated if they do not want the price or they do not believe that their sweats will affect in the price.

How to apply it to the plant. The key then's to set attainable pretensions for your workers and give prices that they actually want.



(Source: <https://image.slidesharecdn.com/vroom-expectancy-theory-of-motivation>)

This model will be used to identify and assay different motivational factors, and find out what has the most influence on workers' provocation in the plant. The link between workers' provocation and its effect on organizational effectiveness will also be mooted.

Review of Literature

Nasud accepts that the evaluation structure is a five-star apparatus to recuperate the value and size of the power's presentation. Right now, execution evaluation is all around permitted out as a basic point in human capital organization and a component of the control cycle in activity (Nasud 2019). According to Ali the operative instrument of assessment in the supervision of apprentices if it works nicely and sensibly Generally worker's musicale, pass on to conduct with the end of applicable in the direction of secretarial aspiration as well as below the grip of solitary apprentices (J.P etal. 2010). Development of the evaluation progression is an imperative content in the government

director structure which is formerly a time conducted in the governmental association, spend a great quantum of moments as well as disbursement route for negotiating the intention analogous to individualities addition, as well as enhancement, elevations and assignments in executive position, egging and penalty, profit amplify, recruit's donation response as well as influential for educational conditions. During the rubric for negotiating intention for an association, each existent be demanded to have respectable alertness for her/ his position among suggestive of insomnia, pool's determination perceive the sturdy and Lilliputian points for their musicale and mores, so that they will most presumably determine the troubles along with insufficiency to rotate apprentices addicted in the direction for farther aptitude as well as assessment. (Najafi etal. 2010)

Objectives of Study

- To study the impact of employee motivation on work performance.
- Identifying the most motivating factors and the

linkage of employee motivation with an organization and effectiveness

➤ Suggestions to increase employee level of motivation and direction for further study and to gain deep understanding

Research Methodology

In this study descriptive-correlational research design to describe the motivation and performance of the employees working in various industries. Purposive sampling technique is used for this research. The respondents of the study were the professionals working in NCR. A total of 80 professionals were used as a sample and standardized questionnaires on motivation were used for data collection

Results and Analysis

Table 1: Ranking of Factors of motivation

S. N.	Indicators	Mean	Rank
1	Reward System	3.1	2nd
2	Trust	3.25	1st
3	Recognition	3.08	3rd
4	Working Condition	3.01	6th
5	Supervision	3	7th
6	Co-workers Relation	2.9	8th
7	Happiness	3.02	5th
8	Career Advancement	3.04	4th
	Average	3.05	

Table 1 shows ranking of factors of motivation. Trust has the highest mean of 3.25, reward system was second with a mean of 3.10, recognition was third with a mean of 3.08, career advancement was fourth with a mean of 3.04 and happiness was fifth with a mean of 3.02.

Table 2: Correlation between motivation and job performance

Dimensions of Spiritual leadership	rx	p value
Reward system	0.197*	0.017
Recognition	0.231*	0.005
Supervision	0.163*	0.049
Happiness	0.123	0.138
Career advancement	0.208*	0.011
Trust	0.216*	0.009
Working condition	0.241*	0.003
Co-workers relation	0.235*	0.004

significant at 0.05 level of significance (two-tailed)

Table 2 shows that the reward system ($p=0.017$), recognition ($p=0.005$), supervision ($p=0.049$), happiness ($p=0.138$), career advancement ($p=0.011$), trust ($p=0.009$), working condition ($p=0.003$) and co-worker relations ($p=0.004$) were found out to have positive direct correlation between motivation and job performance at 5% significance level

Results and Discussions

Upon reading exclusive motivational theories the findings are as follows: A fantastic indication of a success supervisor is person who has personnel who're inspired to carry out their jobs at an excessive level. It is straightforward to peer that better worker motivation results in greater productiveness and consequently greater worthwhile commercial enterprise growth. Therefore, it's miles crucial for a supervisor to apprehend motivation and a way to garner it from their personnel. Motivation, and what triggers it, has been studied for many years and administrative center leaders have used tests to decide a worker's persona and higher assume their behaviours. But evaluation rankings

by themselves will now no longer display you all you want to recognize, it's miles crucial for managers to get to recognize their group of workers and discover ways to be greater precise of their method to motivating them and know-how their dreams and aspirations. Apart from the exclusive motivational techniques, We have compiled a listing of motivational techniques for managers to use for you to harness the maximum productiveness and consequences from their group of workers, and to offer a satisfied, thriving running environment.

1 . Trust: It is as much as the supervisor to make certain this agree with is constructed with their personnel and with the intention to speak successfully with every person and foster nice relationships.

2. Reward System: Employers can use many kinds of incentives or praise packages to boom productiveness and motivation amongst group of workers.

3. Recognition: The easy act of letting a worker recognize they may be doing a fantastic task and recognizing their efforts can do wonders for his or her motivation.

4. Career Advancement: As a supervisor, you may maintain this motivation with the aid of using making sure there are avenues and possibilities in your personnel to enhance of their positions.

5. Happiness: The technique to happiness and task pride may be encouraged with the aid of using making sure the preceding elements are obtrusive for your organization and letting happiness be a natural technique.

Conclusions

As a supervisor, it's miles crucial which you are targeted on approaches to constantly enhance your commercial enterprise and group of workers. Finding approaches to maintain your group of workers inspired to carry out at their pleasant is a key a part of any managerial role. If managers can apprehend the elements that result in

personnel acting at better levels, they are able to boom the overall performance of complete departments.

Finally, the findings via these studies are to enterprise to apprehend that As fantastic as it might be, there's no person technique to inspire your personnel. Your personnel are all very exclusive from one another, so various factors have an effect on their motivation. Some humans are inspired with the aid of using money, others with the aid of using rewards, a few picks recognition, and a few humans simply inspire themselves to obtain. Supervisors and bosses want to make use of some of exclusive techniques and strategies to boom their worker's motivation and productiveness.

References

- Harrington, J .(2003). Training adds up. Incentive, Vol. 177(6), p. 22.
- Herpen, V., & Praag, V (2005). The Effects of Performance Measurement and Compensation on Motivation: An Empirical Study, De Economist, Vol. 153, No. 3, pp. 303-329.
- Hitt (1992). Effects of Delayed Rewards and Task Interest on Intrinsic Motivation, Basic and Applied Social Psychology, Vol 13, No. 4, pp. 405-415.
- K'araikudi (2011). Work Place Environment and its Impact on Organizational Performance in Public Sector Organizations, International Journal of Enterprise Computing and Business System, Vol. 1, No. 1.
- Luthans, F (2007). Organizational Behavior: Finding Workable levers over Work Motivation, Comparing Job Satisfaction, Job Involvement and Organizational Commitment, Administating and Society, Vol 39, No. 7, pp. 803-832.
- Mccloy, Opplex, & Sager (1993). A Personnel Selection in Organizations, pp. 35-70.
- Byers, LL. (2003). Management Theory and Application, 5th ed., Vol. 24, No. 6, pp. 626-652.
- Najafi, L., Hamidi, Y., Vatankeh, S., & Purnajaf, A (2010). Performance Appraisal and its Effects on Employees Motivation and Job Promotion, An Australian Journal of Basic and Applied Sciences, Vol. 4(12), pp. 6052-6056.