

A Study of an Effectiveness of Employee Motivation an Organisation Performance at Percept Infosystem Nagpur

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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 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. Achieving high levels of organizational performance is a primary objective for businesses across industries, as it directly impacts their competitiveness, growth, and sustainability.

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. [1]. Motivation has been described as decision making process, through which goal-directed behaviour is initiated, energized, directed and maintains. [2]. Improving productivity is one big challenge that has engaged the attention of employers whether private or public. For years therefore, employers are experimenting with different strategies in an attempt to effectively relate, the motivation of employees to their

performance. [3]. Strategies such as salary/wage increase, promotion, job satisfaction and improvement in work environment have been deployed by organization in an attempt to motivate their employees to achieve a higher performance

II. LITERATURE REVIEW

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,. What is the motivation during the process of choosing and establishing goal, based on this question the article choose the most impactful articles and and summarize research progress in order to better understand this question and also referred the macro-level trends in motivation research, including the core theories of work motivation, examine key micro-regulatory processes involved in goal decisions and goal pursuit and look forward to concluding with discussion of promising future research directions.

Employee motivation and its impact on organizational performance have been subjects of extensive research in the field of organizational behavior and human resource management. Numerous studies have investigated the various motivational factors, strategies, and interventions employed by organizations to enhance employee motivation and improve organizational performance. This 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. Motivational Factors: Research has identified various motivational factors that significantly impact employee motivation and organizational performance. These factors include financial rewards and incentives, recognition and rewards for good performance, career development opportunities, job autonomy and empowerment, challenging and meaningful work, supportive work environment, and opportunities for personal growth and advancement. Organizations that effectively address these factors are more likely to have motivated employees and achieve higher levels of performance.

Motivational Strategies and Interventions: Organizations employ a range of strategies and interventions to enhance employee motivation and, consequently, improve organizational performance. These strategies include performance-based pay systems, employee recognition programs, job design and enrichment, training and development programs, flexible work arrangements, participative decision-making, and supportive leadership styles. Studies have shown that organizations that implement these strategies effectively can positively influence employee motivation and drive superior performance outcomes.

2.1 OBJECTIVES OF THE STUDY

- To analyze and examine the effectiveness of motivation Activities.
- To study the effect of monetary benefits provided by the organization onthe 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

2.2 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 .

III. 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.

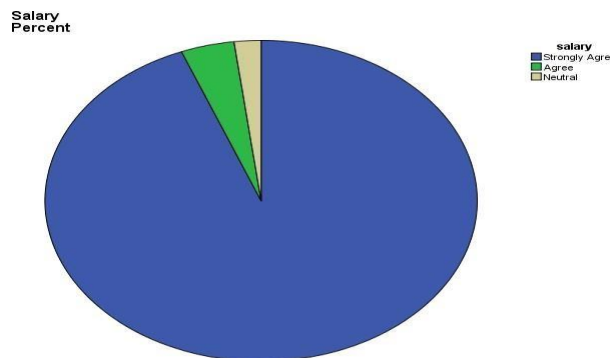
IV. DATA ANALYSIS AND INTERPRETATION

Salary as the motivational factor to employee’s performance

Table no. 1 : Showing salary as the motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	47	94.0	94.0	94.0
Agree	2	4.0	4.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph : Shows respondents rating salary as a motivational factor



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.

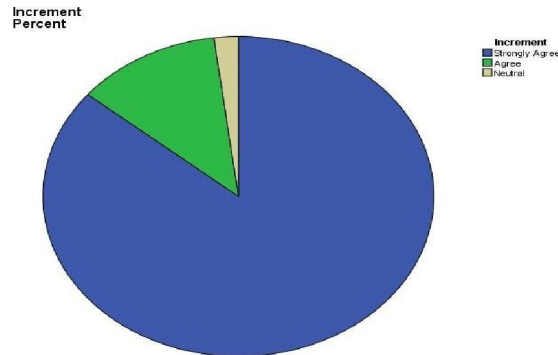
Interpretation: Salary provided is according to the expectation of the employees and comparatively equal to the market rate so the employees are happy with the salary at Percept Infosystem.

Increment as the motivational factor to employees performance

Table no. 2: Showing increment as motivational factor

	Frequency	Percent age	Valid Percent	Cumulative Percent
Valid Strongly Agree	43	86.0	86.0	86.0
Agree	6	12.0	12.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 1 : Shows respondents rating increment as a motivational factor



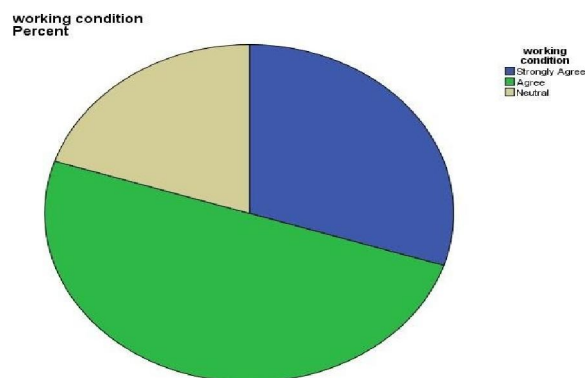
Analysis: From the study it was revealed that 86% of the respondents strongly agree, 12% of them agree and 2% of respondents are neutral that increment as an impact on the employee performance in the organisation.

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 employees performance

Table no 3: Showing working condition as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	15	30.0	30.0	30.0
Valid Agree	25	50.0	50.0	80.0
Neutral	10	20.0	20.0	100.0
Total	50	100.0	100.0	



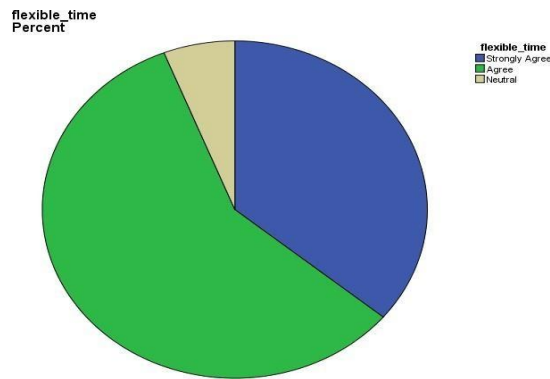
Analysis: Further study revealed that majority of the respondents consider working condition as the motivational factor which improves the employees performance among 50 respondents 30% of them strongly agree, 50% of them just agree and 20% of were neutral

Flexible time as the motivational factor to employee's performance

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

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	18	36.0	36.0	36.0
Agree	29	58.0	58.0	94.0
Neutral	3	6.0	6.0	100.0
Total	50	100.0	100.0	

Graph 4: Shows respondents rating 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.

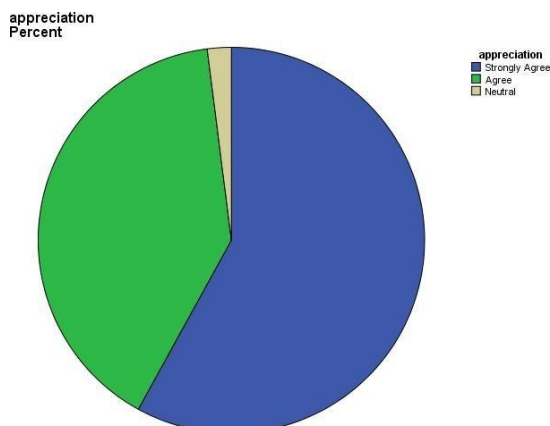
Interpretation: Flexi working arrangement is one of the major attentions for the employees which has been not provided by the Percept Infosystem, so employees are not happy with the working time.

Appreciation for the work performed as the motivational factor to employees performance

Table no.6: Showing appreciation as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	29	58.0	58.0	58.0
Agree	20	40.0	40.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 5 : Shows respondents rating appreciation as a motivational factor



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.

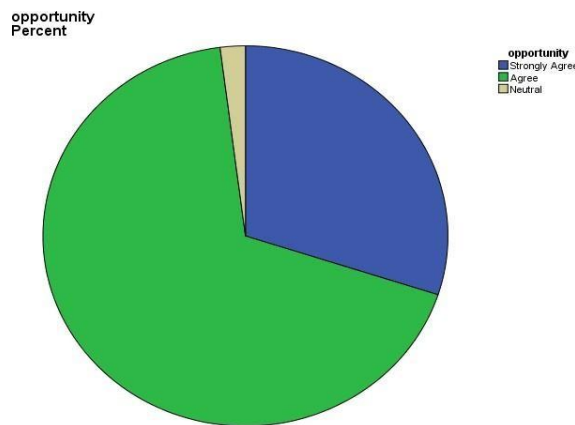
Interpretation: Appreciation for the work goes hand in hand excellent performance should be appreciated .The same has been implemented at percept Infosystem .

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

Table no. 7: Showing opportunity for advancement as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Strongly Agree	15	30.0	30.0	30.0
Agree	34	68.0	68.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 6: Shows respondents rating opportunity for advancement as a motivational factor



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 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 Percept employees were provided with opportunity for advancement and they encourage to utilize that opportunity.

V. 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.

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