

A Study on Impact of Motivational Tools on Employee Morale

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Abstract: *The study focuses on the motivational tools that encourage employees to do their jobs well and the morale of employees. The study contributes to the analysis of the study titled “Investigation of the Effect of Motivational Tools on Employee Morale”. It helps to understand the issues related to improving the morale of employees for better performance. With the help of the data of the last few years on the subject, opinion and research articles provide useful information that will help further research. In the context of the concept, information about the production process is known. Employee productivity is often unpredictable, which is a major and costly problem in the workplace. In terms of businesses, human resources are a basic function for every business and human resources management is also important. In the research design, a descriptive research design was used in which participants were surveyed through surveys and questionnaires, and the research questions and main objectives were stated...*

Keywords: Motivation, Employee Productivity, Employee Morale, Proficiency, Performance

I. INTRODUCTION

In recent years, union leaders and board members have realized that policy goals cannot be achieved without union members taking responsibility. Labor has proven to be the most readily available resource for any organization. Thus, the search for resources that will drive employees toward effective hierarchical performance has been a central concern of management since the development of human machines. When we look back in history today, leaders often ask important questions: How can we move our employees forward? Where did the inspiration come from? There is no answer to this question yet. Many people ignore the fact that an organization cannot exist without its employees and that professionals cannot make money if their needs are not met. Similarly, managers and analysts have long recognized that policy goals cannot be achieved without accountability from individuals within the organization. Other nonfinancial incentives such as value, career advancement, innovation, promotion, stability, and recognition greatly encourage the work ethic. If certain needs are met, broader benefits will accrue. But every manager can incorporate motivation into their work to motivate and inspire employees, regardless of the size of the organization. From the previous perspective, the search for inspiration is essential for dedication and growth of the hierarchy. In fact, many people ignore the fact that no organization can survive without work and that professionals cannot earn money if they are not satisfied.

II. MEANING OF MOTIVATION

In recent years, union leaders and board members have long recognized that the goals of policy cannot be achieved unless there is a union member to take responsibility. Labor has proven to be the most readily available resource for any organization. Therefore, the search for the ability to direct employees to achieve hierarchical efficiency has been a major concern of management almost since the advent of human enhancement technology. Today, historically, managers often ask some important questions: How do we get our employees to advance? Why inspire? No machine or process has yet been found that can answer these questions. In fact, many people ignore the fact that no organization can survive without work and that professionals cannot make money if they are not satisfied. Similarly, managers and analysts have long recognized that management goals cannot be achieved without accountability from organizational members. Other non-financial incentives such as value, career development, personal growth, advancement, stability



and recognition also contribute positively to employees. More profits are made if customers want them. However, any leader who is not concerned with the size of the organization can bring inspiration to the workplace to motivate and influence employees. After all, the search for inspiration is the foundation of hierarchical resilience and growth. Many people ignore the fact that an organization cannot exist without its employees and cannot make money if the needs of professionals are not met.

III. LITERATURE REVIEW

Paek, S., et.al (2015) conducted a study on why the hospitality of employees' psychological capital is important. In this study, hotel employees were used as a sample to analyze the mean difference of job involvement in the effect of psychological capital (PsyCap) on employee satisfaction. Especially frontline employees, who have more psychological resources for their jobs and are more likely to show job satisfaction, sense of purpose and responsibility.

Parashakti, et.al (2020) conducted research on the Influence of Work Environment and Competence on Motivation and Its Impact on Employee Performance in Health Sector.

The effects of the work environment and support ability on employees' health performance were investigated. Limitations and their implications for future research are also discussed.

MA, S. D (2018) a journal conducted a study on employee morale with special reference to Neycer India LTD, Vadalur. The study found that organizations create agency through management, operations, business and stable operations to improve their performance in specific areas.

Setiawan, R., Cavaliere, L. P. L., Sikandar, M. A., Sulthana, A., Jayalakshmi, J., Koti, K. & Christabel, G. (2020) conducted a study on the Effects of Tools and Rewards Provided to White-Collar and Blue-Collar Workers and Impact on Their Motivation and Productivity.

Idowu, A. (2017) conducted a research on effectiveness of performance appraisal system and its effect on employee motivation. Studies show that when organizations use performance evaluations to motivate their employees, employees experience positive results, and this study found positive results as well.

IV. RESEARCH METHODOLOGY

OBJECTIVES OF THE STUDY

- To study the presence of proper working settings in the workshop.
- To know the effect of motivation on employee growth.
- To observe the factors influencing organizational growth.
- To advocate suitable measures to achieve job satisfaction.

RESEARCH METHODOLOGY

Type of Research:

Exam Setup Discovery and Review Techniques Research and understand the impact of motivational tools on employee morale in selected companies.

Population: Target population comprises of representatives working at companies in Jalgaon. Total population size surveyed to carry on the study was 100 individuals.

Sample Framework:

- **Sample Unit:** Employees working at organizations, Jalgaon
- **Sample Size:** 100 reactions are gathered from the representatives in organizations Jalgaon
- **Type of Sampling:** Non-probability sampling (simple Random sampling).

Data Collection:

- **Primary Data:** An organized study was utilized as the carry out of information assortment.
- **Secondary Data:** Data gathered from websites.



- **Type of Data:** Ordinal-Ordinal information is a measurable information kind any place the factors need normal arranged gatherings and the spaces between the classes isn't known. Data Collection Tool: Survey poll.

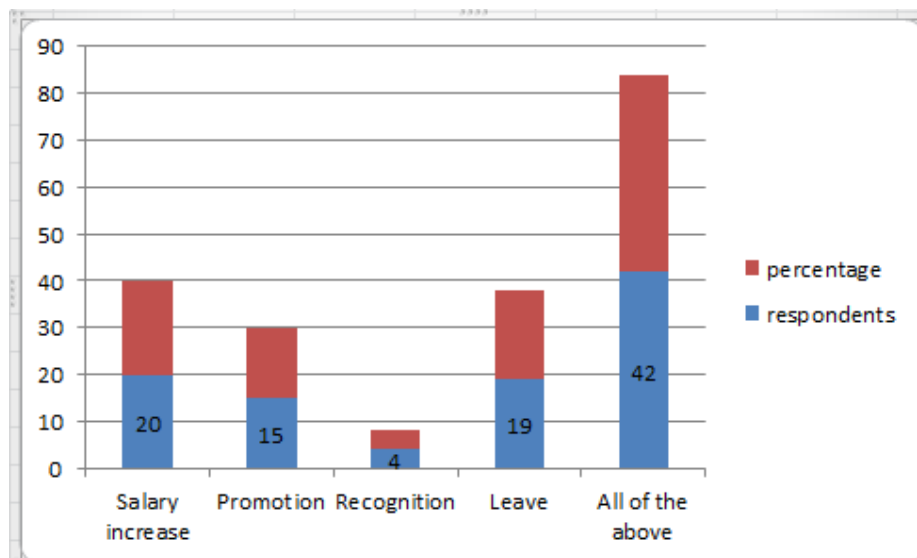
Hypothesis:

1. Is concern shown towards health and safety at workplace?
H0 - Concern is not shown towards health and safety at workplace.
H1 - Concern is shown towards health and safety at workplace
2. Does motivation have any effect on employee growth?
H0 - Motivation does not have any outcome on employee growth
H1 - Motivation has outcome on employee growth

V. ANALYSIS AND INTERPRETATION

What motivates employees the most?

Particulars	Respondents	Percentage
Salary increase	20	20
Promotion	15	15
Recognition	4	4
Leave	19	19
All of the above	42	42



Interpretation –

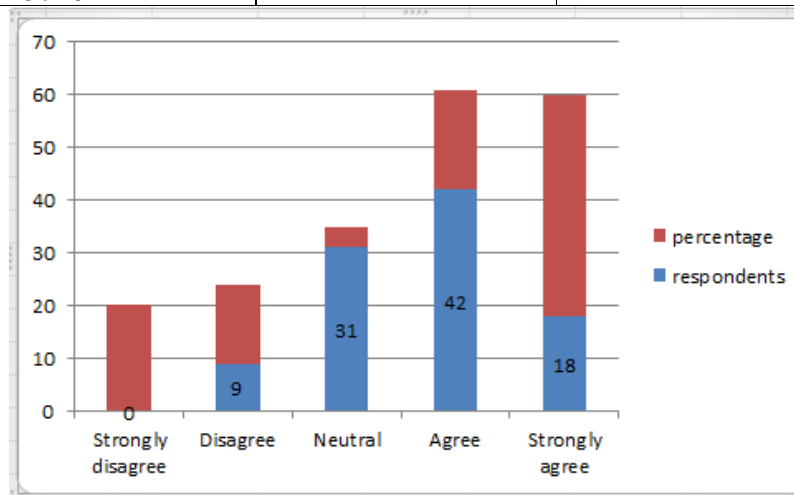
The above analysis shows that majority of the employees consider salary increase, promotion, recognition and leave as equally important factors that can motivate them to work or perform at their best.

Employees wonder if senior managers are willing to support employees.

Particulars	Respondents	Percentage
Strongly disagree	0	0
Disagree	9	9
Neutral	31	31



Agree	42	42
Strongly agree	18	18

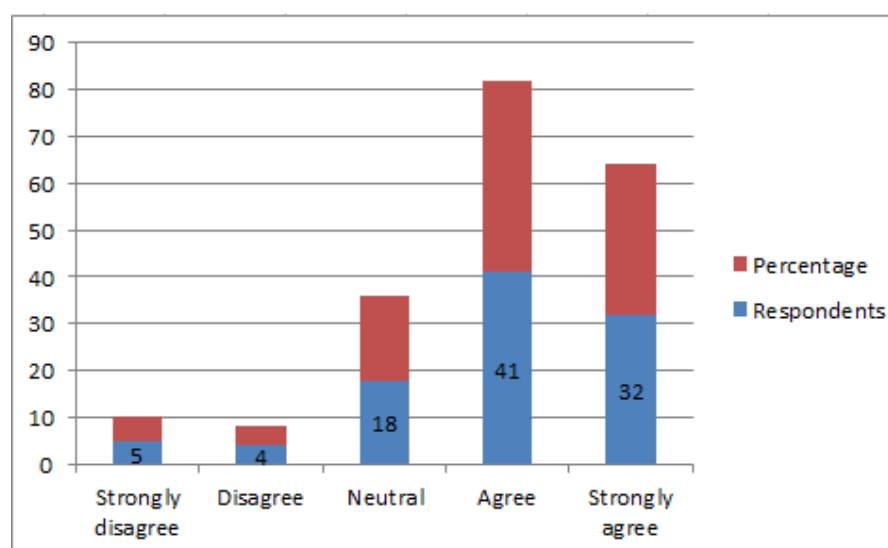


Interpretation –

The majority of the participants, who work in various companies, agree with the statement that their managers are willing to support them and spend time and money to support their employees.

The role of performance measurement in employee motivation.

Particulars	Respondents	Percentage
Strongly disagree	5	5
Disagree	4	4
Neutral	18	18
Agree	41	41
Strongly agree	32	32

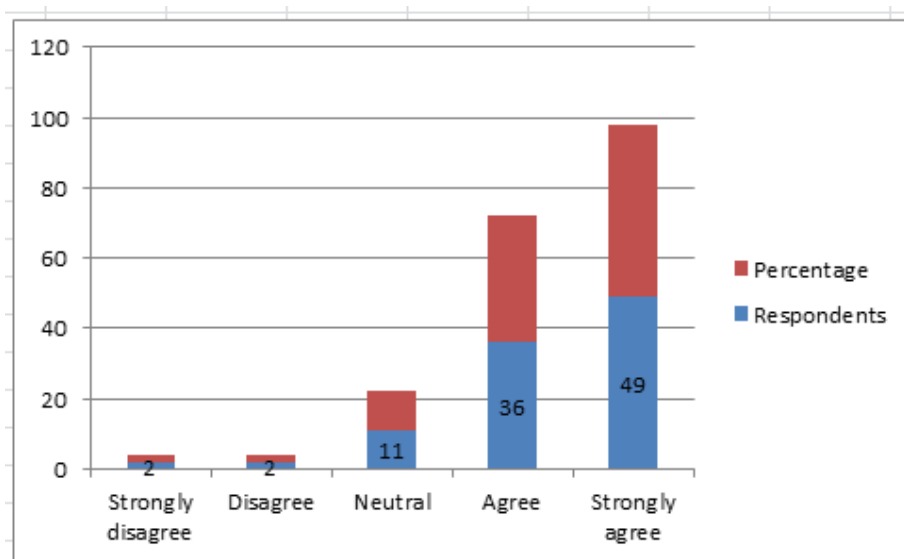


Interpretation –

The majority of the respondents were employees in various companies and they agreed with the statement: Performance appraisal will motivate employees to improve their performance and efforts.

The importance of maintaining good relationships with colleagues.

Particulars	Respondents	Percentage
Strongly disagree	2	2
Disagree	2	2
Neutral	11	11
Agree	36	36
Strongly agree	49	49



Interpretation –

The vast majorities of survey respondents work in multiple companies and agree that building or maintaining good relationships with colleagues is crucial. Lack of communication with them can prevent employees from doing their jobs.

VI. RESULT AND DISCUSSION

The most important asset in an organization is its employees and supporting them and keeping them on track is one of the most important things to consider in achieving the organization's goals. From the research results, it is known that motivational tools often affect the morale of employees, which in turn affects the performance of employees within the organization. When considering what motivates employees the most, it becomes clear that salary increases, promotions, recognitions, vacation time, etc. are all important and play an equal role in motivating employees. It has been shown that motivation levels have a significant impact on employee performance. From the survey results, we also learned that most of the participants believe that top managers want to motivate employees to improve their performance, which is true. Most employees think that their companies regularly give salary increases, but this is not the case. All employees should be provided with salary increases. We also found that most of the respondents think that the salaries do not meet their needs. It is the responsibility and duty of the management to provide adequate compensation to meet the needs of the employees according to their efforts to complete the tasks assigned to them.



Most employees in the survey believe their work is important and meaningful. This helps the company create a healthy and positive work environment. Management includes employees in decisions about their departments, and the HR team supports them well, which makes employees feel satisfied. They also have the tools and resources they need to do their jobs. Because their jobs feel secure, employees feel safe at work. The research also shows that management cares about employee health and safety. The workplace is clean and comfortable, with good rest areas, food, and other facilities. Staff members respond well to all these conditions. As a result, employees feel motivated and committed to doing their best every day.

VII. SUGGESTIONS

It is the responsibility of every organization to create incentives for programs that empower and develop employees. Good communication and openness to improve employee performance.

A special committee should be set up to look into the promotions, recognition, and salary increases and compensation of representatives as it has a positive and significant impact on the performance of employees.

The board must commit to providing ongoing financial and time support to employees who perform well, while also providing compelling reasons why other employees who perform poorly should not be dismissed from work the next day. It achieve better performance, good communication must be ensured and expectations must be clearly communicated to employees.

Use appropriate measures to improve employee morale by reviewing the work environment, benefits, salary levels, and employee understanding of roles and vision.

VIII. CONCLUSION

The success and longevity of an organization depends on how its employees are rewarded and compensated. Financial support systems and incentive strategies often determine the roles and motivations of employees. However, for any organization to achieve its goals in this ambitious society, employers need to fully understand what motivates employees and reward them for it. They also need to be supported with adequate financial incentive plans and rewards that will keep employees engaged and working with a positive attitude, thus promoting organizational growth and productivity. Having a positive attitude and being willing to work hard will help you achieve your goals and thus achieve organizational and personal goals.

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