

Impact of Motivational and Hygiene Factors on Job Performance in Education Sector

Gagandeep Kaur

Assistant Professor

University Institute of Legal Studies, Chandigarh University, Mohali

Abstract: *To establish the value of rewards and recognition in raising performance, a motivational theory was used in this study to examine the factors that affect employee performance at work. A sample of 100 respondents was chosen to participate in this study, which looked at motivational and hygienic aspects. The t-test is used in this study to examine the effects of those two variables. According to this study, high achievement prizes and recognition are immediately related. On the subject of rewards and recognition, there are eleven critical considerations. The appreciation of employees and their motivation to work hard and try to accomplish the organizational goal was fostered by the corporate policies and recognition programs. A descriptive research design was adopted for this investigation.*

Keywords: Motivational factors, hygiene factors, rewards, recognition.

I. INTRODUCTION

Frederick Herzberg, a behavioural scientist, proposed a two-factor hypothesis in 1959, also referred to as the motivator-hygiene theory. Herzberg contends that while some occupational factors are associated with contentment, others are associated with discontentment. According to Herzberg, the opposite of "satisfaction" is "no satisfaction," whereas "dissatisfaction" is the opposite of "no dissatisfaction."

hygienic elements Those aspects of the workplace that are necessary for motivation to exist at work are known as hygiene factors. Long-term positive satisfaction is not a result of these. Unhappiness will happen in the workplace, nevertheless, if these components are absent or nonexistent. Alternatively said, hygiene concerns are those features of a job that, when acceptable or reasonable, calm people and keep them from feeling dissatisfied. These are elements that have nothing to do with your job. Hygiene factors, also known as dissatisfiers or maintenance factors, are necessary in order to prevent dissatisfaction. These factors characterise the work environment or scenario. The physiological needs that people wanted and expected to be satisfied were reflected by the hygiene components. Factors influencing hygiene include:

- Salary or pay structure - The salary or pay structure should be adequate and reasonable. It must be competitive and equal to those in the same industry and domain.
- Administrative and company policies - Company policies should not be overly rigid. They must be fair and transparent. Flexible working hours, dress code, breaks, vacation, and so forth should all be included.
- Employees should be granted fringe benefits such as health care plans (mediclaime), family benefits, employee assistance programmes, and so on.
- Physical Working Conditions - Workplaces must be safe, clean, and sanitary. Work equipment should be kept up to date and in good working order.
- Status - Employees' status inside the company should be known and remembered.
- Interpersonal relations - Employees should have adequate and acceptable relationships with their peers, supervisors, and subordinates. There should be no elements of conflict or humiliation.
- Job Security - Employees must have a sense of security in their jobs.

Motivational Elements Hygiene factors, according to Herzberg, cannot be considered motivators. Positive contentment is a result of the motivational elements. These aspects of job are unavoidable. These elements encourage employees to give their best effort. These elements are known as satisfiers. These are aspects of the job that must be considered. These aspects are naturally rewarding to employees. The motivators represented the psychological requirements that were seen as a bonus. Among the motivating considerations are:

- Praise and recognition - Managers should praise and reward staff for their accomplishments.
- A sense of accomplishment - Employees must have a sense of accomplishment. This is dependent on the position. There must be some form of fruit in the job.
- Promotional and growth opportunities - In order to drive personnel to perform successfully, a firm must provide possibilities for growth and advancement.
- Accountability - Employees must take responsibility for their work. Managers should offer them responsibility for their work. They should keep control to a minimum while maintaining accountability.
- Work that is meaningful, engaging, and difficult - Work that is meaningful, interesting, and challenging for the person to perform and be driven by.

Two-Factor Theory's Consequences According to the Two-Factor Theory, managers must place a premium on ensuring the adequacy of the hygiene aspects in order to avoid employee unhappiness. Managers must also ensure that the work is engaging and fulfilling so that people are inspired to work harder and achieve higher results. This philosophy focuses on job enrichment as a means of motivating employees. The job must make the most of the employee's skills and abilities. Work quality can be improved by focusing on motivational elements.

II. REVIEW OF LITERATURE

- Dr. Baskar¹, Prakash Rajkumar. K. R (2014) A Study on the Impact of Rewards and Recognition on Employee Motivation, ISSN (Online): 2319-7064, The study's overall goal was to look into the impact of rewards and recognition on employee motivation. To see if motivation has an impact on personal and organisational progress, as well as to see if awards and recognition cause emotional conflicts among employees. Employee rewards and recognition were to be changed, which would result in a shift in job motivation and satisfaction.
- Sufyan Mehmood, Dr. Muhammad Ramzan, and Muhammad Tahir Akbar, Managing Performance with Reward System, e-ISSN: 2279-0837, (Sep. - Oct. 2013). This research study is about using a reward system to manage performance in a company. This research helps to understand an organization's present needs and its employees' low productive behaviour, as well as how this behaviour can be changed and how their performance can be improved to meet the organization's needs and demands.
- Rizwan Qaiser Danish, Ali Usman, (Feb 2010) An Empirical Study from Pakistan on the Effects of Reward and Recognition on Job Satisfaction and Motivation. International Journal of Business and Management, Vol. 5, No. 2. This research aims to discover the most important variables that drive employees, as well as the relationship between reward, recognition, and motivation while working in a company. It was concluded that rewards and recognition had a significant impact on employee motivation.
- Khawaja Jehanzeb et al., November 2012; Impact of Rewards and Motivation on Job Satisfaction in Saudi Arabia's Banking Sector, Vol. 3 No. 21; The purpose of this study is to look at the effects of rewards and motivation on job satisfaction at both public and private banks in Saudi Arabia. The findings show that rewards have a good impact on motivation, that motivation is linked to job satisfaction, and that rewards have a favourable impact on job satisfaction.
- Waswa and Katana (2008) show that pay for performance has two benefits in firms that use it: first, it attracts high-quality personnel, and second, it motivates individuals to put more effort into their jobs. Is there any evidence that the schemes can improve the quality of service delivery by increasing the output of staff? What kinds of incentives and recognition are available at Kenyatta University? What role do they play in improving job performance and motivation? As a result, this study aims to close this information gap by looking into the effects of rewards and recognition on employee performance in educational institutions, with a particular focus on Kenyatta University.
- Muhammad Ibrar and Owais Khan (2015), The Impact of Reward on Employee Performance, Issn: 2300-2697, Vol. 52, pp 95-103, The purpose of this study is to see how employee performance affects pay in a private school. The study also intends to demonstrate how a reward system might help employees improve their performance.

- Daniel Njoya Ndungu, (2017), The Effects of Rewards and Recognition on Employee Performance in Public Educational Institutions: A Case of Kenyatta University, Kenya, ISSN: 2249-4588. The purpose of this study was to see how incentive and recognition affected employee work performance at Kenyatta University. With the help of employee replies, the relationship between other elements impacting performance (working environment and leadership styles) and performance was also investigated.

2.1 Objectives of the Study

1. To know the different variables having impact on job performance of employees.
2. To analyse the relationship between the variables and job performance of employees.

2.2 Hypotheses of the Study

1. There is no significant variable having impact on job performance.
2. There is no significant relationship between the variables affecting job performance of employees

III. METHODOLOGY AND ANALYSIS OF THE STUDY

3.1 Research Design

For this study, a descriptive research design was used. It contains information and characteristics regarding the phenomenon under investigation. The questions who, what, where, when, and how are answered by descriptive research. It is a scientific procedure that entails monitoring and describing a subject's activity without interfering with it in any way. Because there have been several studies on awards and recognitions completed by various researchers, the descriptive design was chosen because the researcher's primary goal was to project the scenario and describe the occurrence.

3.2 Sample Size & Sample Design

The information was gathered from 100 respondents who work as teaching professionals in various universities. The data is collected from the respondents using a random sampling technique.

3.3 Tools of Data Collection

The respondents were given a questionnaire to fill out in order to obtain data on the impact of hygiene and motivational variables on job performance.

3.4 Tools Used

Tabular column, Charting, percentage method, Mean, Standard Deviation, Std. Error Mean, t-test.

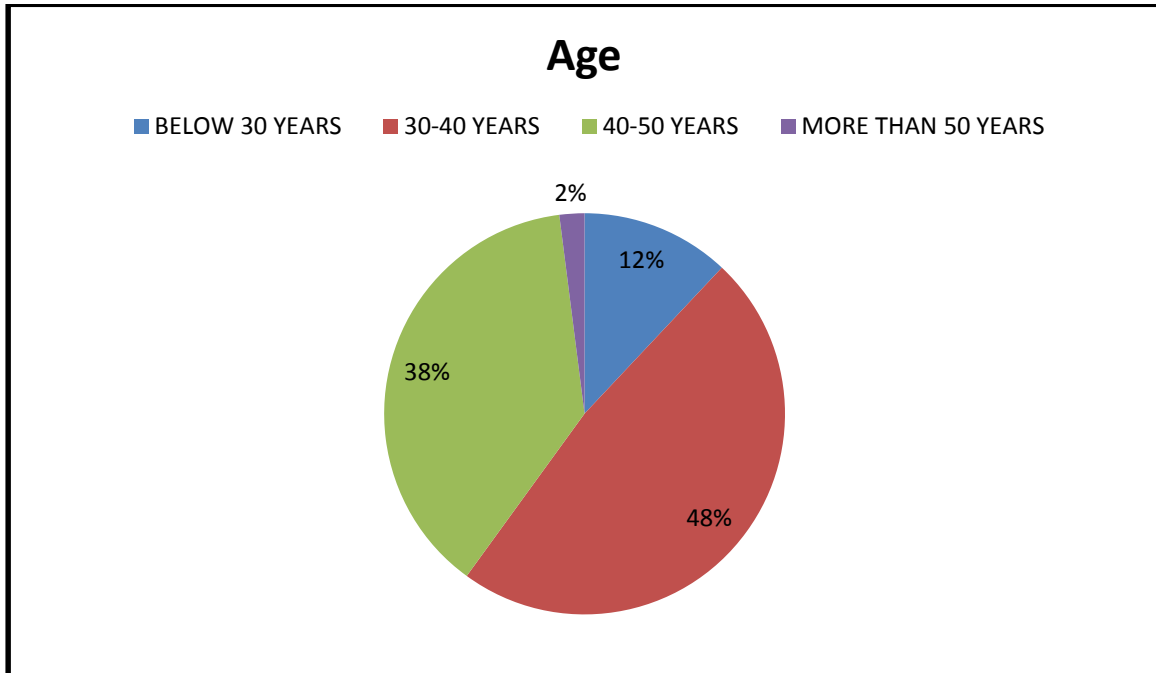
3.5 Analysis

Table 1: Age

Age Group		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	BELOW 30 YEARS	12	12.0	12.0	12.0
	30-40 YEARS	48	48.0	48.0	60.0
	40-50 YEARS	38	38.0	38.0	98.0
	MORE THAN 50 YEARS	2	2.0	2.0	100.0
	Total	100	100.0	100.0	

Source: Primary data

Chart 1: Age



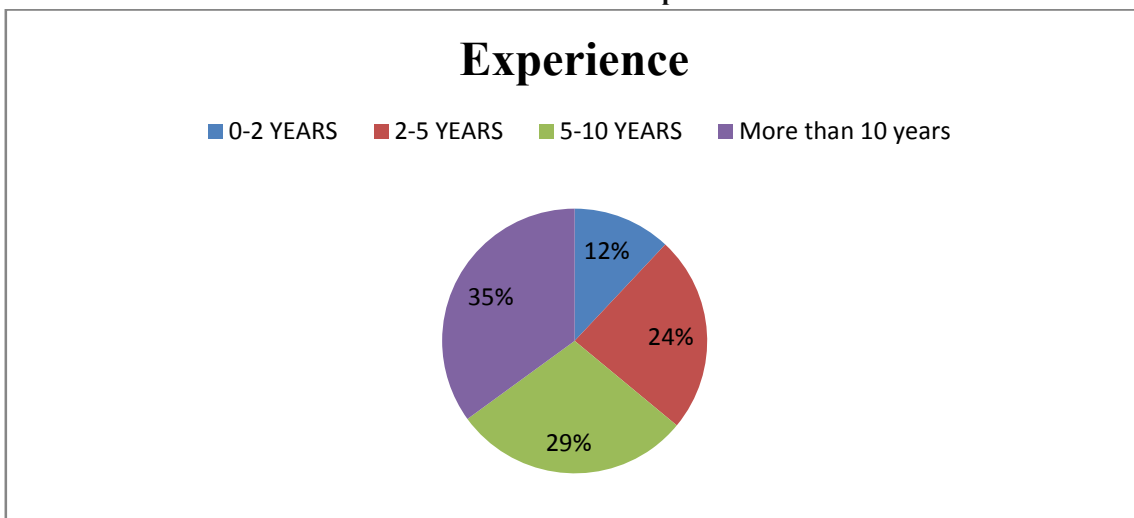
Interpretation: The above table and chart shows that 38% of employees are in the age group of 40-50 years followed by 48% of employees are in 30-40 years are group the middle age group dominated in the organization.

Table 2: Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-2 YEARS	12	12.0	12.0	12.0
	2-5 YEARS	24	24.0	24.0	36.0
	5-10 YEARS	29	29.0	29.0	65.0
	More than 10 years	35	35.0	35.0	100.0
	Total	100	100.0	100.0	

Source: Primary data

Chart 2: Experience





Interpretation: The above table and chart exhibits that 35% of the employees have more than 10 years experience followed by 29% have 5-10 years of experience.

Chart 3: Motivational Factors

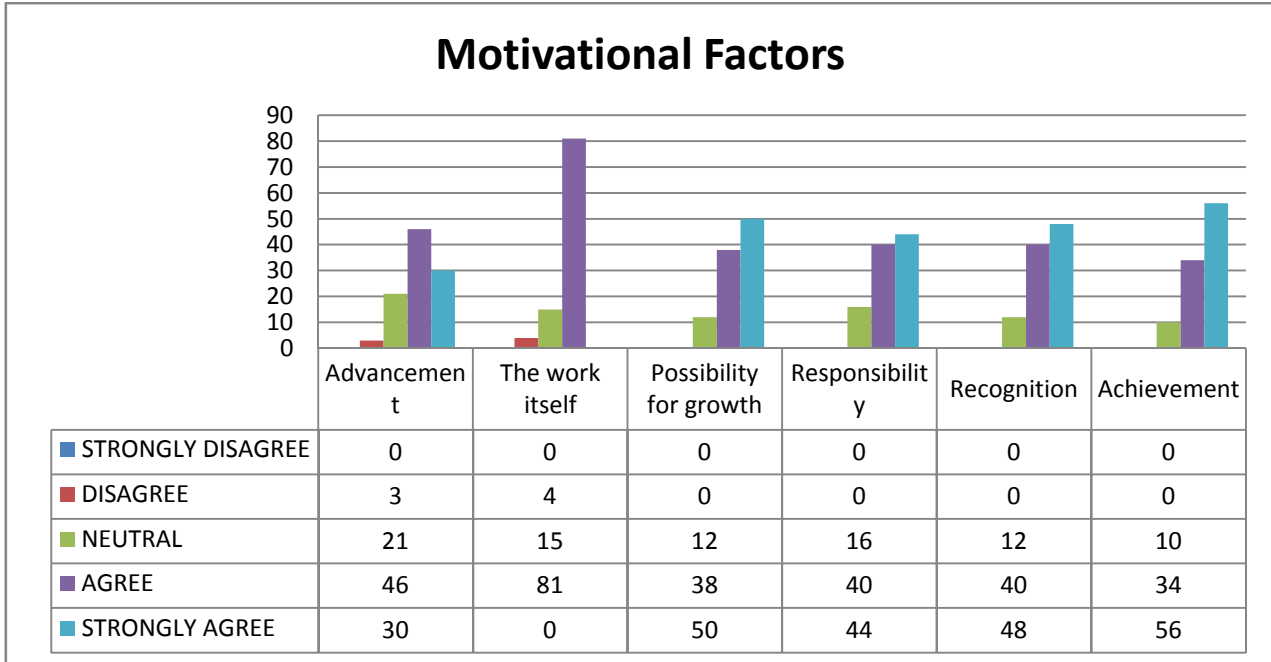


Table 3: One-Sample Statistics

Motivational Factors	N	Mean	Std. Deviation	Std. Error Mean
Advancement	100	4.03	.797	.080
The work itself	100	3.77	.510	.051
Possibility for growth	100	4.38	.693	.069
Responsibility	100	4.28	.726	.073
Recognition	100	4.36	.689	.069
Achievement	100	4.46	.673	.067

Source: Primary data

Interpretation: It was shown in the above table the mean values from 3.77 to 4.46. Achievement and recognition getting high mean values.



Chart 4: Hygiene Factors

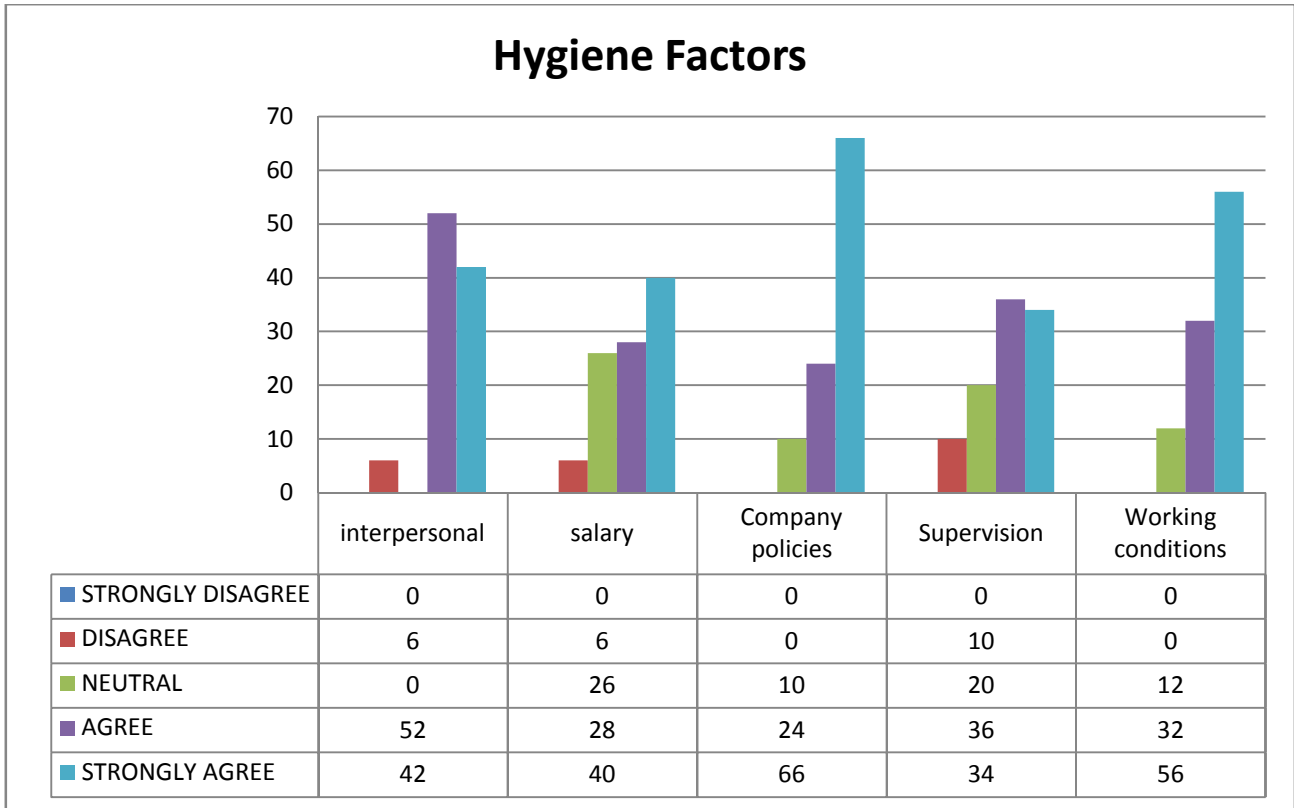


Table 4: One-Sample Statistics

Hygiene Factors	N	Mean	Std. Deviation	Std. Error Mean
interpersonal	100	4.30	.759	.076
Salary	100	4.02	.953	.095
company policies	100	4.56	.671	.067
Supervision	100	3.94	.973	.097
Working conditions	100	4.44	.701	.070

Source: Primary data

Interpretation: In the given table it had been observed that mean value ranges between 3.94 to 4.56, company policies and working conditions are having higher mean values.

Table 5: One-Sample Test

	Test Value = 0					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Advancement	50.555	99	.000	4.030	3.87	4.19
The work itself	73.979	99	.000	3.770	3.67	3.87
Possibility for growth	63.193	99	.000	4.380	4.24	4.52
Responsibility	58.965	99	.000	4.280	4.14	4.42
Recognition	63.251	99	.000	4.360	4.22	4.50
Achievement	66.270	99	.000	4.460	4.33	4.59

Interpersonal	56.669	99	.000	4.300	4.15	4.45
Salary	42.171	99	.000	4.020	3.83	4.21
Company policies	67.908	99	.000	4.560	4.43	4.69
Supervision	40.512	99	.000	3.940	3.75	4.13
Working conditions	63.344	99	.000	4.440	4.30	4.58

Source: Primary data

Interpretation: The mean values vary from 3.77 to 4.560, with the respective standard deviation and standard error, as shown in the table above. At the 5% level, the t values of 50.555, 73.979, 63.193, 58.965, 63.251, 66.270, 56.669, 42.171, 67.908, 40.512, and 63.344 are statistically significant. As a result, of the eleven criteria influenced by rewards and recognition, business policies motivated the employees the most, while supervision and work itself motivated the least.

IV. FINDINGS AND CONCLUSION

There are eleven factors that have a significant impact on incentives and recognition. Employees were appreciated and inspired by recognition and business policies to work hard and attempt to reach the organisational objective, which was followed by awards and empowerment, which influenced employees to stay in the same organisation and to be a loyal employee.

The findings of this study show that the organization/management motivates employees to deliver awards and recognition to those who are performing poorly. It fosters a pleasant working relationship between managers and staff. Improved job performance and motivating factors have a clear relationship, according to this study.

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