



THE IMPACT OF MOTIVATION ON EMPLOYEE'S JOB PERFORMANCE IN AN ORGANISATION

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ABSTRACT

Motivation suggests a critical sizeable element in all personal and public corporations. Organization cannot run and cannot gain their choice goals and goals without motivating their employees. Motivation shows a crucial significant part in all personal and public companies. Organization can't run and cannot obtain their desire goals and objectives without motivating their employees. Regression evaluation is carried out to locate the effect of employee motivation on employee's overall performance concerning four variables employee motivation, employee overall performance, intrinsic rewards and worker perceived schooling effectiveness. The consequences of this observe show that substantial and fine relationship exists between employee motivation and worker overall performance. This have a look at concludes that employee perceived schooling effectiveness has a terrible courting with motivation. It is also proved from to their responses, they had been furnished with the training publications however this schooling became not carried out with the aid of them in their ordinary teaching as they taken into consideration it to be ineffective. They have been no longer happy with the training furnished to them and this affected their motivation to train.

Keywords: *Employee Motivation, Employ Performance, Intrinsic Rewards, Employee Perceived Training Effectiveness.*

INTRODUCTION

Today, humans have to understand why they are working tough. Every character in a company is stimulated by way of some one of a kind way. When talking in time period of worker motivation, it could be absolutely described as "Employee motivation is a mirrored image of the level of electricity, dedication, and creativity that a agency's employees convey to their jobs." The job of a supervisor within the administrative center is to get things performed via personnel. To try this supervisor must be able to inspire employees. But it's easier stated than achieved! Motivation exercise and concept are hard subjects, touching on several disciplines. In spite of sizeable studies, primary in addition to applied, the issue of motivation is not surely understood and greater often than now not poorly practiced. To recognize motivation, one needs to apprehend human nature itself. And there lies the problem! Human nature may be very simple, yet very complicated too. A knowledge and appreciation of that is a prerequisite to powerful worker motivation within the place of job and therefore powerful control and leadership.

Employee motivation:

Motivation is essentially meant to facilitate behavioral alteration. It is a pressure that enables a person to behave in the path of a particular goal. According to the look at of Grant (2008) held on worker motivation; motivation forced such end result as productiveness, overall performance and staying power. According to the studies of influenced employees are more oriented toward autonomy and freedom and are more self-driven as compared to much less encouraged employees which lead to availing developmental opportunities greater successfully. Similarly worker dedication with their paintings and jobs is greater, if they're stimulated as compared to less prompted personnel

Employee performance:

Performance of the worker is considered as what an worker does and what he doesn't do. Employee performance includes satisfactory and quantity of output, presence at paintings, accommodative and useful nature and timeliness of output. According to the consequences of the look at conducted by one person overall performance confirmed that overall performance of the people cannot be verified. Similarly he asserts that corporations can use direct bonuses and rewards based totally on individual overall performance if employee performance is noticeable. In line with investigated employee overall performance and found out that acknowledgment and reputation and reward of overall performance of personnel direct the discrimination between worker productiveness. Moral and productivity of employees is highly influenced by the effectiveness of performance of an organization and its reward management system. Performance is divided into five categories. Planning, developing, rating, monitoring and rewarding. In the first stage is planning, planning means to developing strategy, setting goals and delineation duty and timetable to complete the objectives. Monitoring is the continuously calculating presentation and providing enduring response to workers and effort collections on their improvement towards accomplishment their objective. In developing stage the worker is speculative to increase any reduced performance that has been seen throughout the period surround one has been employed at the firm.

Job satisfaction:

In general job satisfaction as the singular assertiveness concerning the numerous characteristics of their works. Job pleasure because the emotive happiness that effects from the evaluation ones paintings as attaining or simplifying the accomplishments of one's job importance. The determined work happiness produces progressive sentiment among people which in casual represent positive emotive respond within the path of need for authority. The author additional speaks that pleasure is attained as ones understands the importance of work standards to achieve ones elementary requirements. For the individuals working life skill job satisfaction is one of the crucial factors. Job satisfaction importance is connected to a person getting sufficient extrinsic and intrinsic advantages to inspire the workers to stay and preserve to use up a big quantity of duration and conducting their responsibilities.

Problem statement:

The researcher have tested that there are many factors which can affect the employee overall performance and process pleasure of the personnel, motivation is the sort of elements. So our studies research will coverage the impact of motivation on employee performance and task pleasure

RESULTS & ANALYSIS

In order to achieve the goals of the organization efficiently and effectively, management of the organizations require training of its individuals. Training could be very beneficial for the employees in numerous methods as: it continues them up to date with the quick changing traits and environment of the dynamic globalized world; enables tension and frustration reduction triggered from work overload or demand of labor; allows enhance capabilities to address the paintings efficiently and many others Employees who feel they're les in a position for the project to fulfill will leave the field or if they stay their level of productivity will be suboptimallarger Is the space between what an individual possesses and what he requires, the more is the dissatisfaction with the activity and the higher are the turnover fees. Even though there does now not exist a direct connection in literature between job satisfaction and training yet suggest that training can be an effective device to enhance satisfaction from the job.

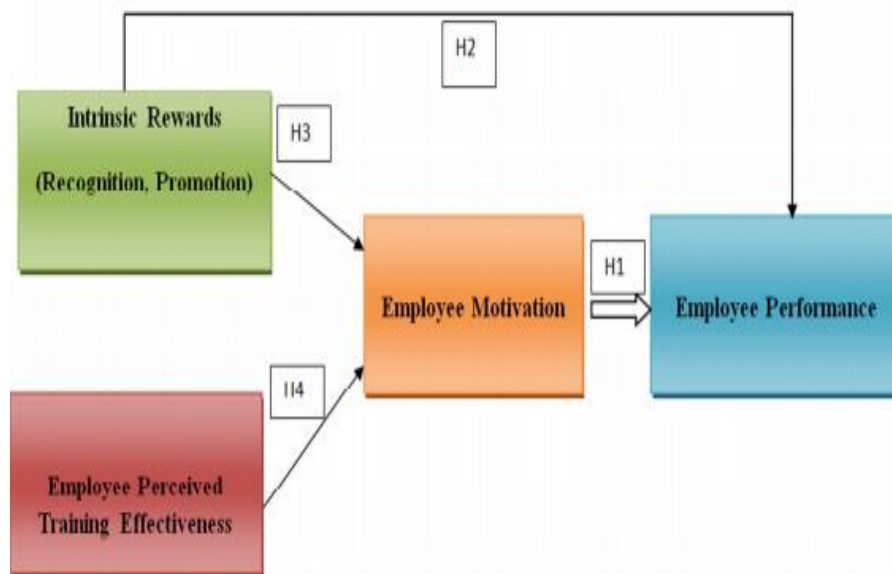


Figure: Employee perceived schooling effectiveness motivation version

The regression consequences of the observe verify the massive positive dating between Employee motivation and Employee overall performance with (Beta=0.353)

Table: Personal and demographic information of the motivation respondents

Variable	Category	Frequency	Percentage
Gender	Male	73	46
	Female	87	54
Age	15-20 years	20	13
	20-25 years	87	54
	25-30 years	40	25
	30-35 years	8	5
	35-40 years	2	1
	Above 40 years	3	2
Income	Below 15000	50	31
	15000-25000	40	25
	25000-35000	35	22
	35000-45000	12	8
	45000-55000	5	3
	Above 55000	18	11
Education	Matriculation		
	Inter	10	6
	Bachelor	67	42
	Master	70	44
	MS/M.Phil	12	8
	PHD	1	1

According to the end result of the look at, the variable intrinsic praise has a large fantastic courting with Employee motivation. Specifically this variable has a vast high quality relationship with (Beta=zero.330) and (p< zero.01). That manner the intrinsic praise greater than 50% to Employee motivation.

Employee perceived training effectiveness and Employee motivation:

The regression outcomes of the study confirm the bad dating between Employee perceived schooling effectiveness and Employee motivation with (Beta=-0.003)

Cost-gain evaluation of employee reputation:

The cost of a popularity machine is quite small and the benefits are big while applied successfully.

Benefits:

Increased man or woman productiveness – the act of recognizing desired conduct will increase the repetition of the desired behavior, and therefore productiveness. This is classic behavioral psychology. The strengthened behavior helps the organization’s challenge and key overall performance indicator Greater worker delight and leisure of work - greater time spent focusing on the activity and much less time complaining.

- Direct overall performance comments for individuals and teams is supplied.
- Higher loyalty and delight ratings from customers.
- Teamwork among employees is more desirable.
- Retention of first-rate personnel increases – lower worker turnover.



- Better protection facts and fewer injuries on the job.
- Lower poor results together with absenteeism and pressure.

CONCLUSION

This research has shown how relating to theory-building approach to linking aesthetic in organizations, culture of organization and brand building capacity provides an emergent theory and a conceptual model, which suggests how elements of an organization's physical environment may influence the organizational culture, dimensions, and thus, the possible consequences on for service provision among employees . Longitudinal design ought to be taken to triumph over this hindrance. In contrast, construct validity of the career motivation have to be tested when profession work is needed and take a look at the relationship of worker behavior and it attitude closer to some volume. To discover and control possible results that were now not taken into consideration in this observe, greater variables should be studied in destiny, inclusive of demographic traits, private characteristics, capabilities, and wishes for purpose success in examining worker motivation. To enhance the validity inside the behavioral criterion, variables must be added to expectancy theory. Extra research would possibly look into extra demographically special agencies of personnel to determine whether diverse motivation strategies need to be used. The motive of this look at is to investigate the relationship among employee motivation and worker performance; relationship of intrinsic rewards with worker motivation and employee overall performance; and also employee perceived education effectiveness dating with worker motivation. India is a rustic ideal for the incentive of personnel. Individuals running inside the autonomy and freedom they were given to paintings, by means of the obligation they have been given and by the position and tasks they have been furnished via the management. According to a number of the respondents, art; design or architecture will be feasible motivational forces however respondents did not surely state these forces to have a right away effect on motivation.

Though respondents normally advised those three constructs to have an effect on motivation as they enhance the bodily surroundings in which the personnel work. The cause given changed into that if the physical surroundings for operating is advanced, it enhances the properly being, moods and encouragement of employees which ultimately impacts motivation. Some of the respondents did now not verify to this statement as they had been least inquisitive about the bodily environment. The applicable variables to this examine are worker motivation, employee performance, intrinsic praise and Employee perceived education effectiveness.

According to their responses, they were furnished with the schooling guides however this education turned into not implemented by way of them of their routine coaching as they



considered it to be useless. They had been now not glad with the schooling provided to them and this affected their motivation to train.

Future scope:

Future studies it is suggested that the same research study can be conducted on other sectors such as educational sector, banking sector, manufacturing or industrial sector etc. of India to increase the probability of generalization. In this research study only one variable were considered to test their impacts on employee performance and job satisfaction, so further future studies can investigate others variables such as job security, promotion, work environment, and employee commitment.

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