



“A Study on Employee Motivation and Its Impact on Employee Performance”

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ABSTRACT: In this competitive world organizations need to be more productive. The organizational performance is not the total number of units produced but the aggregate of each individual employee performance. Employee performance is determined by measuring many factors like motivation, training and development, employee engagement, and etc., The present study focuses on understanding the impact of employee motivation to employee performance. Descriptive study is adopted. Population for the study constitutes employees of IT companies situated in Bengaluru. Primary data were collected from 85 employees by administering a self-structured questionnaire with Five Point Likert Scale. Random Sampling Technique was followed to choose the sample unit. Tables and Percentage method were used to analyze the data. The research finds that compensation, rewards and recognition, scope for learning, career growth opportunities and other study elements have impact on employee motivation.

KEYWORDS: organization, employee, employee performance, employee motivation, learning.

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I. Introduction

Success of any organization depends equally on technology and the employees who work for the company. If employees are left on their own, they will not perform better. To be productive, organizations need to understand the needs of employees as unmet needs act as motivational factors for employees. The knowledge of motivational theories helps organizations to identify employee needs and apply it to motivate employees. A motivated employee is always more productive than an unmotivated employee. Hence, the study of motivation and performance is essential.

II. LITERATURE REVIEW

IrumShazadi et.al (2014), the objective of the study was to determine the actors influencing motivation of employees at work. Further to study the impact of motivation on employee performance. A self-constructed questionnaire used to collect the data from school teachers. It is found, Motivation positively associated with employee performance and leads to accomplish organizational objectives.

NnaetoOlusadum et. al (2018), the study reveals the positive relationship between motivation and performance. The statistical tools used are regression and Chi- square. Suggests that companies include motivation primary management tool.

FasilLegess (2017), the research aims to study the interrelation between intrinsic and extrinsic motivational factors and their effect on employee performance. Research design utilized in research was the employees and workers from several departments. The required data was collected by administering questionnaire using simplerandomsampling technique. The study finds intrinsic and extrinsic factors play significant role in employee motivation and performance.

NurShafiniet.al (2015), research objective was to find relatedness of motivation and productivity of employees. Primary data was collected by distributing questionnaire. The study finds strong interrelatedness between employee motivation and productivity.

Quratul-Ain Manzoor (2012), the study finds that there exists a positive relationship and productivity.

Recognition of employee work leads to increased employee motivation.

IsmailNizam(2015), the objective of the research is to study the impact of training and development, rewards and motivation, and career growth on job performance. Research design is based on quantitative in ordertoanticipatevital resultsstatistically. A structured questionnaire was distributed and collected from 100 respondents. It is found that productivity, rewards, training and development and motivation are interrelated.

III. RESERCH METHODOLOGY

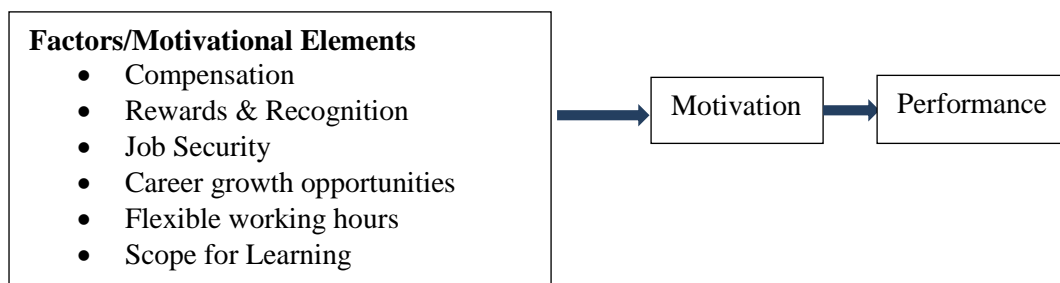
The study is a descriptive study. Both primary and secondary data are used. The population of the study includes employees of IT sector located in Karnataka. A self-structured questionnaire was distributed and response collected from 85 employees. Random sampling technique was applied to choose the sample unit. Tables and percentage method are used to analyze the collected data.

OBJECTIVES OF THE STUDY

Objectives of the research study areas follow:

- To study factors leading Employee Motivation.
- To analyze the relatedness between motivation and performance.
- To provide suggestions based on the study

CONCEPTUAL FRAME WORK



DATA ANALYSIS AND INTERPRETATION

| Key variable analysis | | | |
|---|----|-----------|------------|
| Key variable | | Frequency | Percentage |
| Salary motivates to perform well | SD | 0 | 0 |
| | D | 0 | 0 |
| | N | 6 | 7.1 |
| | A | 37 | 43.5 |
| | SA | 42 | 49.4 |
| Total | | 85 | 100 |
| Increment in salary motivates to perform better | SD | 0 | 0 |
| | D | 0 | 0 |
| | N | 17 | 20 |
| | A | 41 | 48 |
| | SA | 27 | 32 |
| Total | | 85 | 100 |
| Bonus motivatetoperformwell | | | |
| | SD | 0 | 0 |
| | D | 1 | 1.9 |
| | N | 6 | 7.1 |

| | | | |
|---|----|-----------|------------|
| | A | 42 | 49 |
| | SA | 36 | 42 |
| Total | | 85 | 100 |
| Appreciation motivates to do better | SD | 0 | 0 |
| | D | 1 | 1.2 |
| | N | 4 | 4.7 |
| | A | 26 | 30.6 |
| | SA | 54 | 63.5 |
| Total | | 85 | 100 |
| Recognition by the superior about your work motivates perform well | SD | 1 | 1 |
| | D | 6 | 7.1 |
| | N | 39 | 46 |
| | A | 28 | 33 |
| | SA | 11 | 12.9 |
| Total | | 85 | 100 |
| Job security element motivates to give good performance | SD | 0 | 0 |
| | D | 2 | 2.6 |
| | N | 25 | 29.4 |
| | A | 40 | 47 |
| | SA | 18 | 21 |
| Total | | 85 | 100 |
| Opportunity for growth factor motivates you to perform well | SD | 0 | 0 |
| | D | 0 | 0 |
| | N | 5 | 6 |
| | A | 36 | 39 |
| | SA | 47 | 55 |
| Total | | 85 | 100 |
| Promotion factor motivates to perform well | SD | 1 | 1.3 |
| | D | 1 | 1.3 |
| | N | 8 | 9.4 |
| | A | 47 | 55 |
| | SA | 28 | 33 |
| Total | | 85 | 100 |
| Flexible working time motivates to give good performance | SD | 0 | 0 |
| | D | 19 | 22 |
| | N | 19 | 23 |
| | A | 34 | 40 |
| | SA | 13 | 15 |
| Total | | 85 | 100 |
| Learning new things impacts you to get motivated and perform well | SD | 0 | 0 |
| | D | 3 | 3.5 |
| | N | 9 | 10 |
| | A | 37 | 43.5 |
| | SA | 36 | 43 |
| Total | | 85 | 100 |

*SD – Strongly Disagree, D – Disagree, N – Neutral, A – Agree, SA – Strongly Agree

FINDINGS

- Respondents feel compensation factors like salary, increment and bonus motivate them to perform better. Hardly 2 % of respondents disagree with the statement ‘bonus motivates them’.
- Respondents, about 90%, feel that rewards & recognition of their work by the superior motivates them to work better. Nearly 10% of respondents feel it doesn’t motivate them.
- 68% of the respondents feel job security is a motivational factor to perform better whereas 29 % of respondents are neutral and 3 % of respondents doesn’t feel job security as a motivational factor.
- Nearly 90% of respondents feel career growth opportunities motivate them to perform better but 3% of the respondents doesn’t feel the same.
- 55% of respondents agree that flexible working hours motivate them to perform better, 22% of the respondents doesn’t agree with this and 23% of respondents are neutral.
- 86% of respondents feel learning new things keep them motivated whereas 4% doesn’t feel the same. 10% of the respondents are neutral.

IV. Conclusion

Even though the most of the respondents feel compensation, rewards & recognition, job security, opportunity for career growth and flexible working hours influence them to feel motivated. Hence, organizations need to maintain the motivation given to the employees. Further, the organizations need to identify the needs of employees who feel not motivated at the workplace.

V. Suggestions

Organizations need to have attractive and effective motivational programmes for both motivated and non-motivated employees. Needs of motivated employees keep changing as the felt needs are once met they are no more motivational factor and new needs arise. Organizations need to construct effective motivation programmes for non-motivated employees that would meet their needs in a better way.

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