

# Motivation As a Tool for Increasing the Productivity from WORKERS In an Organisation

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## Abstract

The success of any organization largely depends upon the quality of human resources deployed towards the work and their level of satisfaction. Further when employees are not motivated could not reach to the expectation of organizational standards in terms of their productivity. When the productivity of the individual has comedown obviously it will affect the productivity of the organization and negativity on the profitability of the organization. Motivation has become part and parcel everyday of human life. Motivation has become significant due to dynamic social factors and changing needs of life styles of individuals. The present study aims at examine in the level of motivation among the employees and to investigate the factors which are responsible for increased motivation and give suitable solution for the managing the employees.

**Keywords:** Motivation, Behavior, Employees, Organizational Standards.

## INTRODUCTION

Human resources (employees) are the foundation of every organization's success, no matter how big or little, private or public. When a new employee joins a business, they bring a unique set of motivations, wants, requirements, and wishes. Employee behavior and performance, as well as productivity, are directly impacted by the organization's ability to meet these demands.

To highlight enough how important motivation is, let me give you an example. To achieve its goals, every business relies on motivation as one of several variables. Training and motivation of personnel is essential for the success of an organization's goals, since they must be able to fulfil their duties properly and efficiently. Nigeria's push for technical improvement necessitates the use of monetary incentives, such as bonus, pay, salary increases, etc., to encourage and train people, resulting in increased productivity in both private and public enterprises. Varied writers have different ideas on what motivates people. Motivation, according to **Koontz and O'Donnell (1972)**, is described as a method of influencing individuals to perform in a desired way. Similarly, **Pinder (2005)** describes motivation as the internal force that influences a person's choice of action, its intensity, and its persistence.

One of the most challenging aspects of motivation is getting a diverse collection of individuals, each with their own set of requirements and personalities, to work together toward a common goal. To be a successful manager, you must have both an understanding of why people act the way that they do and the capacity to persuade them to change their behavior. Motivation is the process of arousing,

invigorating, steering, and reinforcing actions and behaviors. There are several ways to accomplish this goal, but the most common one is to use a good motivating strategy that makes employees more engaged in their work and happier with it.

### Concept of Motivation

Workers work to do their best job possible. A company's whole workforce must be equipped with the knowledge, skills, training, and motivation they need in order to flourish in today's competitive environment. Managers must know what drives their employees' behavior if they want to win. It's motivation that's the real culprit behind our actions, but we can't see it since it's concealed within our heads.

For **Uzomah**, the inner mind responsible for driving or maintaining goal-oriented behavior might be defined as motivation. It serves as a guide for actions that have a certain goal in mind. An individual's behavior is given meaning and direction when they are motivated. This is one of the three components of the function of directing. Human behavior's "why" is at the heart of this field's focus. Motivation is the force that drives individuals to do action. In order to achieve desired outcomes, it is necessary to compel individuals into action.

### Review of Literature

**Vuori and Okkonen (2019)**. Denotes **Den and Verburg** discovered that high-performing work systems, also known as human resource practices, had an effect on subjective evaluations of company success. To make their jobs more fulfilling and to help they grow personally and socially, employees need to have a sense of purpose and a sense of belonging, which is why Ashmos and Duchon believe that employees should be encouraged to perform at a high level in order to help them grow personally and socially.

**Steven Elias and Barney Schroeder (2015)**: They discovered that extrinsic sources of energy substantial number of people flex time, work stress, and country's culture where you live. Leaders recognize that the core of every issue is the same. A vibrant industry is built on a productive and profitable company hard-working employees and a strong corporate culture when people work together with enthusiasm, incredible things happen. In numerous frameworks are used in the literature.

**Thomas (2019)** Thomas identifies individual variations as the main impediment to management's ability to effectively engage in employee motivating. One of the most essential roles of management is to motivate workers to achieve at their highest level. When it comes to employee motivation, **Fredrick W.**

**Taylor** was one of the first thinkers to take a look. Scientific management, or Taylorism, analyses the productivity of the workforce in accordance with his theories.

**Panagiotakopoulos (2013)** concluded that factors influencing employee motivation at a time when financial rewards are kept to a minimum lead to stimulate employee performance, and management personnel's responsibility to motivate their employees to work as expected to enhance the organization's performance.

According to Rich Henson's (2012) research, inspiring staff is comparable to taking a bath. There are no long-term benefits, but consistent practice is essential. Every employee, regardless of how self-motivated they are, may benefit from a little more nudge. When individuals are adequately motivated, it's simple to recognize because: (1) they strive to improve their work; and (2) they care about their clients.

### Statement of the problem

After review of the literature motivation in companies, it is revealed that there is an inadequacy of research on motivation in organization. In developing countries like India workers are mechanized and industrialized and treated as tool in production and putting their effort. Hence a study on motivation in organization is extremely important to know the motivation of employees in an organization.

### Objectives of the Study

- To get insight into the relationship between employee motivation and output.
- To examine the level of motivation among the employees.
- To find the best ways possible to motivate employees in public sector

### Research Methodology

The present study is based on both primary and secondary data. The required primary data has been collected through standard questionnaire, which was sent through single terms. Interaction with the employees was conducted by filling the questionnaires through google form. The secondary data was collected from published sources like text books, journals and motivation report of employee's electronic sources. Convenient sampling method was adopted to distribute questionnaire and thereby to get the required information. A sample of 50 respondents has been chosen for the study which represents 100% of 50 employees of a organization.

The data collected from the respondents were converted in to readable format for processing, classification and arrangements. The data was tabulated and analyzed using statistical tools like bar diagram, pie diagram, mean, standard deviation with the help of SPSS software.

### Analysis of Data and Interpretation

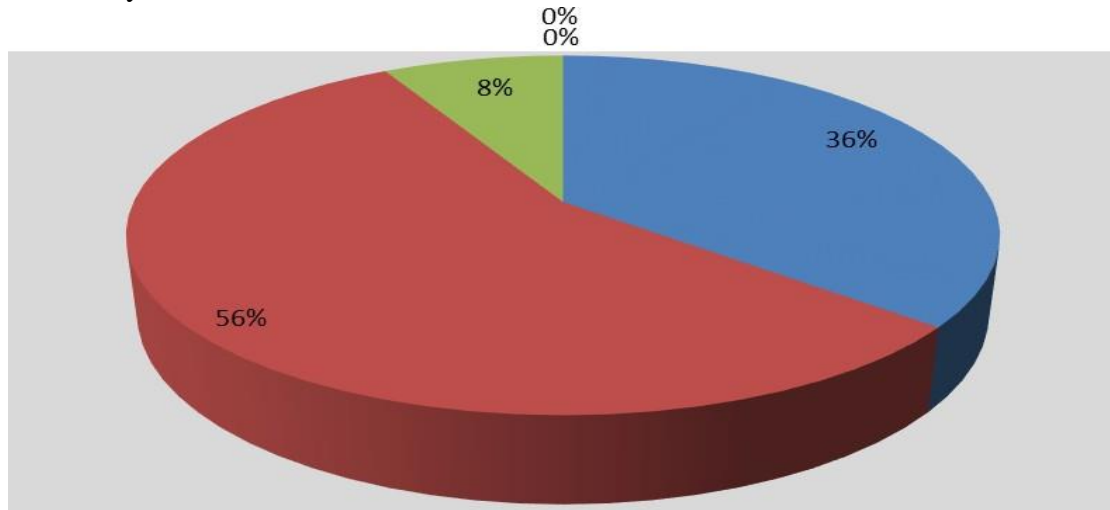
The respondents are finance department in one of the organization Bangalore the level of motivation is most important in any organization. All these variables have an effect of motivation of employees. The effects are studied through percentage analysis. The percentage analysis is one of stastical measures used to describe characteristics of sample in totality. It also involves computing measures of variables selected of study and its finding will give easy interpretation for the reader.

**Table: 1**

SL. No	Criteria	Frequency	%ge of respondents
1.	Strongly agree	36	36%
2.	Agree	56	56%

3.	Neutral	8	8%
4.	Disagree	-	-
5.	Strongly Disagree	-	-

Source: Field Survey



**Interpretation**

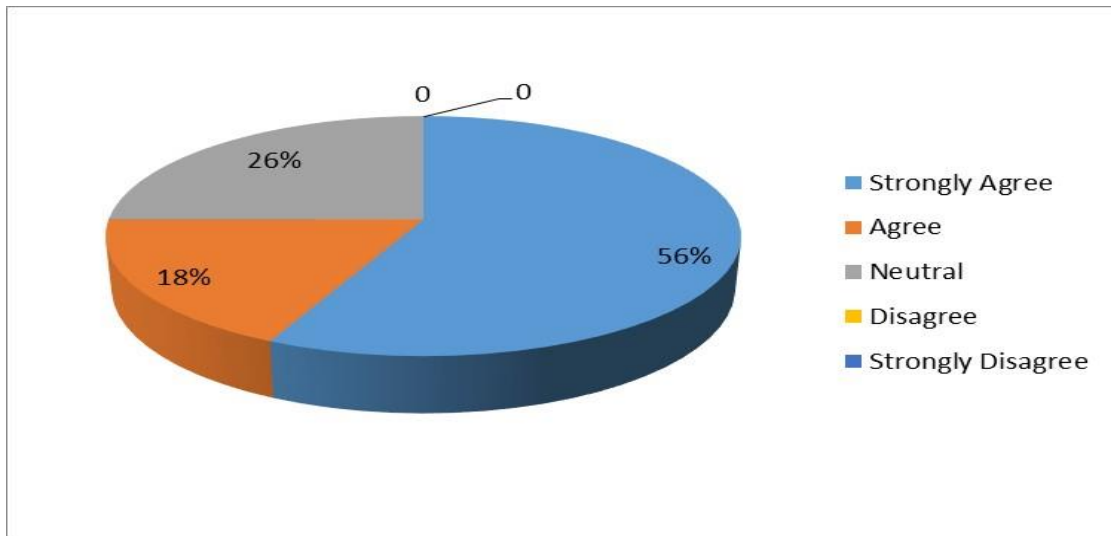
Graph shows that, the question “do you believe that reaching organisational objectives requires a high level of motivation?” it was strongly agreed by 36 percent. 56% (although not firmly) are agreed to this declaration. The 8 percent of people have shown neutral opinion.

None of them showed considerable disagreement or disagreement on this issue. Hence we can conclude that 92 percent of responders believe that reaching organisational objectives requires a high level of motivation.

**Table: 2**

SL. No	Criteria	Number of respondents	%ge of respondents
1.	Strongly agree	56	56%
2.	Agree	18	18%
3.	Neutral	26	26%
4.	Disagree	0	-
5.	Strongly Disagree	0	-

Source: Field Survey



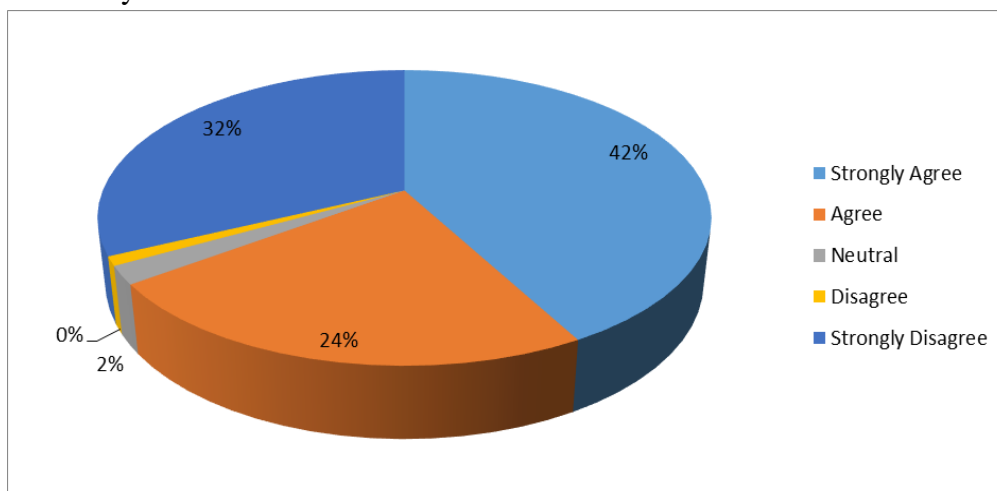
**Interpretation**

In the above diagram, 56% of respondents strongly agreed that “do you believe that an increase in compensation has an effect on the productivity of an employee?” and 18% of the respondents agreed for the same. Neutral towards the announcement is 26 percent of respondents. None of the respondents expressed substantial disagreement with this investigation.

**Table: 3**

SL. No	Criteria	Number of respondents	%ge of respondents
1.	Strongly agree	42	42%
2.	Agree	24	24%
3.	Neutral	2	2%
4.	Disagree	0	0%
5.	StronglyDisagree	32	32%

Source: Field Survey



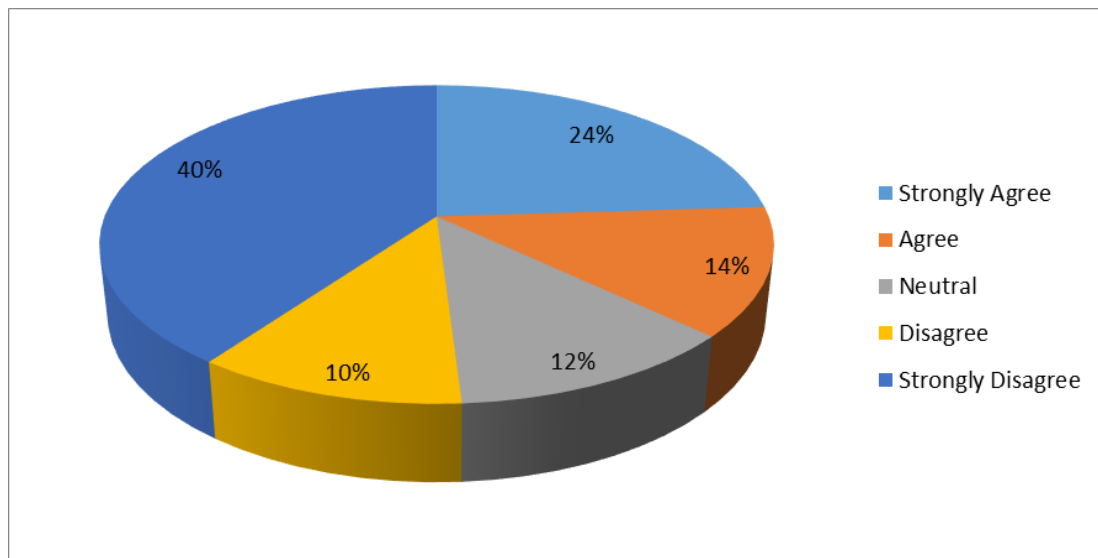
**Interpretation**

According to the graphic, 42% of people in question highly agree with “do you believe that workers get appropriate remuneration for the work done?” This announcement was approved by 24% of the respondents (although not enthusiastically). Neutral to the announcement is 2 percent of the respondents. None of the respondents were unanimous. 32% of the respondents expressed significant disagreement on this issue.

**Table: 4**

SL. No	Criteria	Number of respondents	%ge of respondents
1	Strongly agree	24	24%
2	Agree	14	14%
3	Neutral	12	12%
4	Disagree	10	10%
5	Strongly disagree	40	40%

Source: Field Survey

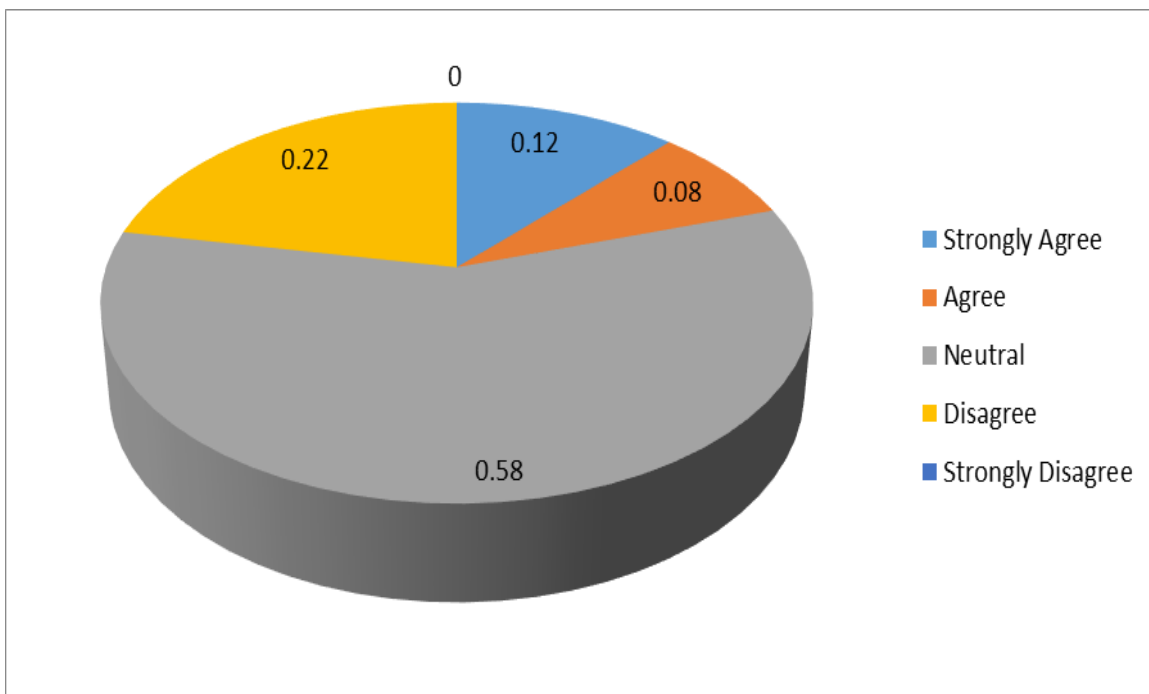


**Interpretation**

According to the graphic, 24% of respondents agreed strongly that to guarantee that their personnel are inspired by their concern head. This remark was approved by 14 per cent of the respondents (although not forcefully). The declaration is made by 12% of respondents neutral. The disagreement was just 10 percent. 40% of the respondents expressed significant disagreement on this issue.

**Table: 5**

Sl. Number	Criteria	Number of respondents	Proportion
1.	Strongly Agree	12	12%
2.	Agree	8	8%
3.	Neutral	58	58%
4.	Disagree	22	22%
5.	Strongly Disagree	0	-



**Source:** Field Survey

**Interpretation**

12 percent of respondents agreed, according to graphic, “does it have an effect on the performance of employees?”. Eight percent (though not strongly) of respondents agreed to this statement. The statement is neutral for 58 per cent of respondents. 22 percent disagreed with the respondents. None of the responders strongly disagreed with this issue.

**FINDINGS**

- The study has been able to determine the extent to which the organizations apply motivational techniques to encourage employees to improve their performance.
- It was discovered that Graph shows that reaching organisational objectives requires a high level of motivation as per the data collection.
- The study revealed that an increase in compensation has a major effect on the productivity of an

employee.

The findings indicate that major respondents believe that appropriate remuneration is not provided up to the mark in an organisation.

## SUGGESTION

- Give employees more autonomy: Autonomy is akin to independence; it includes the ability to make decisions, choose projects to take on, and execute ground-level tasks without someone micromanaging you.
- Give employees more flexibility: This makes employees feel like they're choosing to work, rather than being forced to work, which allows them to conjure their own motivation, or choose environments, time slots, and other conditions that naturally motivate them.
- Offer opportunities for personal growth: Your employees are always looking to improve, whether that means increasing their personal productivity, learning new subjects, or mastering new skills. Offering these opportunities is a win-win; employees have the chance to increase their value and feel good doing it, and managers end up with more knowledgeable workers.
- Help employees set their own goals.

## CONCLUSION

Employee productivity will rise as a result of the researchers' expertise in using motivation as a management tool to boost output; this will in turn boost employee motivation. The topic based on the analysis done in the public sector, it is the responsibility of the Government to take up an initiative to create employee friendly policies, increments and leave policies based on the employees' performance and their productivity to the organization.

Also it was found the most workers in the industry are not satisfied and motivated in their jobs. Significant relationship was found between motivation and job commitment on one hand and satisfaction with job and job commitment on the other hand. It is found that individuals are motivated to perform well when the work is meaningful and individuals believe they have responsibility for the outcomes of their assigned tasks.

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