

Public Perception of Factors that Influence Employee Motivation

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Abstract:

motivation is the act or process of providing a motive that causes a person to take some action. Many researchers have analyzed the need for Employee motivation in a company and gave many motivational theories. Employees talent should be motivated within a company and provide them advancement for their better future. The aim of this study is to analyse the various perception on motivational factors and find a better factor that would benefit the employee personally and societally. Descriptive research is used to portray accurately the characteristics of an individual. Convenient sampling method is used in the study to collect the samples. 877 samples sizes are recorded. Independent variables are age, gender, educational qualification. Dependent variables are motivating factor, employees, health benefits, policies and incentives. Statistical tools used are Independent sample t test and chi square.

Keywords: Motivating factors, Employees, HealthBenefits, Policies, Incentives

I. INTRODUCTION

Thus, motivation is the act or process of providing a motive that causes a person to take some action. In most cases, motivation comes from some need that leads to behaviour which results in reward when the need is fulfilled. The performance that employers look for in individuals rests on ability, motivation and support. This Paper clearly says that motivation is important because performance, reaction to compensation and other HR concerns are related to motivation.

Hence, motivation is defined as an internal and external factors that makes the desire and energy in people to be continually interested and leads to continuous effort in attaining a goal. Employee motivation is a critical aspect at the workplace which leads to the performance of the department and the company. Motivating employees in a company should be done on a regular routine. Employee should not be fully stuffed with their work, they should be motivated according to their needs and satisfaction on a regular

basis. Without a motivated workplace, companies could be placed in a very risky position. Employee can be motivated in various ways such as by giving them rewards and incentives, by making them loyal employees, by cultivating employees enthusiasm, encouraging transparency in decision making, by recognising each employee as an individual and celebrating their achievements, by having a good communication with employees, by valuing their work life balance and giving them decorum to share their ideas. Those motivational ideas may lead the company into best and profitable way. Company should provide a better workplace to their employees.

II. OBJECTIVES

The objectives of this paper includes,

- To identify the level of interest that a management shows in motivating their employees.
- To study the various motivational factors that influence the employee.

- To identify whether the incentives given to employees will influence their performance.

III. REVIEW OF LITERATURE

Datuk Dr Muhammad Zubir bin Sheet Saad(2018)(Oloruntoba and Ajayi 2003; Manshor and Abdullah 2002)found that Employee motivation is the key factor to contributing to the functions of an organization. He found from analysis that success of business can be evaluated by assessing the motivation level of employees..

George Ouma Ochoa,(2018)(Oloruntoba and Ajayi 2003)examined different strategies to improve employee productivity and encourage them towards production. He found that performance of employees is fundamentally influenced by employee motivation, training and development ,performance appraisal,employeesatisfaction,compensation,jobs ecurity,organisationalstructures,etc.

Abdull Al Hossain(2017)(Remi et al. 2011)said that employees are the heart of any organisation.In this paper,he examined how motivational tools impact the performance of employees for betterment. He focused on demotivating factors affecting employee performance adversely. He concluded from his findings that if employees are motivated positively ,it improves effectiveness and efficiency of employees and it helps in achieving organisational goals.

Faisal Al Madi, HusamAssal, FaizShrafat, DiaZeglat(2017)(Ahmed 2010) found that motivated and committed employees will have high levels of job involvement and they are considered as an important asset to an organization. He argued, His results showed the significant impact from motivating employees.

IV. METHODOLOGY

Descriptive research is used in the study. Data is collected through structured questionnaire. Convenient sampling method is used in the study to collect the samples. 877 is the sample size. Independent variables used in the study are age, gender, educational qualification. Dependent variables are management interest in motivation, various factors of motivion. The data is analyzed using SPSS and the statistical tools used are Independent sample t test and chi square.

V. ANALYSIS AND DISCUSSION& RESULTS

Hypothesis:

H0: There is no significant difference between in interest of top management in motivating the employees between gender groups

H1: There is significant difference between in interest of top management in motivating the employees between gender groups

Group Statistics

	Gender	N	Mean	Std. Deviation	Std. Error
1. Rate the statement "Top Management is interested in motivating the employees"?	Female	340	2.8412	1.13852	.06175
	Male	537	2.5158	1.03314	.04458

Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
1. Rate the statement "Top	Equal variances assumed	2.400	.122	4.366	875	.000	.32535	.07452	.17909	.47160

Management is interested in motivating the employees?"	Equal variances not assumed			4.272	669.528	.000	.32535	.07616	.17581	.47489
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Interpretation: Independent Sample t test is used to find the difference between the Interest of management in motivating the employees and the gender. The samples are collected from 877 respondents and the results showed that 340 were female and 537 were male. As per the result, p value is less than 0.05, which means that the null hypothesis is rejected. Hence it is statistically proved that there is significant difference between

in interest of top management in motivating the employees between gender groups

Hypothesis:

H0: There is no significant association between the age and the motivating factors.

H1: There is a significant association between the age and the motivating factors.

2. Which of the following factors which motivates you most ? * Age Crosstabulation

Count

		Age					Total
		Less than 20 years	21 - 30 years	31-40 years	41-50 years	above 50 years	
2. Which of the following factors which motivates you most ?	salary increase	45	67	18	27	0	157
	promotion	37	89	160	17	16	319
	leave	72	50	102	45	15	284
	motivational talks	21	66	17	2	1	107
	recognition	0	5	1	4	0	10
Total		175	277	298	95	32	877

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	189.526 ^a	16	.000
Likelihood Ratio	204.512	16	.000
Linear-by-Linear Association	.005	1	.945
N of Valid Cases	877		

a. 6 cells (24.0%) have expected count less than 5. The minimum expected count is .36.

Interpretation:

Chi Square is used to analyse the significant association between people of different age group and motivating factors. It is found that 157 people of different age group responded for salary increase, 319 people responded for promotion, 284 people responded for leave, 107 people responded

for motivational talks and 10 people responded for recognition. As per the result, p value is less than 0.005. Hence null hypothesis is rejected, Alternate hypothesis is accepted. There is a significant association between the age and the motivating factors

Hypothesis:

H0: There is no significant difference between the educational qualification and the incentives and other benefits influencing the employees performance.

H1: There is a significant difference between the educational qualification and the incentives and other benefits influencing the employees performance.

3. Do you think that incentives and other benefits will influence your performance ? *
Educational Qualification Crosstabulation

Count

	Educational Qualification				Total
	School level	UG	PG	Illiterate	
3. Do you think that influence	15	75	27	43	160
incentives and other does not influence	6	361	180	39	586
benefits will influence your performance ? no opinion	7	66	58	0	131
Total	28	502	265	82	877

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	123.112 ^a	6	.000
Likelihood Ratio	115.153	6	.000
Linear-by-Linear Association	7.856	1	.005
N of Valid Cases	877		

a. 1 cells (8.3%) have expected count less than 5. The minimum expected count is 4.18.

Interpretation: Chi square is used to find the significant association among educational qualification and incentives and other benefits influencing the employees performance. It is found that 28 school level qualified people, 502 UG, 265 PG and 82 of illiterate people were influenced by the incentives and other benefits given by a firm to motivate their employees. As per the result value is less than 0.05. Hence null hypothesis is rejected, Alternate hypothesis is accepted. There is a significant difference between the educational qualification and the incentives and other benefits influencing the employees performance.

VI. CONCLUSION

In any work environment, no employees work for free, and they need not be. They work to earn a reasonable salary and payment. Money is the major influencer and no other factors influence the employees towards the performance of the workers. Empowerment along with motivation also leads to successful employees and equip them

with decision making skills. Also interest of management in motivating employees also major say in motivation of employees. Therefore, this study states that motivating employees will lead the company or organization in a better and successive way.

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