



# AN INVESTIGATION AT HOW MOTIVATION AFFECTS EMPLOYEE PERFORMANCE

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## **ABSTRACT**

This paper seeks to An investigation at how motivation affects employee performance .The main component of employee motivation is a commitment to action. Motivation can be characterised as "willingness to work" in a commercial context. Motivation is an inner drive that turns on and determines its course. The Latin root of the word "motivation" "Movere" is Latin for "move." The process of elucidating why and how human behaviour occurs is referred to as motivation theory. The perception and activation of behaviour. It is regarded as one of the most significant topics of study in the discipline of conduct in organisations. In order for employees to work effectively inside a business, there needs to be strong employee motivation. When Certain aspects of job satisfaction tend to be regularly related to how comfortable individuals are at work. The relationship between motivation and performance has long been the subject of extensive research, debate, and repetition.

This essay will undertake a more thorough investigation to determine the effect of employee motivation and performance. Training and development, rewards, and recognition are the independent variables used to measure motivation. Employee performance is the dependent variable, with the independent variables being awareness and authority delegation.

## **Keywords:**

Employees Performance , Job Satisfaction , Motivation .

## **INTRODUCTION :**

Most employees desire inspiration in order to feel confident about their work and perform at their best. Some employees are motivated by money, while others find that praise and prizes in person are more motivating. The geographical location's variation in motivation levels has an immediate effect on employee output. Workers at the World Health Organization are energised and enthusiastic.

Regarding their occupations, they carry out their duties as simply as possible, and production levels rise as a result. Worker motivation is considered as a factor that propels employees toward achieving particular goals and the organization's goals. Nowadays, since every organisation has them, they are all the hottest issues. It aims to make the greatest use possible of its financial and human resources. The word's etymology serves as motivation .

The biological, intellectual, social, and emotional aspects of an individual have an impact on their motivation. Everybody has things, people, situations, and ambitions in their lives that they find motivating. Organizations can motivate employees

at work by exploiting intrinsic happiness and unintended consequences. Management may find motivation to be a beneficial tool for energising the workforce. Your drive will grow.

- The best use of resources
- Labor-related concerns
- Significant growth in output and productivity
- Improved image

The effects of employee motivation Productivity: Employees who are motivated to work are more likely to be productive than those who are not. Motivated employees are likely to put very little or no effort into their work, avoid locations as much as possible, leave the company if given the chance, and provide high-quality work. On the other hand, employees who feel motivated to do so are more likely to be persistent, creative, and industrious, producing high-caliber work that they voluntarily embark on

- Actuated employees are more productive: An elated employee will work harder and produce work that is more useful. On the other side, an energised employee will be an inspiration to other employees.
- Decision-Making and Sensible Expectations: It's important to involve interactive team members in the decision-making process, but set sensible expectations as part of that process.
- Verbal Description, Work Environment, and Flexibility: A worker's motivation and job satisfaction will be substantially boosted by performing the task in accordance with his temperament and skill set and acting competently.

In order to maintain a high level of employee motivation, a safe and nonthreatening work environment is essential. Flexible time, work from home options, and child care leave policies all help to create happier, more energized workers.

### **STATEMENT OF THE PROBLEM**

The basic objective of motivation is to get employees motivated and working rapidly in the manner that management desire by giving them the appropriate combination of direction, guidance, technology, resources, and reward. The most crucial resource for any firm is its workforce. Job Growth is influenced by retention rates and staff motivation. Moreover, the expense of acquiring and keeping staff people is drastically decreased, and if the system can keep potential employees in the company for an extended period of time .It will aid in the expansion of the profession throughout time.

### **OBJECTIVE OF THE STUDY**

- Examining factors that influence employee motivation.
- The effects of rewards on productivity.
- The effects of career advancement on productivity.
- The link between motivation and performance.

### **SCOPE OF THE STUDY :**

Employee performance is the main topic of this survey. To foster an environment where employees are willing to work enthusiastically and independently, motivation is needed. Responsible individual and group moral

fulfillment with lots of interest and energy, to boost customer loyalty to the business. With pride and assurance, we shall discipline ourselves and make improvements consistently in order to successfully accomplish the objectives of our organization. approaches for employee motivation that promote growth.

## **Previous Research:**

There have been many different types of studies done on this topic, along with many different theories. These were created to show off their extremely impactful qualities, with a focus on the motivational influence on organizational behavior. The productivity of an organization is significantly impacted by employee disengagement. For the best results, an organization must take into account a variety of influences, including social, structural, and human pressures.

According to Behnaz (2013), motivation is described as a psychological way to drive and inspire people to reach the best list within their sales goals or become good team players. Even stronger than their actions, people might be motivated to attain their objectives and so boost their productivity. Once an employee's demands and needs are addressed by the organization or manager, this is done among the workers at the cluster or individual level to meet the group aims and objectives of the organization, which generates interest and enthruses people.

The Herzberg-developed two-factor theory, commonly known as the motivational/hygiene theory, is a frequently used hypothesis in the study of motivation and related topics. There are two categories of motivational elements, in his theory.

- a) Non-financial considerations The author defines the following as area units: hygienic motivational factors, personal pleasure, thankfulness, and acceptance.
- b) The financial elements that could motivate employees were grouped in the second dimension. Pay, incentives, etc. are some examples.

Maslow's Principle Hertzberg's idea is frequently associated with Maslow's theory, sometimes known as Maslow's hierarchy of desires. Maslow asserts that there are five stages of desire. basic requirements, safety, joy and love, thankfulness and self-fulfillment. Meeting individual demands from a low level to a high level is required to boost individual productivity.

## **RESEARCH METHODOLOGY:**

The primary conclusions of this study were statistically determined using quantitative evidence. In order to test the theory and hypothesis, 100 employees were surveyed utilizing a quantitative data collection technique. The goal of gathering a lot of data is to avoid ambiguous outcomes and clear up confusion that can arise from them.

## **Results and Discussion :**

Methods for gathering data Questionnaires: To gather the essential facts and information, questionnaires will be employed.

Table 1: Do you typically feel stressed out at work? Respondents' evaluations

- Strongly Disagree 2
- Disagree 37
- Agree 47
- Strongly Agree 14

Table 2: Pay rate satisfaction: Respondents' evaluations

- Strongly Disagree 0
- Disagree 8
- Agree 83
- Strongly Agree 9

Table 3: Does motivation have an impact on how well you perform?

- Strongly Disagree 0
- Disagree 2
- Agree 67
- Strongly Agree 31

Table 4: Do rewards and praise increase motivation?

- Strongly Disagree 0
- Disagree 0
- Agree 74
- Strongly Agree 26

Table 5: Do financial rewards drive you to perform better than non-financial rewards?

- Strongly Disagree 0
- Disagree 68
- Agree 24
- Strongly Agree 8

Table 6: How can the company improve your motivation at work?

Strongly Disagree Disagree Agree Strongly Agree Total When I'm at work, I'm entirely focused on my obligations.

0  
5  
68  
27

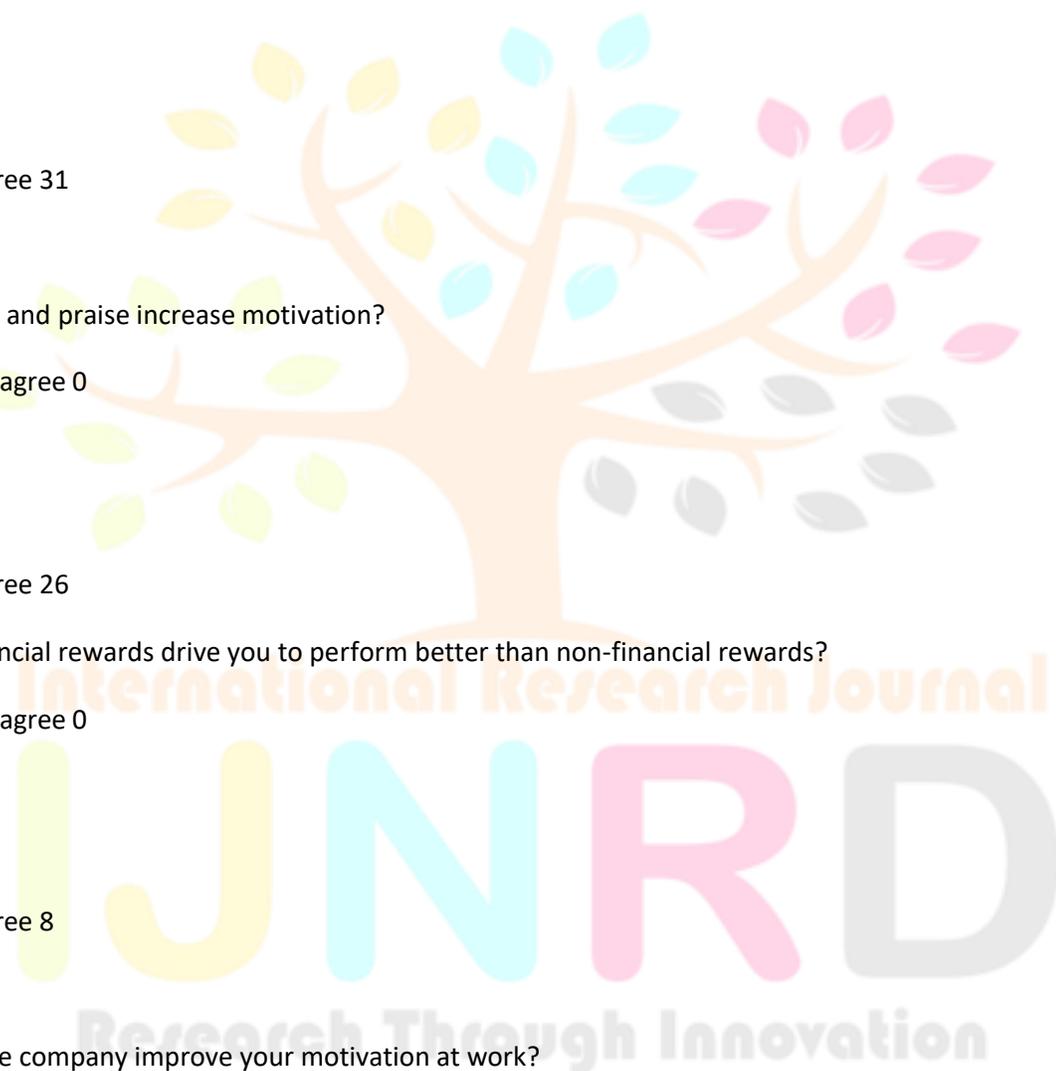


Table 7: Does your management give you credit for your efforts, encouraging you to give your best effort?

Yes 77

Maybe 13

No 10

Table 8 : How joyful do you feel when you arrive at work?

- Happy 62
- Neutral 10
- Sad 28

Table 9: How secure do you feel in your position?

- Secure 75
- Not Sure 2
- Not Secure 23

Table 10: On a scale of 1 to 5, how satisfied with your employment overall are you?

- 1 -10
- 2 -2
- 3 -17
- 4 -3
- 5 -68



### **CONCLUSION**

Although employees receive fair compensation, they experience stress at work. Both monetary and non-monetary incentives for employees to perform well are beneficial. Receiving praise from their manager contributes to determining an employee's degree of performance. Employee performance increased when positive motivation was used effectively, professionally, and efficiently, and vice versa. Organizations should make an effort to use incentive-based compensation strategies to give employees a share of the company's revenues. In order for employees to perceive their influence and comprehend what is expected of them, we also need to outline the rules that will govern this program for all participants and maintain proper communication.

Employees must set challenging but attainable objectives. Employees can use this to monitor their own performance and gauge the organization's overall success. To encourage accomplishment, both monetary and non-monetary awards should be employed as incentives. While non-cash benefits like training, medical savings

accounts, and prizes boost an employee's internal motivation, monetary rewards in the form of cash aid in boosting the employee's exterior motivation. It will significantly aid in raising general job satisfaction.

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