A STUDY ON IMPACT OF MOTIVATONAL PROGRAMS ON EMPLOYEE PERFORMANCE

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Abstract:

Motivation is the term used to describe those processes, both instinctive and rational by which people seek to satisfy the basic drives perceived needs and personal goals, which trigger human behaviour. The aim of the study is to look at the motivational programs impact on employees performance. This study adopts a Descriptive Research approach and utilise the structured Questionary method to collect a data and Convenience Sampling was adopted. The sample size was taken as 111.And data was interpreted with help of SPSS. The Analysis was employed with advance statistical techniques like frequency, correlation, regression analysis anova test were utilised. Correlation was used to check the relationship between retirement benefits and employee performance. This study findings clearly indicates that most of findings clearly indicates that most of employees were feeling secured, and they need more medical benefits. There is a high impact of motivational programs on employee performance. The findings are useful for organization to implement more motivational programs.

Keywords: Motivational programs, Employee performance, Descriptive research, Retirement benefits, medical benefit.

Introduction

At its core, motivation is not a one-size-fits-all phenomenon; it takes various forms and sources, ranging from intrinsic drives stemming from personal fulfilment and a sense of purpose to extrinsic factors such as rewards and recognition. It arises from our innermost desires and resonates with the fundamental human need for progress and accomplishment. Furthermore, motivation is not static but dynamic, influenced by ever-changing circumstances and experiences. It can be nurtured through positive reinforcement, encouragement, and setting achievable goals, transforming individuals into proactive agents of change. In essence, motivation acts as the

guiding force that empowers us to embrace challenges, channel our efforts towards growth, and unveil the full extent of our potential on the journey towards self-discovery and success.

Review of Literature

Schoeffler (2005), a contributor to the Insurance Journal, explains that incentives should be in a three-tier incentive scheme: recognition, short-term, and long term. The basic concept is to allow for incentives that will motivate different personality types. For example, some people enjoy immediate satisfaction and some enjoy satisfaction that is delayed but has taken time to build up. Recognition is a key role in motivating which is a non-financial incentive that reflects feedback.

Grant and Gino (2010), concluded in their study "A Little Thanks Goes a Long Way: Explaining Why Gratitude Expressions Motivate Prosocial Behaviour" that gratitude shown in the workplace can promote "prosocial" behaviour the carries throughout the company. In their discussion they state, "Our findings complement this line of research by demonstrating that expressions of gratitude, not only experiences of gratitude, have spillover effects on prosocial behaviour. As such, our research suggests that gratitude expressions may have important theoretical and practical implications for encouraging prosocial behaviours that promote cooperation…"

Azoulay, Graff-Zivin, Manso (2010), professors at Massachusetts Institute of Technology and University of California, Santa Barbara, published a paper titled "Incentives and Creativity: Evidence from the Academic Life Sciences" indicating that long term rewards rather than short term rewards helped to motivate scientists in their work and to promote overall greater creativity. The application of this study suggests that short term rewards, that are common in many businesses, may truncate motivation and hinder innovation.

Ederer and Manso's (2011) study titled "Is Pay for Performance Detrimental to Innovation?" concluded the following: …the optimal incentive scheme that motivates exploration is fundamentally different from standard pay-for-performance schemes used to motivate effort. Tolerance (or even reward) for early failure, reward for long-term success, excessive continuation, commitment to a long-term incentive plan, and timely feedback on performance are all important to motivate exploration.

Raddha et al. (2012) examined the factors affecting employee motivation, and intention to quit of nurses in Jordanian healthcare sectors. Data was gathered from 180 nurses from three hospitals in Jordan. Results of the study reported significant relationship between employee motivation and intention to quit among nurses. Also, co-workers, nature of work and supervision emerged as the most satisfying attributes of motivation."

Statement of the problem

In this modern competitive world, A company should be able to identify the needs of employees in their workplaces, as they are a company's most valuable assets. Motivation is about giving employees the right mix of guidance, leadership, resources, and rewards so they are inspired and ready to work. Every institution faces the challenges of employee retention, high cost of hiring and training, increasing competition, increasing government rules and regulations, and high rate of technological growth. every organization motivates its

employees intrinsically or extrinsically to achieve its mission and vision is most important. It is a difficult task for managers to achieve and manage strong employee performance. Employee motivation and performance are essential tools for the long-term success of an organization.

Low motivation in an organization leads to high employee turnover, inefficiency, fraud, corruption, and indiscipline in the workplace. They conduct surveys, analyse the results, and develop solutions. They followed the idea that monetary benefits are the most important motivator for all employees and started giving bonus, salary hike, vouchers and other money-related gifts. Employees expect to work in a conducive environment that supports their productivity, performance and efforts. The specific aspects of this study is to investigate that how employee's performance has boosted by the help motivational Programs

Objectives of the study

1. To know the concept of motivation and motivational Programs.
2. To analyze the impact of motivational Programs on employee's performance.

Hypothesis 1

Ho: There is no correlation between motivational Programs and employee performance. H1: There is a correlation between motivational Programs and employee performance.

Research Design & Methodology

❖ Type of research

The present study was descriptive research.

❖ Data Collection Sources

The study has made use of both primary and secondary source of data.

Primary Data

Primary data was collected through a constructed questionnaire.

Secondary Data

Secondary data was collected from sources such as newspapers, articles, journals, magazines, the internet, and survey reports.

❖ Sampling Technique

In this study, convenience sampling method was applied to collect data.

❖ Sample Selection & Size

Non-probability, convenience sampling method was used. The sample size was taken 111.

❖ Data Collection Methods

The questionnaire method was used to acquire primary data from respondents.

❖ Tools of Analysis

The data was interpreted with the help of SPSS Ver 22.0. The statistical tools like descriptive statistics it includes percentage, correlation, regression, Annova test were used for the analysis of data

Hypothesis Testing:

Correlation Analysis

Correlation between motivational programs and employee performance

		The medical benefits provided in the organization are satisfactory	Performance appraisal activities help you to get motivate yourself
The medical benefits provided in the organization are satisfactory	Pearson Correlation	1	.754
	Sig. (2-tailed)		.000
	N	111	111
Performance appraisal activities help you to get motivate yourself	Pearson Correlation	.754	1
	Sig. (2-tailed)	.000	
	N	111	111

** Correlation is significant at the 0.01 level (2-tailed).

Interpretation:

The correlation between motivational programs and employee performance is significant at 0.000 and Pearson correlation value is 0.754.

Result:

There is a significant relation between motivational programs and employee performance, H1 is accepted.

Correlation between motivational programs and employee performance

		The retirement benefits available are sufficient	Performance appraisal activities help you to get motivate yourself
The retirement benefits available are sufficient	Pearson Correlation	1	.840
	Sig. (2-tailed)		.000
	N	111	111
Performance appraisal activities help you to get motivate yourself	Pearson Correlation	.840	1
	Sig. (2-tailed)	.000	
	N	111	111

**. Correlation is significant at the 0.05 level (2-tailed).

Interpretation:

The correlation between motivational programs and employee performance is significant at 0.000 and Pearson correlation value is 0.840.

Result: There is a significant relation between motivational programs and employee performance, H1 is accepted.

Regression Analysis:

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.540[a]	.292	.265	1.1029

a. Predictors: (Constant), The medical benefits provided in the organization are satisfactory.,

Do you think positive motivation will work all the time, The retirement benefits available

are sufficient., Employee motivation increases team spirit in the organization

b. Dependent Variable: Employee Performance

Source: Primary Data

Interpretation:

The above table provides R and R^2 values. The R value represents that simple correlation is 0.540, which indicates moderate degree of correlation. The R^2 value indicates how much of the total variation in the dependent variable employee performance can be explained by the independent variable motivational programs. In this case 29 % can be explained which is very large.

ANOVA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	53.177	4	13.294	10.930	.000[b]
	Residual	128.931	106	1.216		
	Total	182.108	110			

a. Dependent Variable: Performance appraisal activities help you to get motivate yourself.

b. Predictors: (Constant), The medical benefits provided in the organization are satisfactory., Do you think positive motivation will work all the time? The retirement benefits available are sufficient., Employee motivation increases team spirit in the organization.

Source: Primary Data

Interpretation:

The above table indicates that the regression model predicts the dependent variable significantly well. The statistical significance of the regression model that was fit, here significant value 0.000 and which is less than 0.01, It indicates that overall regression model statistically significantly predicts the dependent variable (outcomes).

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	.362	.399		.906	.367
1) Do you think positive motivation will work all the time	.124	.088	.121	.404	.163
2) Employee motivation increases team spirit in the organization	.175	.101	.149	1.740	.085

3) The retirement benefits available are sufficient.	.372	.102	.311	3.659	.000
4) The medical benefits provided in the organization are satisfactory	.417	.100	.351	4.151	.000

a. Dependent Variable: Performance appraisal activities

Source: Primary Data

Interpretation:

The mathematical model expression of the impact of various Motivational programs

in organization on Performance appraisal activities as follows.

Performance appraisal activities = Constant + 1 + 2 + 3 + 4 +5

Performance appraisal activities = 0.362 + 0.124 + 0.175 + 0.372 + 0.417

Performance appraisal activities =1.45

Result

H_0	There is no significance relation between motivational programs and employee performance	Rejected
H_1	There is significance relation between motivational programs and employee performance	Accepted

Results

- ❖ An analysis related to medical benefits provided in the organization are satisfactory it is found that 74 employees accept on medical benefits provided in the organization are satisfied.
- ❖ An analysis related to working experience in present job, here it is proved that majority of the employees i.e., out of 111 samples 32 employees were 2-5 years of experience.
- ❖ Majorly Leaves influence to motivate the employee performance at work place.

Discussions

- ❖ Employee should be identified by their better performance and should give some type of incentives, promotions etc. So that employee will be boosted up and will work better.
- ❖ Due to more hurdles in industry female employees are were less, so they need to hire more female employees.

Conclusion

As per the detailed analysis and interpretation, it can be concluded that motivational programs have proven to be invaluable tools in enhancing employee performance, driving greater productivity and satisfaction. By nurturing a culture of motivation and appreciation, organizations can unlock their workforce's full potential, resulting in sustained growth and success.

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