



A STUDY ON EMPLOYEE MOTIVATION IN SURYA ELEVATORS Pvt.Ltd, BANGALORE

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ABSTRACT:

In today's business environment as it true with high job losses due to layoff and retirement to create a lean organization ,it is also noteworthy for organizations to stop loses of performing employees due to decreasing job satisfaction and lack of motivation to continue with the organization for long. Motivated and satisfied employees will also have to show similar commitment towards employee objectives This study was conducted with the aim to investigate the effectiveness of the motivational factors in Surya Elevators, Bangalore. The research method used is descriptive analysis. Primary data was collected through structured questionnaire by direct contact and also involved in personal discussions to obtain insights by distributing questionnaires to 100 employees, who were selected through the Convenience sampling technique. Findings reveal of respondents agree with the both monetary and non monetary benefits are the motivational factors to boost the employee performance Hence the HR said to induce an organizational environment and promote organizational culture which takes in to consideration of the prevailing need. The study suggested to the company to provide better physical working conditions and proper superior-subordinate relationships will enhance the employees productivity and the fair compensatory benefit policies provided by the company will retain the employees for longer period.

Keywords: Motivational factors, Employee performance, physical working conditions, superior-subordinate relationships

INTRODUCTION

Employee Motivation is an integral part Human Resource Management and it plays a crucial role in the long-term growth of an organization. Motivation can be defined as the inherent enthusiasm and driving force to accomplish a task. It can be used in directing employees' Behaviour and actions for a constructive vision or goal. Proper motivation turns an employee into a loyal asset and helps in maintaining the retention rate.

REVIEW OF LITERATURE

Ismajli et al.(2015) identified that the factors that motivate employees as human resources in local government serve as a basis for increasing the service quality. He found that salary of workers, professional advancement and opportunity for promotion appear to be among the most important factors of motivation. The other important factor that the study revealed are work conditions, as well as the evaluation and the objective assessment of performance measurement.

Muogbo U.S (2013) found that there existed relationship between employee motivation and the organizational performance. The study reveals that extrinsic motivation given to workers in an organization has a significant influence on the workers performance.

Elizabeth Boye et al (2016) focussed on the risk factors associated with the mining industry, management has to ensure that employees are well motivated to curb the rate at which employees embark on industrial unrest which affect performance, and employees are to comply with health and safety rules because the industry contribute hugely to the Gross Domestic Product (GDP) of the country.

NEED OF THE STUDY

Every successful organization is backed by a committed employee and the commitment is the outcome of motivation and job satisfaction. It is the energy that compels employees towards organizational objective. It would be impossible for the organization to generate performance without commitment. In order to create a competitive advantage organization need to have a competitive employee policy and practices by knowing the level of employee motivation, the hr department can know whether employee motivation of them is at the expected level or not. If the employee motivation level are not satisfactory, then they can concentrate on increasing the satisfaction level of company to increase the employee motivation my study will help the HR department to concentrate on specific factors to improve employee motivation avoiding them to put effort on all the factor.

Scope of the study

The study on mainly focused on employee motivation at Surya elevators, Bangalore

Objectives of the study

- To understand the existing motivational factors of the company
- To analyse the motivational level of employees on monetary benefits provided by the company
- To analyse the motivational level of employees on non-monetary benefits

- To suggest measures to improve motivational level of employees in the company

RESEARCH METHODOLOGY

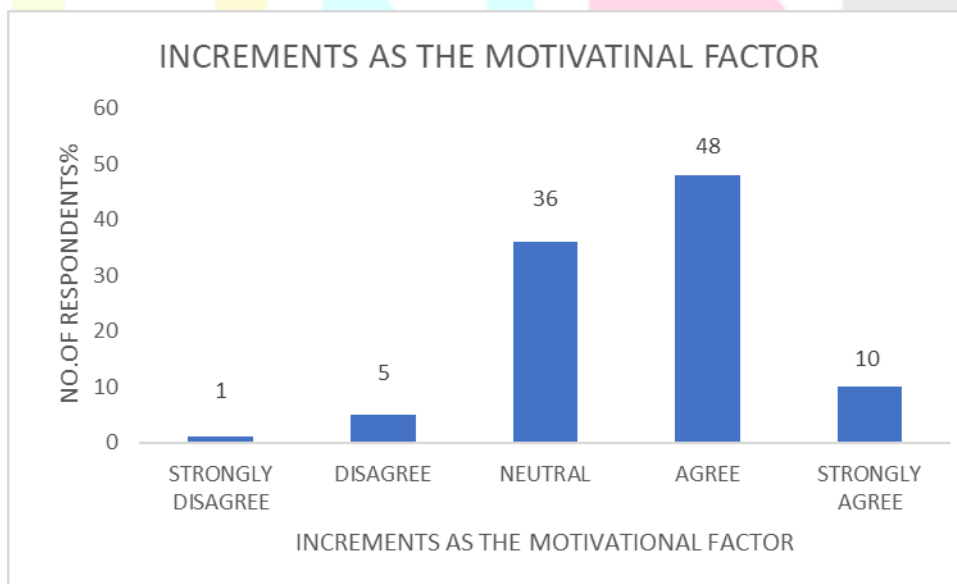
- Data collection : primary data
- Type of research : descriptive research
- Research instrument : questionnaire
- Sample size :100
- Sample method : convenience sampling
- Statistical tool : percentage ,graphs and charts

DATA ANALYSIS:

Increments as the motivational factor to employee performance

Level of agree	No. of responses	percentage
Strongly disagree	1	1%
Disagree	5	5%
Neutral	36	36%
Agree	48	48%
Strongly agree	10	10%
Total	100	100%

Graph



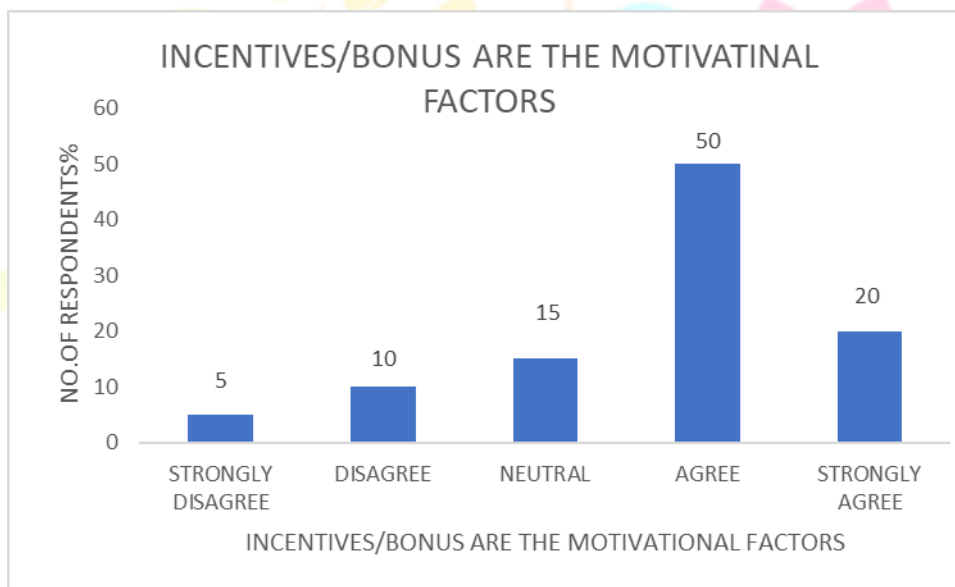
INTERPRETATION

In the above graph shows, 1% of the respondents are strongly disagree, 5%of the respondents are disagree, 36% of the respondents are neutral ,48% of the respondents are agree , 10% of the respondents are strongly agree on Increments as the motivational factor to employee performance.

Incentives /bonus are the motivational factors to employee's performance

Level of agree	No of response	percentage
Strongly disagree	5	5%
Disagree	10	10%
Neutral	15	15%
Agree	50	50%
Strongly agree	20	20%
total	100	100%

Graph



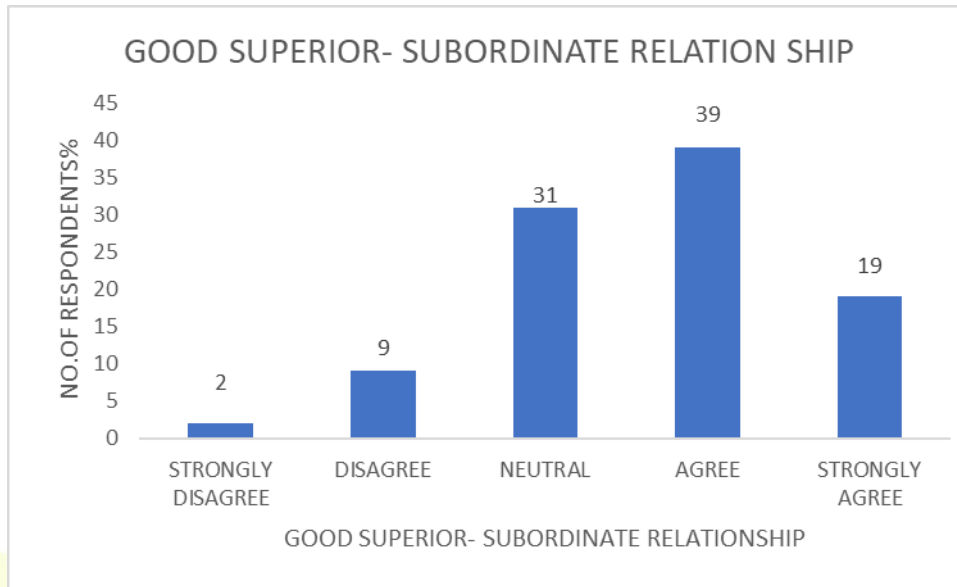
INTERPRETATION

In the above graph shows, that 5% of the respondents are strongly disagree, 10%of the respondents are disagree, 15% of the respondents are neutral ,50% of the respondents are agree, 20% of the respondents are strongly agree on Incentives /bonus are the motivational factors to employee's performance.

Good superior-subordinate relationships as the motivating factors of employee job performance

Level of agree	No of response	Percentage
Strongly disagree	2	2%
Disagree	9	9%
Neutral	31	31%
Agree	39	39%
Strongly agree	19	19%
Total	100	100%

Graph



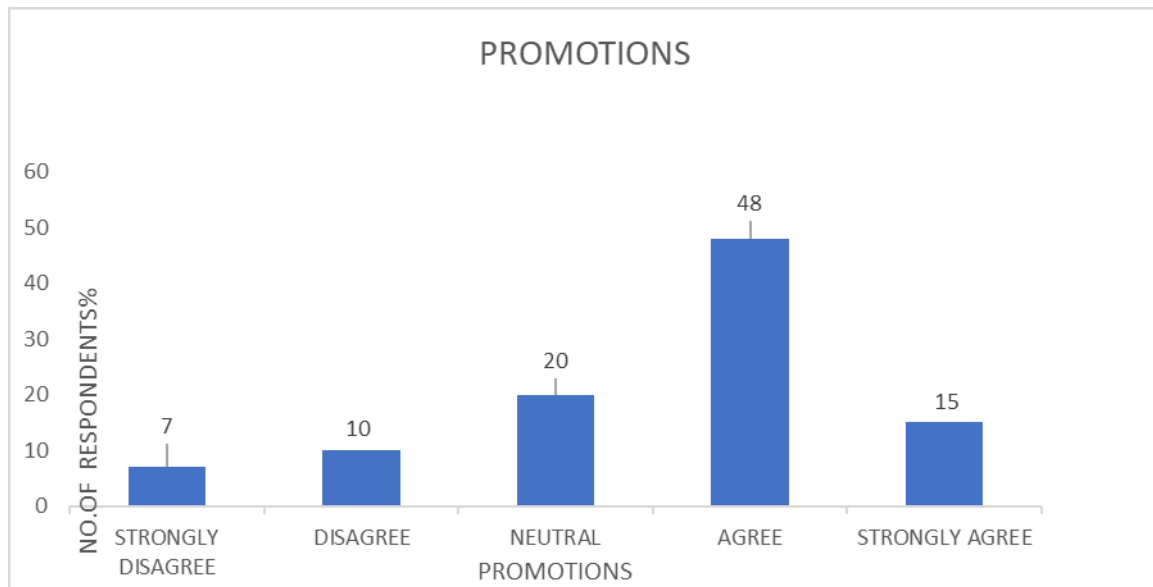
INTERPRETATION

In the above graph show 2 % of the respondents are strongly disagree, 9%of the respondents are disagree, 31% of the respondents are neutral ,39% of the respondents are agree, 19% of the respondents are strongly agree on Good superior-subordinate relationships as the motivating factors of employee job performance.

Our company is providing promotions to their employees based on performance

Level of agree	No of response	Percentage
Strongly disagree	7	7%
disagree	10	10%
Neutral	20	20%
agree	48	48%
Strongly agree	15	15%
Total	100	100%

Graph

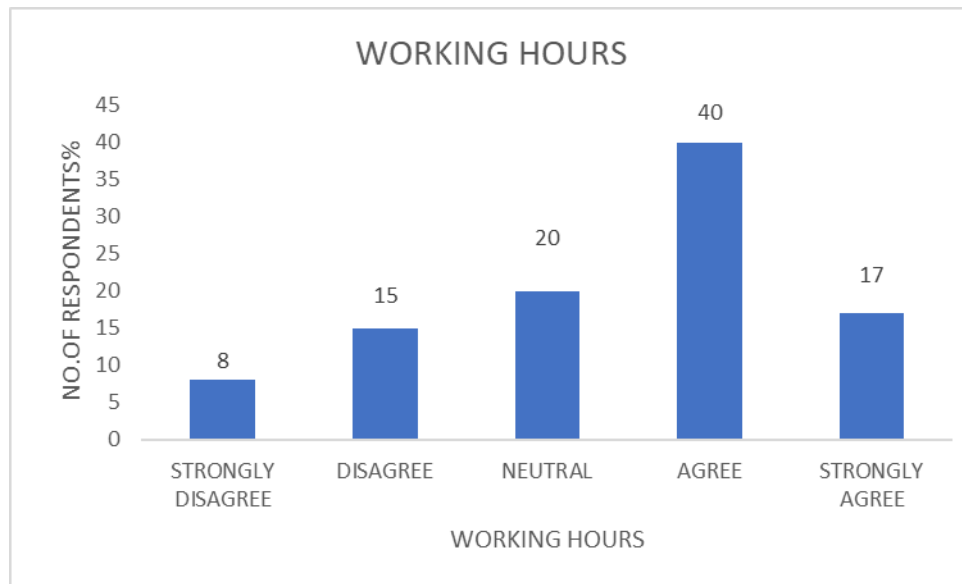


INTERPRETATION

In the above graph show ,7 % of the respondents are strongly disagree, 10%of the respondents are disagree, 20% of the respondents are neutral ,48% of the respondents are agree,15%the respondents are strongly agree that the company is providing promotions to their employees based on performance.

Company is provided flexible working hours to their employees

Level of agree	No of response	Percentage
Strongly disagree	8	8%
Disagree	15	15%
Neutral	20	20%
Agree	40	40%
Strongly agree	17	17%
Total	100	100%

Graph**INTERPRETATION**

In the above graph show that 8 % of the respondents are strongly disagree, 15%of the respondents are disagree, 20% of the respondents are neutral ,40% of the respondents are agree,17% of the respondents are strongly agree that the Company is provided flexible working hours to their employees.

FINDINGS

- 70% of the respondents agree with the incentive/bonus are the motivational factors to employee's performance.
- 63% of the respondents agreed that the company provides medical re- reimbursement facility to employees.
- 65% of the respondent agreed that company provides insurance facility to employees .
- 66% of respondents told that, company provides retirement benefits to employees.
- 62% of respondents agreed with the good physical working conditions as the motivational factors to employees performance.

SUGGESTIONS

- The fair compensatory benefit policies should be provided by company to retain the employees for longer period
- It is suggested to the company to provide better physical working conditions and proper superior-subordinate relationships will enhance the employees performance.

CONCLUSION

It is concluded that the employee motivation in Surya elevators is overall good and satisfactory. The physical working conditions, flexible working hours and superior -subordinate relationships should be improved for better employee performance.

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