



EMPLOYEE MOTIVATION AND ITS IMPACT ON JOB PERFORMANCE

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Abstract:

Motivation is significant issues affecting human behavior and it is not only affecting other cognitive factor like perception and learning but also affects total performance of an individual in organization setting. Hence this study was focused on investigate the effect of employee motivation on their job performance in Fiche General hospital. It also intended to evaluate employee level of motivational and their level of job performance. In order to meet this objective, the researcher has used simple random sampling techniques; in collected from 179 employees out of 287, using Likert scale questionnaires. Data was analyzed using descriptive statistics (mean, and standard deviation) and inferential statistics (correlation and regression). The result of the descriptive statistics finding indicated that the employee job performance has been under practiced in Fiche General Hospital. The results of inferential statistics have revealed that all motivational factors under study are positively related to employee job performance.

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Introduction:

Employee motivation is the level of commitment, energy and innovation that a company's staff hold during the working day. It's as important as it is difficult to track; maintaining and improving motivation in the workplace can be a problem for many companies, as not every task will be interesting. incentive motivation. Incentive motivation is all about external rewards. Fear motivation. Here you're motivated by the fear of an undesirable outcome. Power motivation. Social motivation.

Objectives of the Study:

- To study employee motivation factor
- To analysis impact of motivation on job performance
- To suggest motivation factors for the human resource managers

Research Methodology:

This research paper is based on primary & secondary data. Primary data was collected using questionnaire & Secondary data used in the research was collected using the internet, research journals and books.

Literature Review:

Motivation works as a catalyser for individual employees working for an organization to enhance their working performance or to complete task in much better way than they usually do. In this paper, authors identified the key motivation techniques from existing literature and linked it through organization performance.

Importance of motivation:

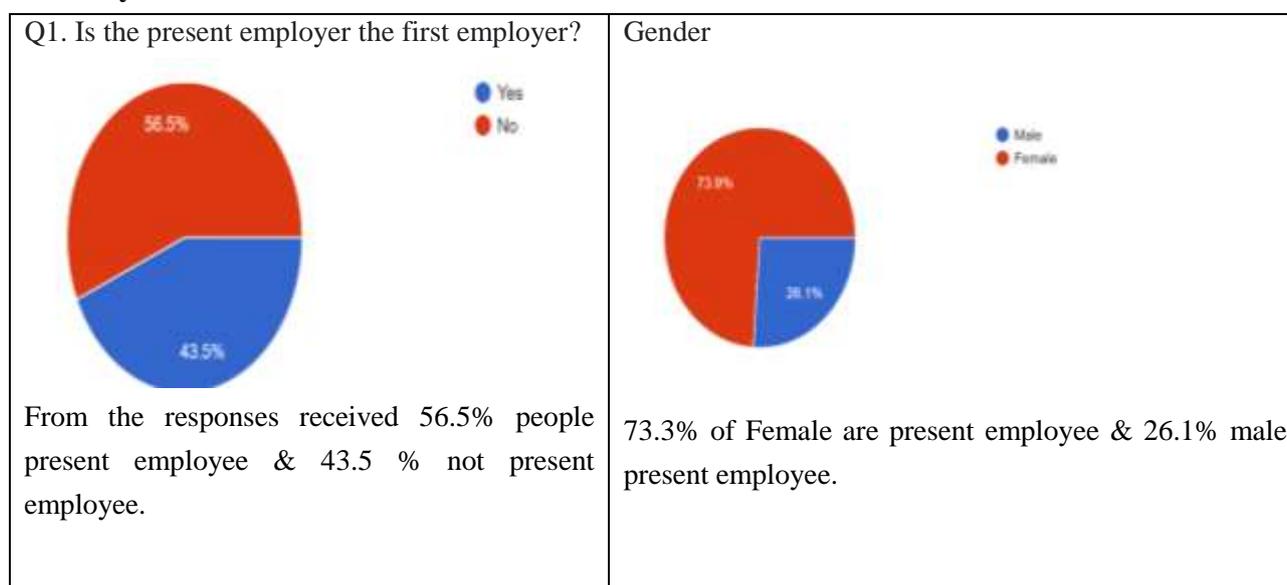
Motivation reflects something unique about each one of us and allows us to gain valued outcomes like improved performance, enhanced wellbeing, personal growth, or a sense of purpose. Motivation is a pathway to change our way of thinking, feeling, and behaving. Motivation is the defining factor that turns a good thought into immediate action. It turns a good idea into a business and can positively impact the world around you. Without motivation, you can't achieve anything.

Impact of employee motivation on job performance:

Motivation is the word derived from the word 'motive' which means needs, desires, wants or drives within the persons. It is the process of inspiring people to actions to achieve the goals. In the work goal background, the psychological factors motivating the people's behaviour can be need for Money, Respect, Job-Satisfaction, Achievement, etc. Motivation occupies an important place and position in the whole management process. This technique can be used fruitfully for encouraging workers to make positive contribution for achieving organizational objectives. Motivation is necessary as human nature needs some sort of inducement, encouragement or incentive in order to get better performance.

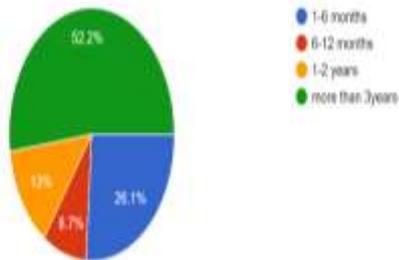
Every boss wants his or her employees to use their talents to the fullest capacity. But realistically, it's not possible for this to be done 100 percent of the time; everyone has ups and downs in their work output, and any team member is bound to go through a brief dip in productivity from time to time. Managers within companies or organizations are primarily responsible to ensure the tasks or job is done through employees in the right way. To achieve this, these managers must ensure that they have a competent personnel department for the recruitment of the best employees that are capable to do the job. For the company to optimize employee's performance there is need for the employees to be sufficiently motivated. On this score, to best understand how motivation can impact on employee's performance one must understand human nature.

Data Analysis:



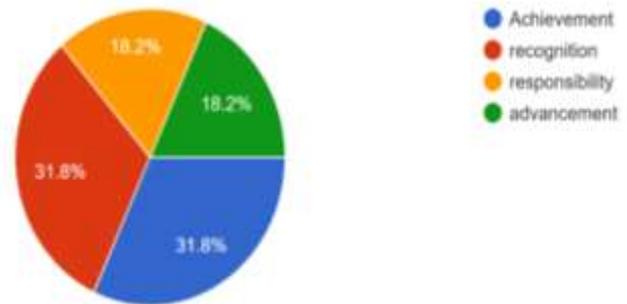


Q2. Since when are you working with the present job?



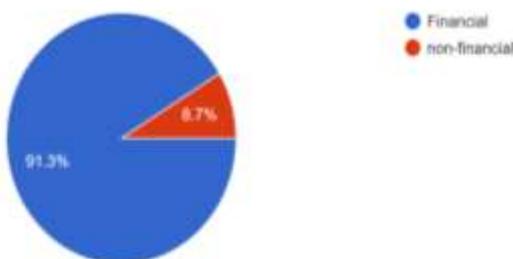
56.2 % people are present job.

Q.3 As an employee what do you think motivates the employee most?



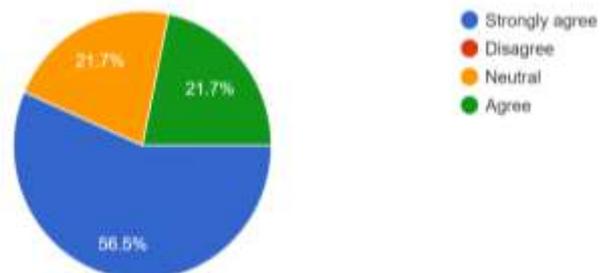
Is there same percentage of motives the most employees Achievement & recognition i.e. 31.8%

Q.4 What types of incentives motivates the employees more?



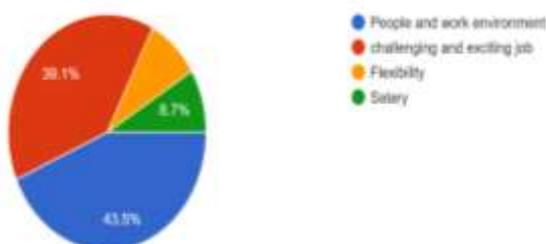
For the 91.3% employees are incentive motivates by financial.

Q.5 Is performance appraisal activates helpful in motivating?



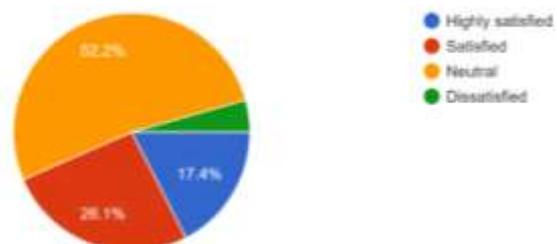
56.5 % employees are strongly agreed by performance appraisal.

Q.6 What are things that you like best in your workplace?



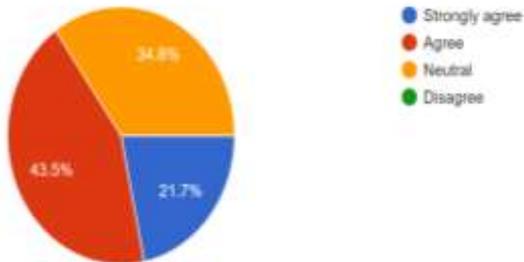
43.5 % people are responses people and work environment.

Q.7 Are you satisfied with the support from the HR department?



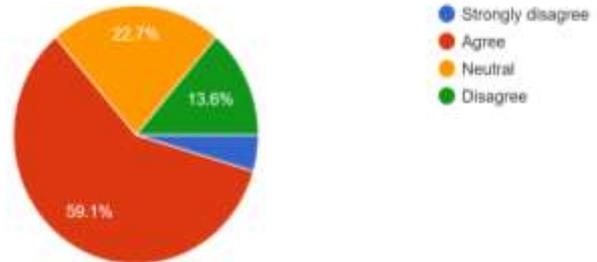
52.2% neutral for support from the hr department.

Q.8 Are you encouraged to come up with new and better ways of doing things?



43.5 % responses from people for encouraged come up and new batter ways of doing things.

Q.9 Higher Authority is really interested in motivating the employees?



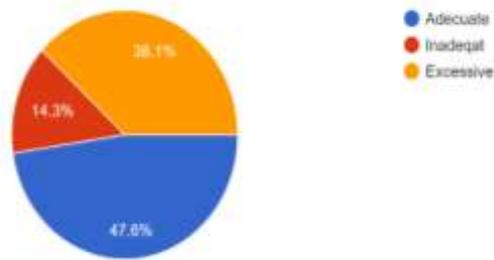
59.1% responses agreed for higher authority really motivating the employees.

10.Do you enjoy going to work every day and performing at your best?



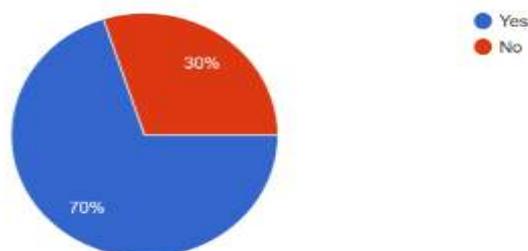
95.7% responses Yes for enjoy going to work every day performing best.

Q.11 How would you rate your current workload?



Is there 47.6% adequate for current work load.

Q.12 In this organization there is fair amount of team spirit.



70% people are agreeing for organization fair amount of team spirit.

Conclusion:

He results obtained from this research can certainly be used very effectively to improve the present scenario of motivation in different sectors of our country. It will help to establish a firmer grip on not only organizational



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behaviour but also employee psychology. Motivating your employees is a delicate and purposeful challenge that requires more than an annual review or jotting a few notes in someone's personnel file.

Reference:

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