

**A STUDY ON MOTIVATION AS A MEANS OF
STAFF PERFORMANCE IN GI TECHNOLOGIES**

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

DEVADHARSHINI D

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)
CATEGORY-1 UNIVERSITY BY UGC**

**Accredited with Grade "A++" by NAAC|12B Status by UGC|Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

April - 2024



SATHYABAMA

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of Ms. **DEVADHARSHINI D (41740095)** who carried out the Project work entitled ,**A Study On Motivation As A Means Of Staff Performance In “GI Technologies”** under our supervision from January 2024 to March 2024.

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31st March 2024

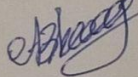
TO WHOMSOEVER IT MAY CONCERN

This is to inform you that your student **Ms. DevaDharshini D** (Regno-41740095) Final Year B.com (General) completed her Project Training program in our organization from 29th January 2024 to 31st March 2024.

During the period, she was found to be sincere and eager to learn & expressed her interest in being trained in our organization.

Thanking you

Yours Sincerely,



GI TECHNOLOGIES



DECLARATION

I **DEVADHARSHINI.D (41740095)** hereby declare that the Project Report entitled "**A STUDY ON MOTIVATION AS A MEANS OF STAFF PERFORMANCE IN GI TECHNOLOGIES**" done by me under the guidance of **DR.DHIVYA SATHISH (Internal)** and **Mr.A.BHARATHY (External)** at **GITECHNOLOGIES,GAYATHRI CASHEW PROCESS MACHINE (NO.33,Self-Help industrial Estate, keelkattalai, baliga road, chennai-600 117)** is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce

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ABSTRACT

Motivation is the process of stimulating the employees to attain some designated goal of an organization. Motivation is the important factor which stirs up people to give their best performance to achieve a certain goal.

This study mainly focused on defining the motivation factors and concepts, identifying the most motivating factors. Furthermore, suggestions were given to increase the employee level of motivation. To gain an intense understanding of the research topic, different motivation methods and concepts were reviewed. The purpose of the study is to find how employees are motivated in the Company. A questionnaire was created based on a selected theoretical framework. Around 140 samples were collected and the analysis was done by using Statistical Package for Social Sciences (SPSS).

In conclusion, the major motivating factors such as Pay and Benefits, Working conditions, Organization effectiveness and Leadership can help to keep employees in high levels of motivation. From the analysis it is clearly mentioned there is an association between the promotional opportunities and being praised and recognized for the work they do.

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CHAPTER-1

INTRODUCTION

1.1 DEFINITION OF MOTIVATION

The word —motivation originates from a Latin word —movere. —Movere" means to move. Thus, it creates a reflection of something going up, keeping us working and helping us to achieve our goals- Korth 2007.

Motivation is the word derived from the word 'motive' which means needs, desires, wants or drives within the individuals. It is the process of stimulating people to actions to accomplish their goals.

In an organizational aspect, motivation has been defined as —the sum of the processes that influence the arousal, direction, and maintenance of behaviors relevant to work settings. Employee motivation at work is considered as an essential drive as it generates effort and action towards work-related activities, for example, employee's willingness to spend the energy to achieve a common goal or reward. When an employee is motivated, he or she shows enthusiasm and eagerness towards the work and a strong determination to implement and accomplish the work tasks - Moran 2013.

Motivation plays a crucial role in driving employee engagement, productivity, and organizational success. Employers who understand the factors that motivate their workforce can create environments that foster high performance, creativity, and innovation. Effective leadership, clear goals, and opportunities for growth and development are essential components of a motivational workplace culture

1.1.1 THE CONCEPT OF MOTIVATION

Motivation is psychological forces that determine the direction of a person's behaviour in an organization, a person's level of effort and a person's level of persistence - Jones & George 2008.

The concept of motivation could be broad; however, according to Jones & George (2008), there are three major components of motivation which are direction, intensity, and persistency.

Direction is a goal that forces an individual to perform an act to achieve it. A goal is chosen consciously or unconsciously by an individual. There are factors that influence a person in selecting the goal, including both internal and external factors, and the final goal is the best one chosen among potential alternatives.

The intensity is the level of determination or effort put by an individual in the process of achieving the goal; how hard an individual has tried, and how much energy, time, money, or any other mental or physical things have been used during the process to achieve the goal. Persistence is the ability of an individual to maintain the motivation through times even though obstacles may exist - Robbins and Judge 2013.

It is not an exaggeration to say motivation is the core to being successful. A motivated person is likely to willingly put more effort into doing a task and a good result is within expectations. When goals are achieved, it drives a feeling of being satisfied and enjoyment for the employees and creates a positive working attitude in the workplace.

1.1.2 MOTIVATION METHODS

There are many ways to motivate employees in today's working environment. Companies globally have been using different strategies and approaches in order to improve employees' motivation. However, it seems that the best motivator for employees is something that is indeed important in their lives. People might have different values and approaches and, therefore, being able to understand employees' needs and using appropriate motivating methods can help increase the level of motivation - Gleeson 2016.

A manager has many duties. One of the most important ones is to motivate and inspire employees. Only motivated staff members will perform at their best and be maximally productive. Here are seven ways managers can motivate their employees.

□ **Praise** People want to know if they've done a good job. The positive assessment from a superior position can be a powerful spur to productivity. While you shouldn't tell a worker they did well when they didn't, honest praise is a valuable motivational tool. Positive feedback will make an employee want to continue their success forward to their next project. Knowing your work is valued will help to motivate anyone.

□ **Encourages autonomy** People are happier and more motivated if they feel they are in charge of their own destiny. Don't be a micromanager or a control freak — an overbearing attitude will destroy morale. If an employee can handle it, let them have a freer reign. You don't need to be staring over their shoulder on every project. Your workers will enjoy their jobs more (and do better work) if they have more freedom.

□ **Treat them with respect** Just treating your employees like they are intelligent adults can help. Sadly, many corporate motivation campaigns are juvenile and insulting. Motivational posters have never motivated anyone, and team-building exercises are often a waste of time. Simply acting as if your workers are competent, sensible, and trustworthy can be a powerful motivator all on its own.

□ **Allow honest criticism and complaints.** Nothing's more frustrating for a worker than feeling they can't openly express their opinion on a touchy subject. Your subordinates will be much happier if you let them voice their complaints openly and plainly. Don't bite an employee's head off if they come to you with criticism. Of course, you must preserve your position of power — but you can allow plenty of leeway before your authority is compromised.

□ **Ensure a healthy work life balance.** Your staff does not want to be worked to the bone. While riding your employees hard may boost productivity temporarily, the accompanying drop in motivation will ultimately be more significant. Workers can only be happy and energetic in an environment that respects the need to balance work and free time. So don't demand overtime every week, and let your employees take time off if they have a good reason.

□ **Be fair.** A boss who has double standards for pet employees will destroy office morale. One person receiving more than their fair share of credit (or money) devalues the efforts of everyone else. Employees left out in the cold will feel depressed and unappreciated. Adjudicate any disputes between employees in an impartial, even-handed way. While you'll especially appreciate certain workers, don't give them perks they don't deserve managers need to motivate all their subordinates.

□ **Pay them more.** Ultimately, the most effective motivator of all is money. People do their jobs for the pay they receive in return. Of course, it won't always be possible to increase salaries but if you really need to raise morale, raises are the best strategy. It isn't just about having more money; an employee's salary is also a sign of how much the company values them. People are more motivated to work for companies that value them highly.

INDUSTRY PROFILE

Industry is the production of goods or related services within an economy. The major sources of revenue of a group or company is the inventor of its relevant industry. when a large group has multiple sources of revenue generation, it is considered to be working in different industries.

An industry is the most popular training refers to a programs which aims to provide supervised practical training within a specific timeframe. This training can be carried out either in government organization or in the private sector .In today world merely having a degree no of guarantee of employment, nor is it reliable indicators of an individual competence in a job. Rather, graduates must have current and relevant knowledge, practice experiences.

They must process and it is attitude to them allow necessary knowledgeable, skilled and expired on the industry skills before they go out into the working world. In line with this, the industrial training component of the undergraduate program constitutes a vital component in the drive to strength the key competencies required to improve the graduates' ability to work.

The main aim of the industrial training program is to produce graduates who are ready to face the working world. The program also aims to produce the knowledgeable, skilled and experienced graduates, demands by employers, who are able to apply the knowledge acquired at university to the working world .The training program provides opportunities for exposure to the working world.

India is an attitudes hub in foreign investment in the manufacturing sector of several departments. the program will also equipment students with a real work experience of the graduations as there is strong possible that they would been an development of the industries

COMPANY PROFILE

LOGO



GI TECHNOLOGIES engages in manufacturing, distributing, marketing, human resources management and exporting the goods to all over the world. It was established in 1994. Members are affiliated with EEPC. Products exporter, suppliers , and manufacturer the cashew machines, Cashew processing machines, Cashew nut shelling machine, cashew dying system, humid..... Services in designing cashew processing machines.

They design and develop this range using the latest technology while keeping in mind their requirements. They have been able to expand the business across the markets of the nation. Furthermore, his visionary and motivated personnel are the factors that have enabled us to meet requirements of the clients in the best possible manner.

Our product design & development consist of highly talented cross functional exports functional exports to offer technically advanced machinery assures ease of maintenance and lower operating cost. The excellent performances of our machineries has made the cashew processing industry around the world to look up to us for technology up-gradation from time to time

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INFRASTRUCTURE

To meet bulk demands of the clients they have structured a sound infrastructure setup at Chennai (Tamil Nadu). Infrastructure which they all backed by this equipped with all the required advanced machinery and facility. This setup also encompasses a sophisticated quality testing laboratory which makes us to meet to test products on the certain parameters.

Furthermore, it also includes a well maintained systemized safe warehouse, which makes us to meet urgent demands of the clients with quality products. To ensure timely execution of production of production process, they have segregated our infrastructure in below cited units:

- Manufacturing unit
- Quality Testing Laboratory
- Warehouse

OUR MISSION:

Manufacturing and supplying international standard cashew processing machineries advanced at operating cost.

OUR VISION:

Our needs of customers and exit their exception by providing good services.

PRODUCT PROCESS:



PRODUCT PROFILE

- Raw cashew nut processing machine
- Cashew nut steam cooking system
- Cashew nut shelling system
- Cashew kernel drying/ brome/ oven
- Humidifier
- Cashew peeling system
- Cashew kernels pieces sizing machine
- Cashew kernel grading and color sorting machine
- Cashew kernel roasting system
- Tin packing system
- Process material handling system
- Other equipment and accessories /spares.

1. RAW CASHEW NUT CLEANING AND BAGGING SYSTEM

- Raw cashew nut cleaning and bagging system
- RCN purchased from the farm needs proper sun drying, cleaning and bagging to store them for future shipment and processing.
- The system removes the dust /mud/rejected nuts and cleans the RCN and it is weighted and filled in jute bags and sealed to a net weight of 80kg per bag

Nominal capacity 15 metric ton per hour.

- RCN sizing system
- Nominal capacity 1000 to 1500 kg/hr



Figure.1 raw cashew nut – cleaning and bagging system

2. CASHEW NUT BOILER SYSTEM

Cashew steam roaster, cashew steam cooker, cashew steam boiler, RCN cooker, cashew horizontal multi tube boiler, cashew vertical cross tube boiler

Pre-conditioning of RCN is done using steam and the equipment used is called by different names in different regions of the globe. In short RCN conditioned to render the

outer shell hard enough for shelling by removing of moisture and CNSL from the shell covering the kernel.

GI TECHNOLOGIES has a variety of cashew nut boilers and cooker products. The system consists of a steam generator and a cooker to steam roast/steam cook the nuts to facilitate shelling of nuts the next day after sufficient air cooling. It consists:

- Baby Boiler
- HMT Boiler
- SIB Boiler



Figure 2: HMT boiler



Figure 3: SIB boiler

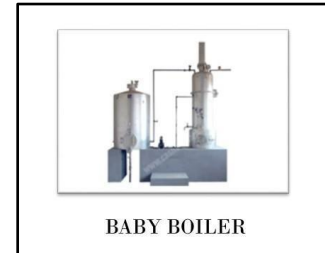


Figure4: baby boiler

3.CASHEW NUT HAND SHELLING SYSTEM

Shelling is done to get embedded cashew kernel out from the nut shell. This can be achieved by manual hand held cutter, mechanised manual cutters and recently introduced automatic cashew nut shelling machine technologically upgraded into a cashew shelling system incorporated integrated shell separation system to deliver optimum productivity .this helps skin the hazardous manual picking of kernels from the shell which spoils worker's skin due to oozing CNSL.

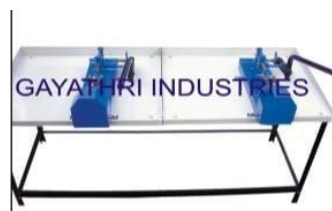


Figure 5: cashew nut shelling system

4.CASHEW NUT SHELLING SYSTEM

Shelling is done to get embedded cashew kernel out from the nut shell. This can be achieved by manual hand held cutter, mechanized manual cutters and recently introduced automatic cashew nut shelling machine technologically upgraded into a cashew shelling system incorporated integrated shell separation system to deliver optimum productivity .this helps skin the hazardous manual picking of kernels from the shell which spoils worker's skin due to oozing CNSL.

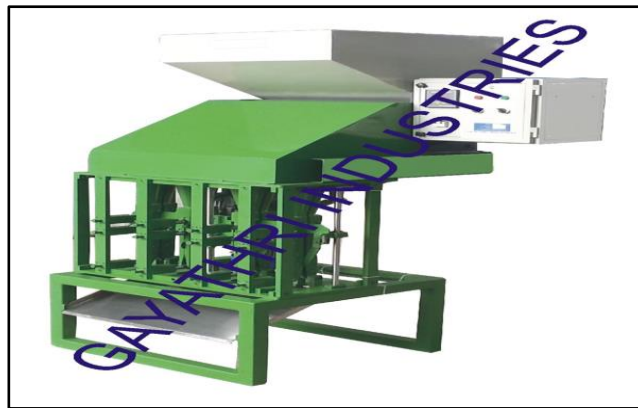


Figure 6: semi automatic shelling machine

5.CASHEW KERNELS TRAY DRYER

- Shelled skin on kernels are to be heat treated in an oven , say at 70 to 80C for 8 to 10 hrs to loosen the skin/ test covering the kernel for ease of peeling.
- The tray dryer consist of a trolley to hold 25 trays; each tray can hold about 5kg of cashew kernel.
- Tray dryers are available in 250/500/1000 kg nominal capacity.



Figure 7: cashew drying system

6. HUMIDIFIER



Figure 8: steam humidifier

7. CASHEW KERNEL PEELING MACHINE

- Cashew kernel semi-automatic peeling machine
- Cashew kernels semi- automatic peeling machine 80/160 and 320 kg per hour nominal capacity.
- Peeling machine can be coupled to a super calibrator to separate wholes, splits, broken pieces.
- Also the batch type peeling machine can be coupled to a drum type continuous peeler for better/ increased peeling efficiency.

- GI TECHNOLOGIES by an innovative technology break-through at par with manual peeling without compromising on high productivity.



Figure 9: cashew kernel semi automatic peeling machine

8.CASHEW KERNELS PIECE SIZING MACHINE

- There are two types of screens to separate Kernel pieces of different shapes/size- sieve operated by a eccentric motor vibrating the screen or by a motor vibrating screen or by unbalanced vibratory motor for higher efficiency and speed.
- Nominal capacity of pieces sizing machine available are 500kg per hour and 1000kg per hour respectively.

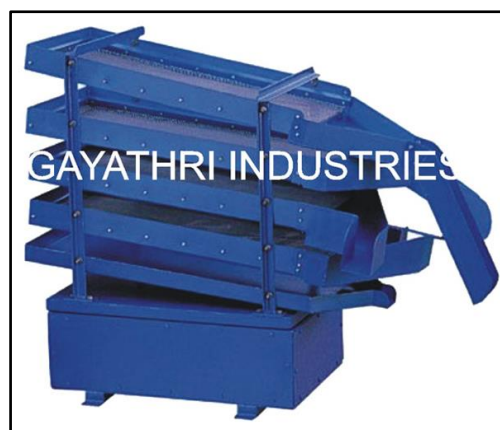


Figure 10: cashew kernels sizing machine

9. CASHEW KERNEL GRADING AND COLOUR SORTING MACHINE

- Color sorting machine can be sort cashew kernel on the basis shape, size and color with an accuracy up to 95%
- They are two types of color sorter belt type and chute type.
- Chute type sorters are recommended for pieces sorting with high accuracy
- Sorting is done with one selection at a time with a nominal capacity of 500kg , 1000 kg and 2000 kg per hour.



Figure 11: cashew kernel grading and colour sorting machine

10.CASHEW KERNEL DRY ROASTING SYSTEM

- Machine nominal batch capacity available are 50kg and 250kg.
 - The fully stainless steel constructed machine has a roasting drum heated by a LPG gas burner with a digital temperature and trimmer control and drum speed control knob.
- Loading is manual and unloading is by rotating the drum in the reverse direction, which discharge the roasted material through the mouth.
- The roasting drum assures uniform roasting of kernels. Also the dry roaster can be used to coat dry spices and salt to the kernels. when applied just before unloading/ discharging the roasted kernels.
 - By varying drum speed and controlling the roasting temperature and time the degree of desired level of roasting can be achieved



Figure 12: cashew kernel dry roasting system

11. TIN PACKING SYSTEM

- Graded cashew kernels are packed for exporters / local sales in bulk in 18 liter square tins to 25 lbs(11,34 kg)net weight.
- Tin packing system consist of a feeder table where kernels are loaded.., the kernels side through an air blower chute to remove any light for foreign material like paper.



Figure 13: cashew kernel tin filling machine

1.4 NEED FOR STUDY

- When an employee loses interest in their role, it affects their motivation levels- and ultimately, their productivity. Loss of interest could be due to a number of reasons.
- Problems that arise in the workplace- whether workplace bullying, disrespects, discrimination or general disagreements-negatively affect morale and motivation and decrease productivity.
- The increase in motivation is the most challenging and stands out characteristics that the manager should possess.
- Employees with high motivation are the true assets of an organization. The loss of employees is marked as a great loss of information, experience and aptitudes which lead to a significant financial effect and cost to an organization including the impact on the needs of the customers. Managers having strong motivational techniques assist the organization by enhancing employee retention.

1.5 SCOPE OF STUDY

- The study is intended to evaluate motivation of employees in an organization.
- To study how leadership can influence motivation
- To know which factors affects the most in employee motivation
- To find employees' opinion on the motivation factor

1.6 OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

- 1) To know how the employees are motivated in the organization.

SECONDARY OBJECTIVES

- 1) To find out the various factors leading to employee motivation in the organization.
- 2) To know the satisfaction level of employees on working conditions and pay & Benefits followed by the organizations.
- 3) To know the various ways used by the leaders to improve employee motivation.
- 4) To analyze the organizational effectiveness on employee motivation.

1.7 LIMITATIONS OF THE STUDY

- The analysis of the present study has been carried out based on the information collected from the random employees working in the **GI Technologies**
- The study is an opinion survey; caution may have to be exercised while extending the results to other areas
- Due to the time constrict only 140 respondents were considered. • The result fully depends on the information given by the respondents
- The response of the respondents may affect the nature of the study.

CHAPTER 2

REVIEW OF LITERATURE

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.

Hackman and Oldham (1980) urged that organizations have to restructure work to induce intrinsic motivation. Greater skill variety, task identity, and task significance increases the experienced meaningfulness of work, autonomy raises experienced responsibility, and feedback provides knowledge of results.

Hafiza et al. (2011) found that there are several factors that can affect employee performance like training and development opportunities, working conditions, worker-employer relationship, job security and company over all policies and procedures for rewarding employees. Among the factors that affect employee performance, motivation that comes with rewards is of utmost importance.

Ioan Moise Achim, Larisa Dragolea, George Balan (2013) said that the financial side of motivation is widely preferred and known by the both parts –employer and employee. In the present study we shall insist and plead for the possibilities of application and the results of the efficient non - financial motivation plan to the internal climate and the lasting performance of the firm.

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 factors 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.

Rajeswari Devadass (2011) worked on employee motivational practices & found that how job characteristics, employee characteristic, management practices and broader environmental factors influence employees' motivation. She confirms motivation concepts are central to employees. Job characteristics, management practices, employee characteristics and broader environmental factors are the key variables influence employees' motivation in organization.

Stephen A. Furlich (2016) addresses employees' expectations of performance rewards and their motivation by understanding communication with their managers through the use of ExpectancyValence Theory. He focused on specific aspects of communication such as communication behaviors, expectations, communication interactions, and outcomes from the communication interactions. These areas of communication are also applied to general areas within the social sciences.

Vinay Chaitanya Ganta (2014) studied on Motivation levels within the workplace and found that it shows direct impact on employee productivity. Workers who are motivated and excited about their jobs carry out their responsibilities to the best of their ability and production numbers increases as a result. Employee motivation has always been a central problem for leaders and managers. Employers need to get to know their employees very well and use different tactics to motivate each of them based on their personal wants and needs.

Ms. Sonali Sharma, Mr. Vaibhav Sharma (2014)Employee Engagement To Enhance Productivity In Current Scenario. A study has been done on employee engagement to enhance productivity in current scenario. The study shows that higher the employee engagement, higher the performance and employment opportunities. The study focuses on how employee engagement is an antecedent of job involvement.

Winnie Kivuya (2015) Effects of Employee Involvement in Strategic Management Implementation. The study was made to understand the effects of employee involvement in strategic management implementations. The study confirms that it is imperative for the managers to engage and involve employees to gain competitive edge for the organisation. It highlights that in order to achieve the desired targets of the organisation, it is necessary that employees are permitted to involve.

Maslina Mohammed Shaed et al. (2015) Employees' Participation in Decision Making (PDM): A literature survey. The article discusses employees' participation in decision making. It highlights that Organizational decision making process has a positive correlation with various factors such as gender, education level, job experiences, leadership, training, trust, motivation and productivity. Therefore, these factors need to be addressed on a priority basis by any organisation.

Hasnain Raja et al. (2015) The effects of employee empowerment on achievement motivation and the contextual performance of employees. The authors have endeavored to bring to light impact of employee empowerment on job satisfaction of employees in corporate banking sector in Pakistan. The study finds significant positive impact of psychological empowerment in job satisfaction of employees. Empowering the employees, the banks can certainly enjoy employee's loyalty along with job satisfaction.

The work of Azizi and Liang (2013) indicated that workforce flexibility can be achieved by cross-training and improved via job rotation. In the same way, Eguchi (2004) concluded that job transfer plays a significant role in preventing workers from performing influence activities for private help. As summarized by AsensioCuesta et al. (2012) job rotation provides benefits to both workers and management in an organization and prevents musculoskeletal disorders, cast out fatigue and increases job satisfaction and morale. As a result, job transfer gives the opportunity to learn multiple skills and outlooks to the workers. It avoids the dullness caused by monotonous jobs and simultaneously brings smoothness in technological job with the help of handling different circumstances at different levels and it leads to effective learning of many aspects in the organization.

The work of Hunter et al. (2012) defines that achievement is a unique and specialized form of organizational performance. As per Satyawadi and Ghosh (2012), employees are motivated to a greater extent by achievement and self-control. Now this can be understood: an employee who is achievement motivated seeks achievement, bringing realistic but challenging goals, and betterment in the job. There is a strong need for feedback from the higher officials in the organization as to achievement and progress, and a need for a sense of attainment

Mahazril et al. (2012) organizations had the duty to appreciate the employee from time to time and offer other form of benefits such as payment, which will help in employee motivation. Likewise, Kingira and Mescib (2010) define appreciation as the abstract of immaterial incentives; “employees giving immaterial incentives (appreciation, respect etc.) as much as materiel incentives with working department” shows employees do not agree with this behavioural statement. With this result, it can be stated that employees being employed in different parts can take their different opinions at different levels. Among the variable of responsibility and being appreciated, it is understood that “success of employers always be appreciated with education.” The more effective quality and practicality of education employees had, the more contribution they will have to businesses.

Yamamoto (2013) if an employee perceives they will be getting rewards for good work and their job is a secured one, the performance will automatically be better. Similarly, Zhang and Wu (2004) indicated that with Job security, an employee gets confident with the future career and they put their most efforts to achieve the objectives of the organization. So we can say job satisfaction is the most influential tool of motivation and put the employee very far off from mental tension and he gives his best to the organization, ultimately it leads to profit maximization.

Candi et al. (2013), a growing recognition of the opportunities of innovation is through experience staging. Mahazril et al. (2012) concluded that rewards and recognition and communication may motivate them to work. Recognition enhances the level of productivity and performance at job whether it is a first time performance or a repeated action at the job in a progressive way and ultimately reinforces the behaviour of employee.

Jung and Kim (2012) stated that good work environment and good work conditions can increase employee job satisfaction and an employee organizational commitment. So the employees will try to give their best which can increase the employee work performance. Similarly, Cheng et al. (2013) concluded that there were evidences of moderating effects of age on the associations between psychosocial work conditions and health. Now the importance and the need of working condition is so describing or defining the physical environment by Employees having poor working conditions will only provoke negative performance, since their jobs are mentally and physically demanding, they need good working conditions.

Commeiras et al. (2013) point out that traineeship is continuing to grow. In business, context training basically refers to action of teaching employees and providing proper knowledge and skills to make themselves job fit as well as organization fit. Training teaches employees how to work and enhance their skills, hence motivate them to achieve the common goal of organization as well as of employee. In the today's competitive world, every organization wants to achieve competitive edge over their competitors and be impossible to achieve without employee involvement, which forces management to motivate their employees by different means.

Park (2010), monetary incentive acts as a stimulus for greater action and inculcates zeal and enthusiasm toward work; it helps an employee in recognition of achievement. Likewise, Beretti et al. (2013) discussed that monetary incentives used to build a positive environment and maintain a job interest, which is consistent among the employee and offer a spur or zeal in the employees for better performance. For reason, monetary incentive motivate employees and enhance commitment in work performance, and psychologically satisfy a person and leads to job satisfaction, and shape the behaviour or outlook of subordinate toward work in the organization

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Harvey (2013) indicated that an employee is accepted as part of the social group or team. Most staff has an acute need that their contribution is worthwhile, appreciated, and acknowledged. Organizations need to look beyond the traditional economic incentives of career opportunities and salaries to other social and lifestyle factors outside the workplace. Similarly, Kingira and Mescib (2010) concluded that, different opinions between the employees in terms of behavioural statements which can be “Social opportunities providing at the highest level with working period leads the employee to achieve their goals of the organization.” Therefore, a social opportunity for the employee is used to boost their motivation level and ultimately helps in achieving the goals and objectives of the organization.

Williams et al. (2003) argues that the job satisfaction works toward making good relationships with staff and colleagues, control of time off, enough resources, and bring autonomy for employee in the organization. It is essential in the stages of employment i.e., early, middle, and late career stage of life because it brings any combination of physiological, psychological, satisfaction that invokes a person truthfully to say I am satisfied with my current job and it leads to employee motivation to achieve goals of the organization. Job satisfaction refers doing a job one enjoys, and being rewarded for one's accomplishment. It is the key ingredient that leads to recognition, income, promotion, and the achievement of other goals that lead to a feeling of fulfillment of the desired goals and objectives.

Rogers (2020) The Influence of Leadership Communication on Motivation and Staff Performance Exploring the role of leadership communication in motivating employees and driving performance, this review offers insights into effective communication strategies

Scott (2019) Motivation and Job Design: Optimizing Work Environments for Performance This review discusses how job design factors such as task variety, autonomy, and feedback impact employee motivation and performance.

Miller (2017) The Role of Feedback in Motivating Staff and Improving Performance Investigating the efficacy of feedback mechanisms in enhancing motivation and performance, this review offers insights into providing constructive feedback for optimal results.

Stewart (2018) The Impact of Motivation on Team Performance and Collaboration Investigating motivational factors that promote teamwork and collaboration, this review highlights their significance in achieving collective performance goals

Nguyen et al. (2016) The Role of Goal Setting in Motivating Staff and Enhancing Performance This review examines the relationship between goal setting, motivation, and performance, emphasizing the importance of clear and challenging goals.

Brown (2016) The Role of Intrinsic Motivation in Enhancing Staff Performance This review explores how intrinsic motivation factors such as autonomy, mastery, and purpose influence employee performance and satisfaction.

Smith et al. (2015) Motivation Theories and Employee Performance This review examines various motivation theories such as Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, and Expectancy Theory in relation to their impact on employee performance.

MOTIVATIONAL THEORIES

1. Maslow's Hierarchy of Needs: Proposed by Abraham Maslow, this theory suggests that individuals have a hierarchy of needs that must be satisfied in a specific order. It consists of physiological needs, safety needs, social needs, esteem needs, and self-actualization needs. According to Maslow, individuals are motivated to fulfill the lower-level needs before progressing to higher-level ones.

2. Herzberg's Two-Factor Theory: Frederick Herzberg proposed that there are two types of factors influencing motivation: hygiene factors (such as salary, job security, and working conditions) and motivators (such as recognition, responsibility, and achievement). Hygiene factors prevent dissatisfaction, while motivators encourage satisfaction and motivation.

3. Expectancy Theory: Developed by Victor Vroom, this theory states that an individual's motivation depends on the expected outcome of their actions. It suggests that individuals are motivated to perform if they believe their efforts will lead to desired outcomes and if they perceive a link between their efforts and rewards.

4. Goal-Setting Theory: This theory, popularized by Edwin Locke and Gary Latham, emphasizes the importance of setting clear and specific goals in motivating individuals. It suggests that challenging and achievable goals lead to higher performance when individuals are committed to them.

5. Self-Determination Theory (SDT): SDT, developed by Edward Deci and Richard Ryan, focuses on the intrinsic motivation of individuals. It suggests that people are motivated when they have autonomy (control over their actions), competence (feeling capable), and relatedness (connection with others).

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

A research design is considered as the framework or plan for a study that guides as well as helps the data collection and analysis of data.

3.1.1 DESCRIPTIVE RESEARCH DESIGN

Descriptive research design has been used in this study, it involves survey and fact finding enquiries of different kinds, the purpose of descriptive research is the descriptive state of affairs, as it exists at present.

3.2 SAMPLING TECHNIQUE

In this study probability sampling was employed, However the type of probability sampling used is “**Simple random sampling**” where the samples are drawn by generating random members.

3.3 SOURCES OF DATA

The sources of data may be classified into

- Primary sources.
- Secondary sources.

3.3.1 Primary sources:

Primary sources are original sources from which the researcher directly collects data that have not been previously collected. Primary data are first-hand information collected through various methods such as observations, interviewing, mailing, questionnaire etc. In this study the primary data is collected through **questionnaires**.

3.3.2 Secondary sources:

These are sources containing data which have been collected and compiled for

another purpose. The secondary sources consist of readily available compendia and already compiled statistical statements and reports whose data may be used by researchers for their studies. E.g. census reports, annual reports and financial statements of companies.

3.4 STRUCTURE OF QUESTIONNAIRE

There are two types of questions. Open ended or open questions, and close ended or close questions. Open ended enable respondents to answer as they wish. Close ended provide respondents with a list of options from which they choose.

3.5 SAMPLE SIZE

The sample size of the study is 140 respondents. The respondents are the employees working in the **GI Technologies**.

3.5.1 POPULATION

The aggregate of all the units pertaining to a study is called the population or universe. Population is the target group to be studied. In this study employees working in the **GI Technologies** are referred to as the population.

3.6 PERIOD OF STUDY

The period of study is from January 2024 to March 2024, which is a three month period of study.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

4.1.1: Table showing Gender of the respondents

S.no	Particulars	No. of respondents	Percentage
1	Male	77	55
2	Female	63	45
	TOTAL	140	100

Source: Primary data

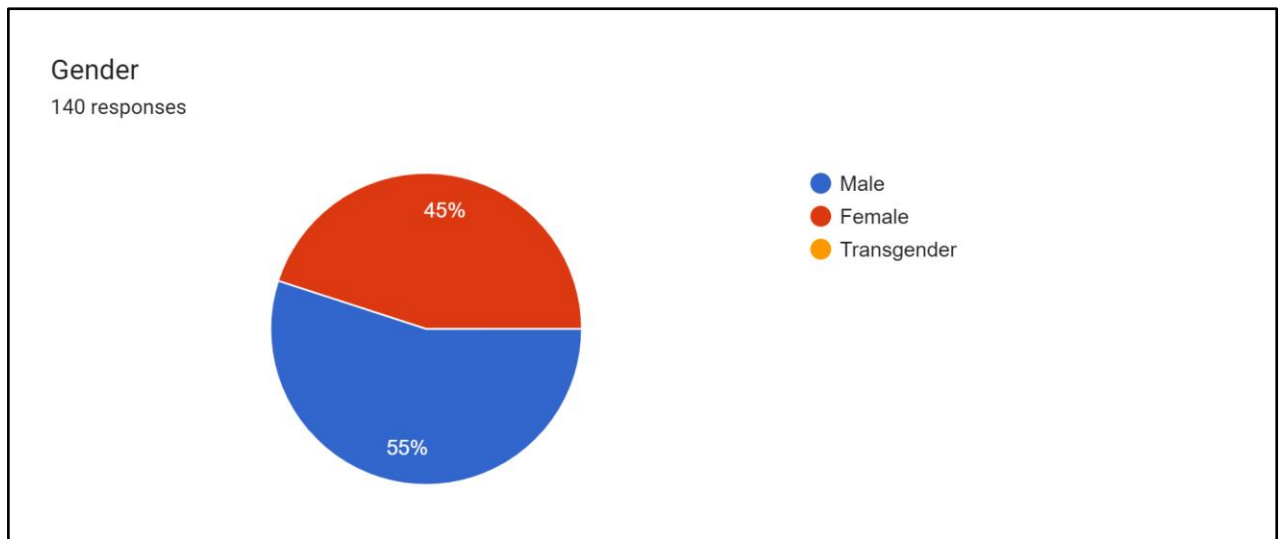


Chart 4.1.1: Chart representing Gender of the respondents

Interpretation

From the above table it is interpreted that the number of male respondents is 55% and female respondents is 45%.

Inference

Majority of the respondents fall under the age category of below 30.

Table 4.1.2: Table showing Age of the respondents

S.no	Particulars	No. of respondents	Percentage
1	20-30	66	47.1
2	30 - 40	29	20.7
3	40 - 50	31	22.1
4	Above 50	14	10
	TOTAL	140	100

Source: primary data

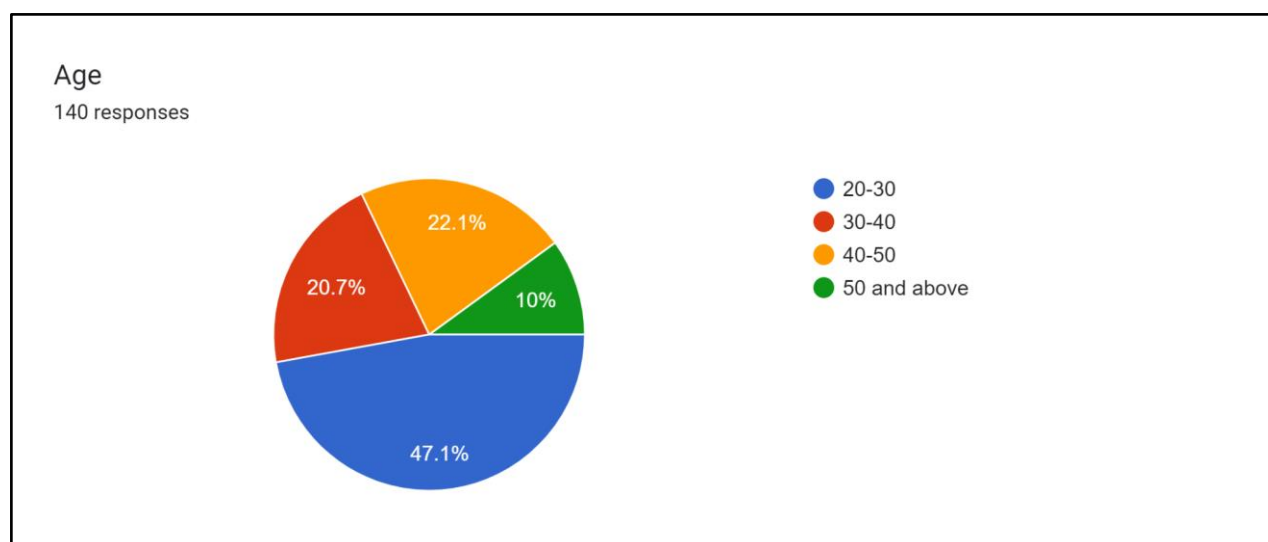


Chart 4.1.2: Chart representing Age of the respondents

Interpretation:

From the above table it is interpreted that the number of respondents 20-30 is 47.1%, between 30- 40 is 20.7%, between 40 - 50 is 22.1% and above 50 is 10%.

Inference

Majority (50.4%) of the respondents are female

Table 4.1.3: Table showing The factors which motivates the most at work

S.no	Particulars	No. of respondents	Percentage
1	Recognition	34	24.3
2	Salary	42	30
3	Work-life balance	47	33.6
4	Job security	17	12.1
	TOTAL	140	100

Source: primary data

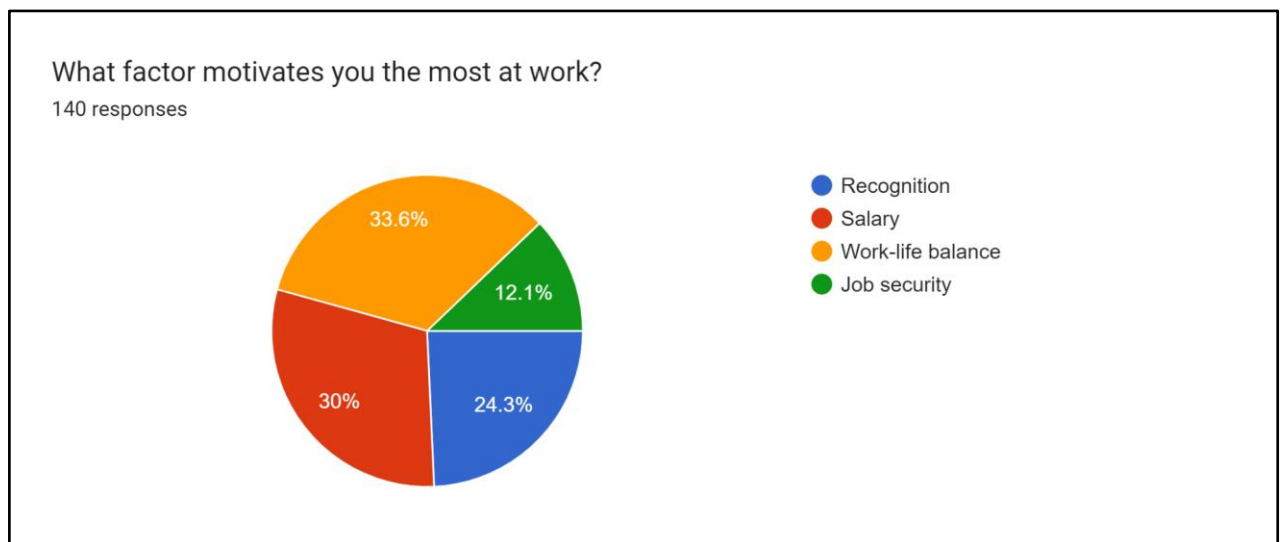


Chart 4.1.3: Chart representing the factors which motivates the most at work

Interpretation

From the above table it is interpreted the number of respondents for recognition is 24.3% for salary is 30% for work-life balance is 33.6% and for job security is 12.1% were respondents.

Inference

Majority (33.6%) of the respondents are for work-life balance

Table 4.1.4: Table showing level of satisfaction with current rewards and benefits

S.no	Particulars	No. of respondents	Percentage
1	Very Satisfied	58	41.4
2	Some Satisfied	34	24.3
3	Netural	41	29.3
4	Dissatisfied	7	5
	TOTAL	140	100

Source: primary data

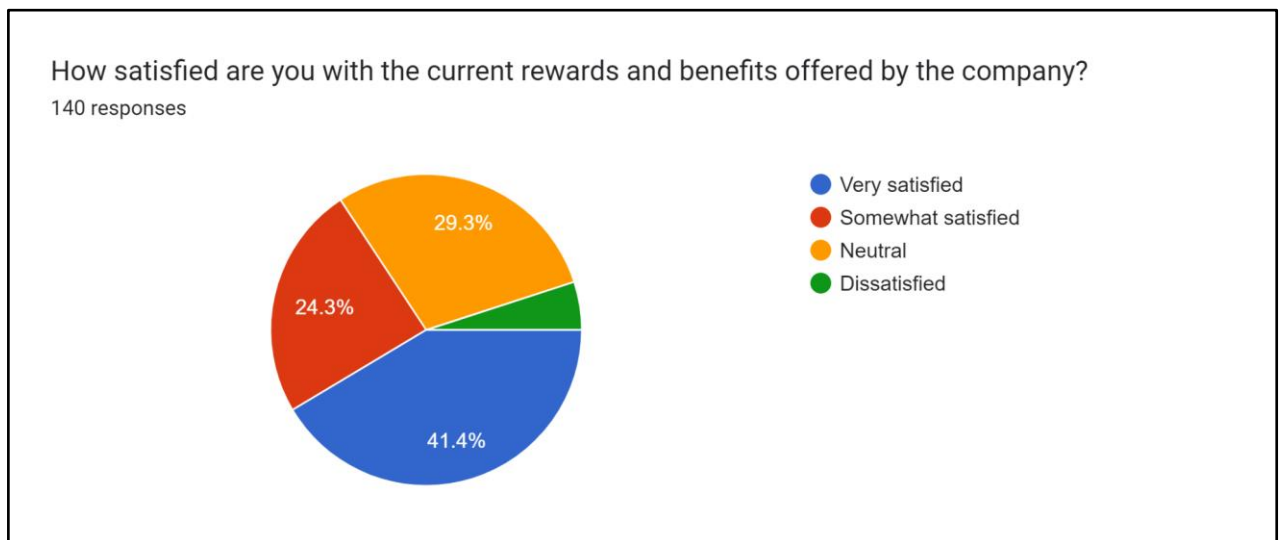


Chart 4.1.4: Chart representing level of satisfaction with current rewards and benefits

Interpretation

From the above table it is interpreted that 41.4% of respondents are very satisfied, 24.3% of respondents are somewhat satisfied, 29.3% of respondents are neutral and 5% of respondents are dissatisfied.

Inference

Majority (41.4%) of the respondents are satisfied.

Table 4.1.5: Table showing level of transparency in communication regarding company goals and strategies

S.no	Particulars	No. of respondents	Percentage
1	Very transparent	38	31.4
2	Somewhat transparent	78	37.9
3	Neutral	4	27.1
4	Not transparent	4	3.6
	TOTAL	140	100

Source: primary data

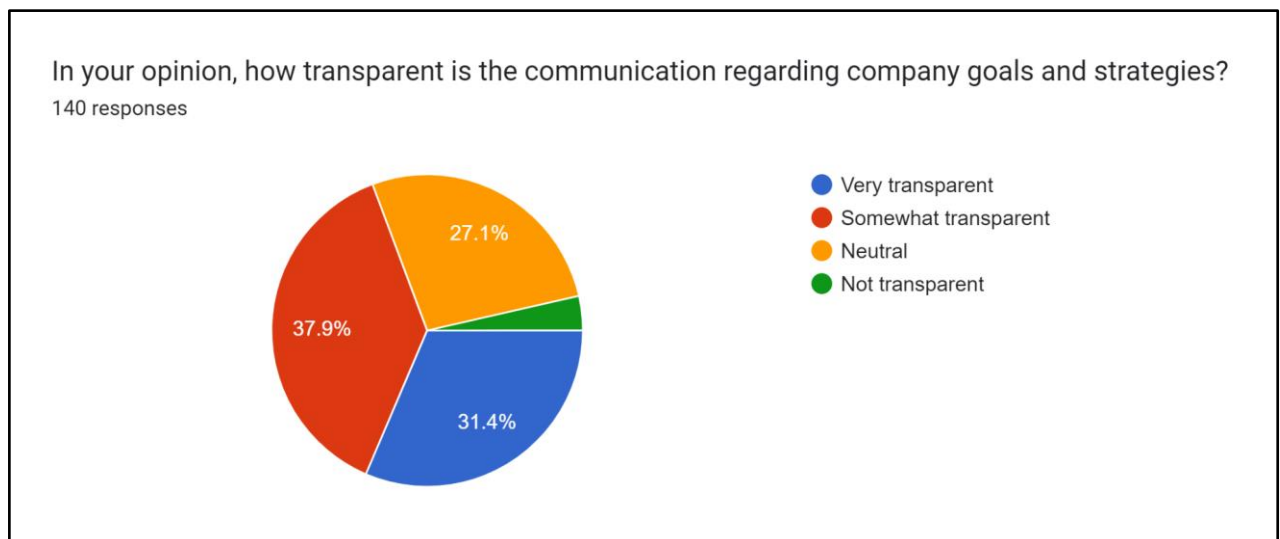


Chart 4.1.5: Chart representing the level of transparency in communication regarding company goals and strategies.

Interpretation

From the above table it is interpreted that the 31.4% of respondents says very transparent, 37.9% of respondents says somewhat transparent, 27.1% of respondents says neutral, 3.6% of respondents says not transparent.

Inference

Majority (37.9%) of the respondents says somewhat transparent .

Table 4.1.6: Table showing motivates you more: achieving personal goals or contributing to team success.

S.no	Particulars	No. of respondents	Percentage
1	Personal goals	49	35
2	Team success	31	22.1
3	Both equally	52	37.1
4	Neither	8	5.7
	TOTAL	140	100

Source: primary data

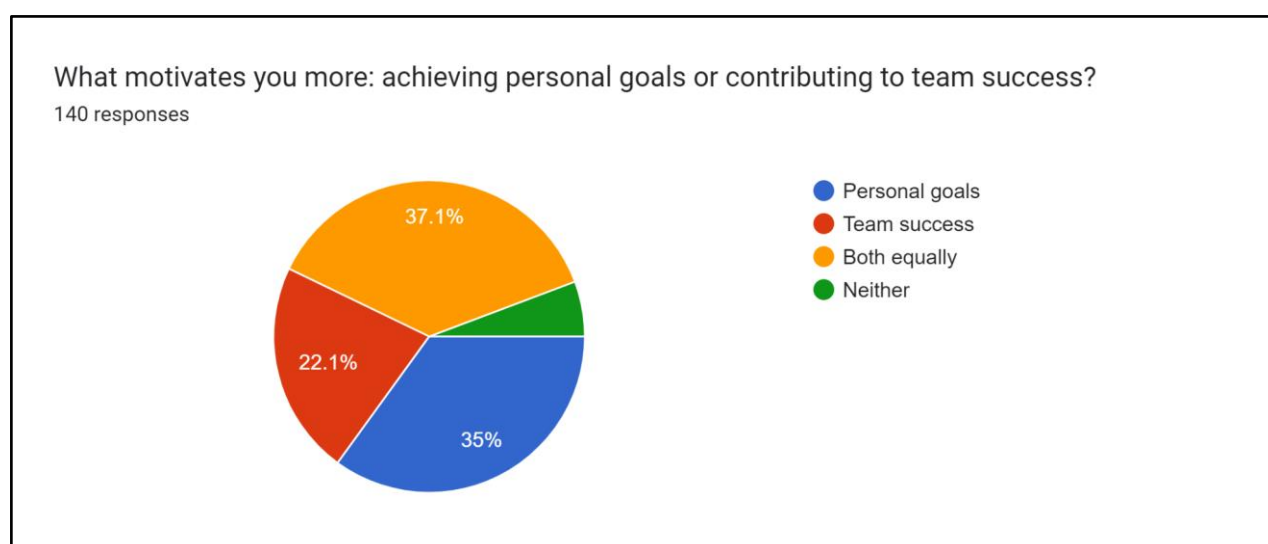


Chart 4.1.6: Chart representing motivates you more: achieving personal goals or contributing to team success.

Interpretation

From the above table it is interpreted that 35% of respondents say personal goals, 22.1% of respondents say team success, 37.1% of respondents say both equally, 5.7% of respondents say neither.

Inference

Majority (37.1%) of the respondents say both equally

Table 4.1.7: Table showing satisfaction level of autonomy in current role.

S.no	Particulars	No. of respondents	Percentage
1	Very satisfied	36	25.7
2	Somewhat satisfied	59	42.1
3	Neutral	42	30
4	Dissatisfied	3	2.1
	TOTAL	140	100

Source: primary data

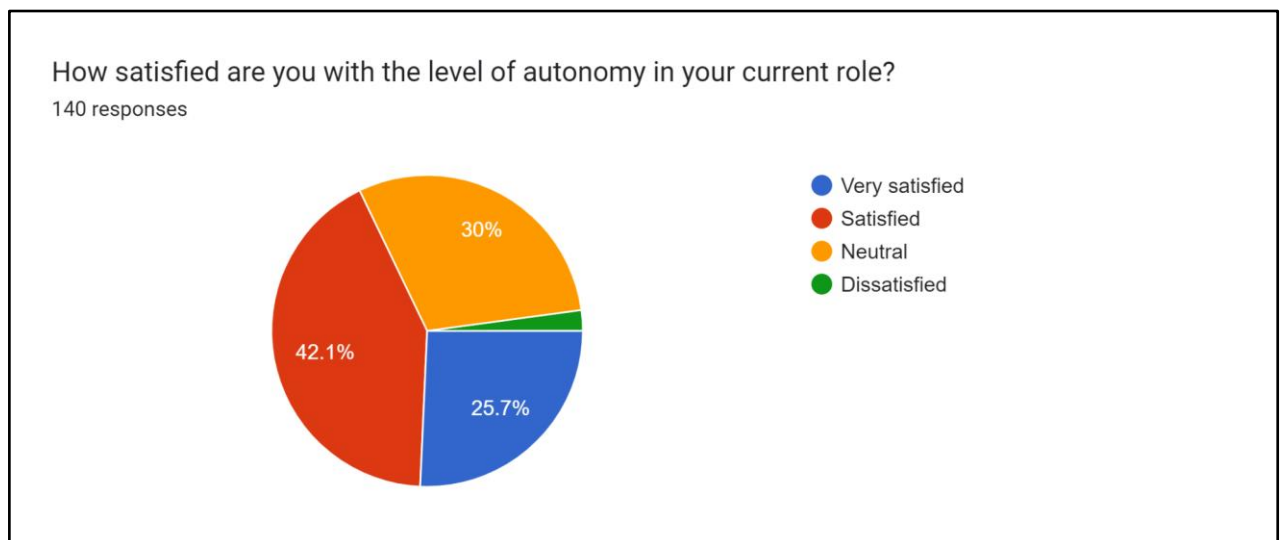


Chart 4.1.7: Chart representing satisfaction level of autonomy in current role

Interpretation

From the above table it is interpreted that 25.7% of respondents say they are very satisfied, 42.1% of respondents say satisfied, 30% of respondents say neutral and 2.1% of respondents say dissatisfied .

Inference

Majority (42.1%) of the respondents are satisfied with the level of autonomy in their current role

Table 4.1.8: Table showing aspect of job brings the most job satisfaction

S.no	Particulars	No. of respondents	Percentage
1	Task variety	41	29.3
2	Collaborative projects	34	24.3
3	Professional growth opportunities	36	25.7
4	Positive work relationship	29	20.7
	TOTAL	140	100

Source: primary data

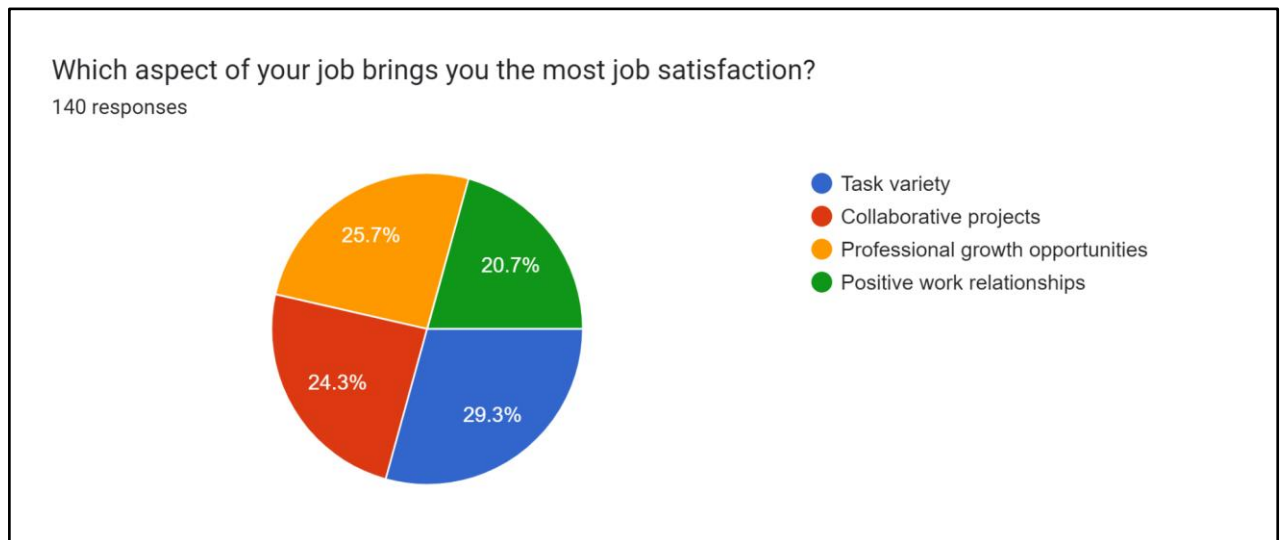


Chart 4.1.8: Chart representing aspect of job brings the most job satisfaction

Interpretation

From the above table it is interpreted that 29.3% of respondents say task variety, 24.3% say collaborative projects, 25.7% say professional growth opportunities and 20.7% say positive work relationships.

Inference

Majority (29.3%) of the respondents says that task variety brings the most job satisfaction.

Table 4.1.9: Table showing important of flexible work schedule for motivation and productivity

S.no	Particulars	No. of respondents	Percentage
1	Very important	59	42.1
2	Important	49	35
3	Neutral	26	18.6
4	Not important	6	4.3
	TOTAL	140	100

Source: primary data

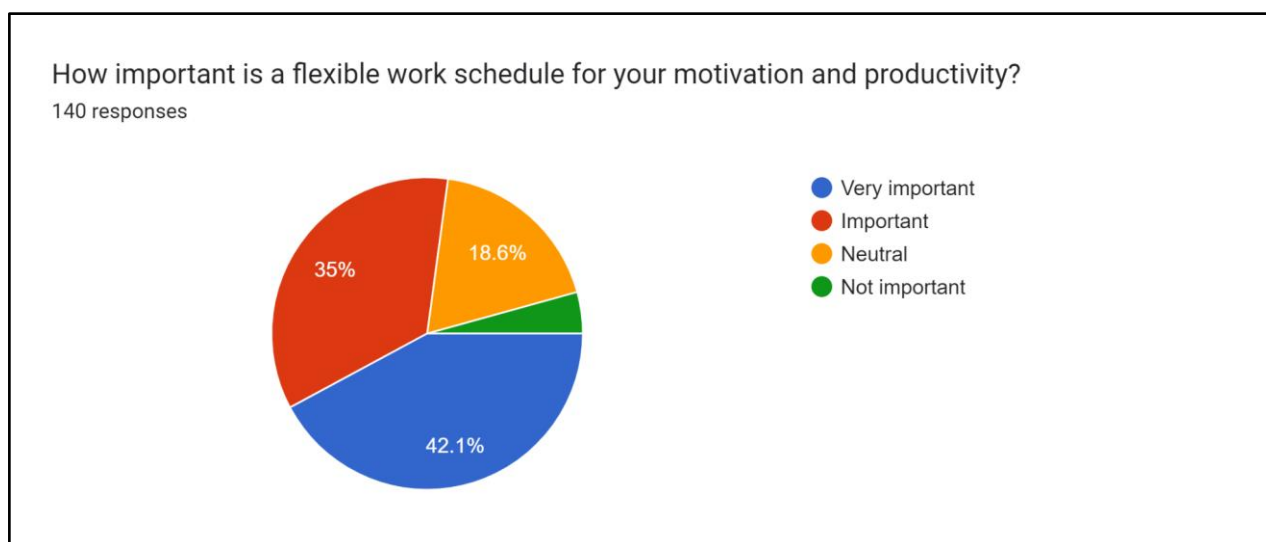


Chart 4.1.9: Chart representing important of flexible work schedule for motivation and productivity

Interpretation

From the above table it is interpreted that 42.1% of respondents says very important, 35% says important, 18.6% says neutral and 4.3% says not important.

Inference

Majority (42.1%) of the respondents says it is very important.

Table 4.1.10: Table showing role of ongoing training and development play in motivation at work

S.no	Particulars	No. of respondents	Percentage
1	Extremely important	52	37.1
2	Important	51	36.4
3	Somewhat important	25	17.9
4	Not important	12	8.6
	TOTAL	140	100

Source: primary data



Chart 4.1.10: Chart representing role of ongoing training and development play in motivation at work

Interpretation

From the above table it is interpreted that 37.1% of respondents says extremely important, 36.4% says important, 17.9% says somewhat important and 8.6% says not important.

Inference

Majority (37.1%) of the respondents says it is extremely important.

Table 4.1.11: Table showing distribution of work within team

S.no	Particulars	No. of respondents	Percentage
1	Very fair	51	36.4
2	Fair	48	34.3
3	Neutral	31	22.1
4	Unfair	10	7.1
	TOTAL	140	100

Source: primary data

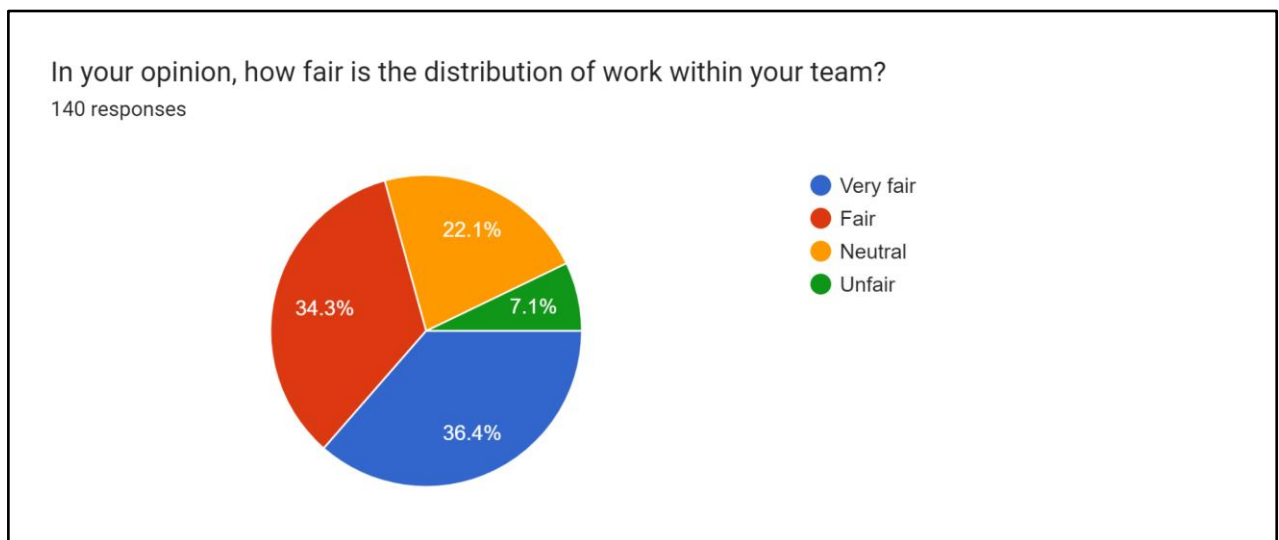


Chart 4.1.11: Chart representing distribution of work within team

Interpretation

From the above table it is interpreted that 36.4% of respondents say very fair, 34.3% say fair, 22.1% say neutral and 7.1% say unfair.

Inference

Majority (36.4%) of the respondents say it is very fair .

Table 4.1.12: Table showing do your immediate supervisors understand and support your career goals

S.no	Particulars	No. of respondents	Percentage
1	Very well	54	38.6
2	Well	47	33.6
3	Somewhat well	28	20
4	Not well	11	7.9
	TOTAL	140	100

Source: primary data

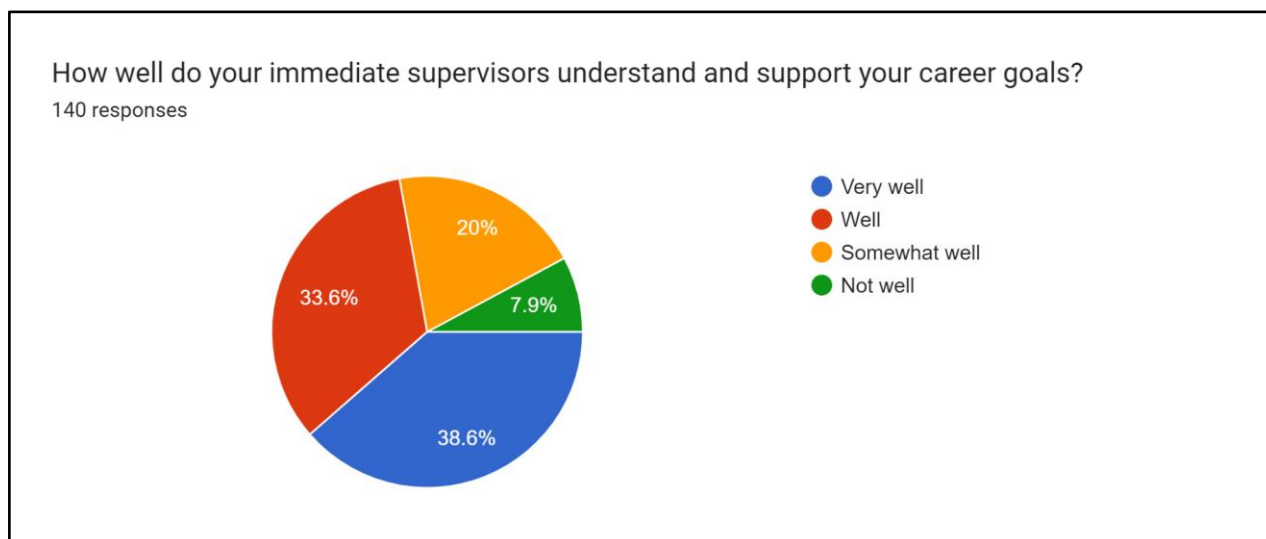


Chart 4.1.12: Chart Representing do your immediate supervisors understand and support your career goals

Interpretation

From the above table it is interpreted that the 38.6% of respondents says very well, 33.6% says well, 20% says somewhat well and 7.9% says not well.

Inference

Majority (38.6%) of the respondents have chosen very well.

Table 4.1.13: Table showing impact on positive team culture have on motivation

S.no	Particulars	No. of respondents	Percentage
1	Significant impact	62	44.3
2	Moderate impact	44	31.4
3	Minimal impact	26	18.6
4	No impact	8	5.7
	TOTAL	140	100

Source: primary data



Chart 4.1.13: Chart representing impact on positive team culture have on motivation

Interpretation

From the above table it is interpreted that 44.3% of respondents have significant impact, 31.4% have moderate impact, 18.6% have minimal impact and 5.7% have significant impact .

Inference

Majority (44.3%) of the respondents have significant impact.

Table 4.1.14: Table showing rate the organization's efforts in promoting work-life balance

S.no	Particulars	No. of respondents	Percentage
1	Excellent	53	37.9
2	Good	55	39.3
3	Average	26	18.6
4	Poor	6	4.3
	TOTAL	140	100

Source: primary data

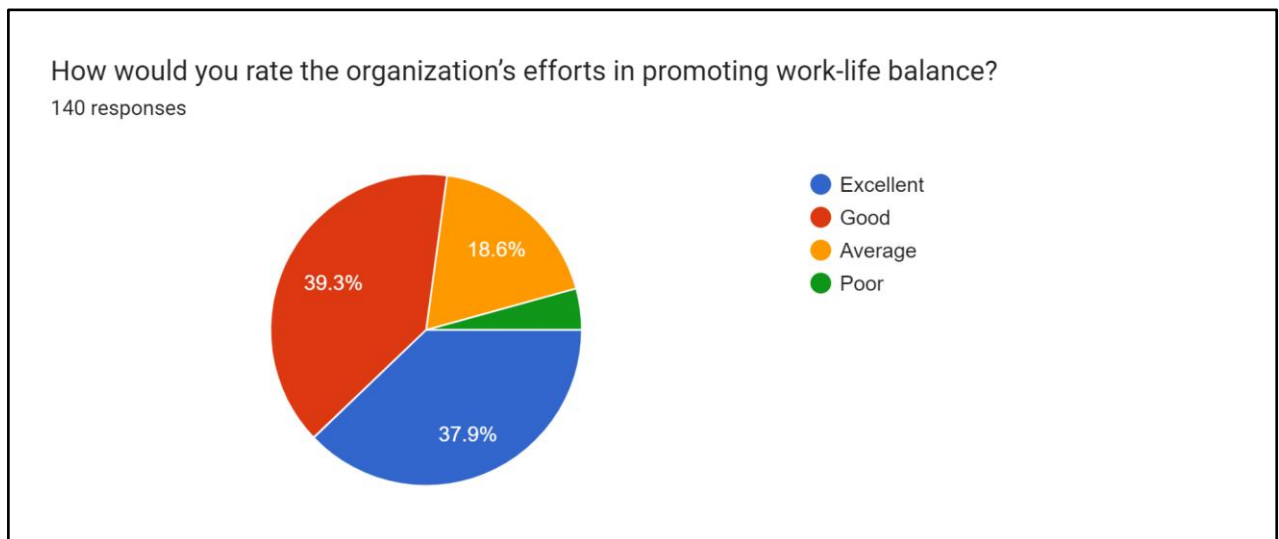


Chart 4.1.14: Chart representing rate the organization's efforts in promoting work-life balance

Interpretation

From the above table it is interpreted that 37.9% of respondents say excellent, 39.3% say good, 18.6% say average and 4.3% say poor.

Inference

Majority (37.9%) of the respondents say excellent.

Table 4.1.15: Table showing form of recognition do you think would be most effective for boosting team morale

S.no	Particulars	No. of respondents	Percentage
1	Team - based rewards	60	42.9
2	Individual recognition	44	31.4
3	Public acknowledgement	32	22.9
4	Peer recognition	4	2.9
	TOTAL	140	100

Source: primary data

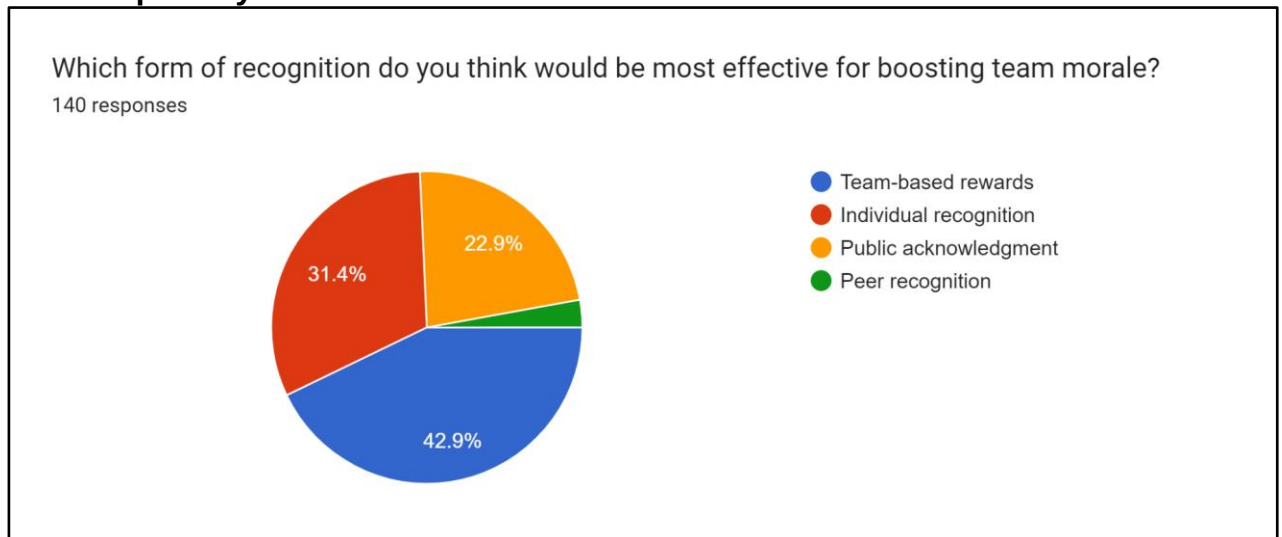


Chart 4.1.15: Chart representing form of recognition do you think would be most effective for boosting team morale

Interpretation

From the above table it is interpreted that 42.9% of respondents say team based rewards, 31.4% say individual recognition, 22.9% say public acknowledgment and 2.9% say peer recognition.

Inference

Majority (42.9%) of the respondents agree on team based rewards.

Table 4.1.16: Table showing comfortable of expressing their opinions and ideas in team meetings

S.no	Particulars	No. of respondents	Percentage
1	Very comfortable	56	40
2	Comfortable	54	38.6
3	Neutral	22	15.7
4	Uncomfortable	8	5.7
	TOTAL	140	100

Source: primary data

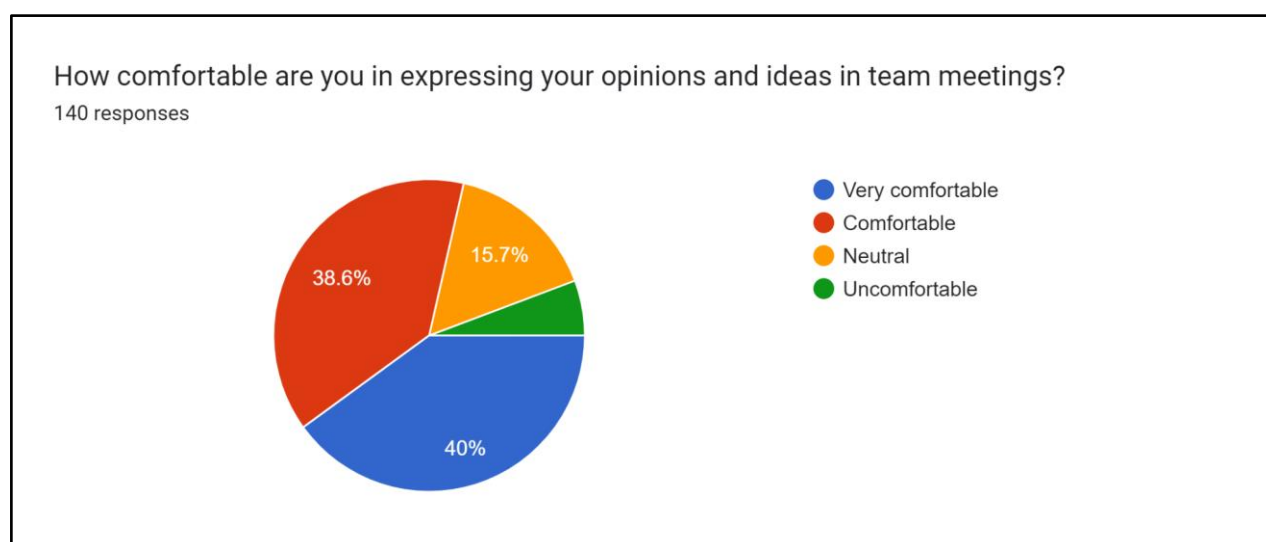


Chart 4.1.16: Chart representing comfortable of expressing their opinions and ideas in team meetings

Interpretation

From the above table it is interpreted that 40% of respondents say they are very comfortable, 38.6% say they are comfortable, 15.7% say they are neutral and 5.7% say they are uncomfortable.

Inference

Majority (40%) of the respondents are very comfortable expressing their opinions and ideas in team meetings.

Table 4.1.17: Table showing preferred method of receiving updates on company news and changes

S.no	Particulars	No. of respondents	Percentage
1	Emails	50	35.7
2	Team meetings	46	32.9
3	Company portal (websites)	28	20
4	Phone	16	11.4
	TOTAL	140	100

Source: primary data

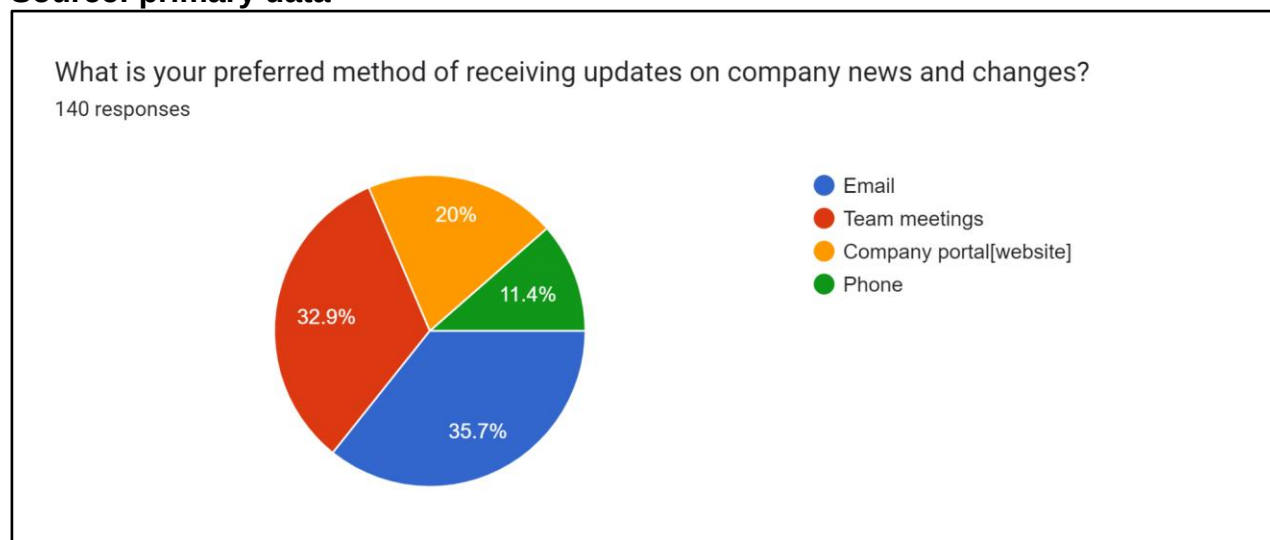


Chart 4.1.17: Chart representing preferred method of receiving updates on company news and changes

Interpretation

From the above table it is interpreted that 35.7% of respondents say email, 32.9% say team meeting, 20% say company portal[website] and 11.4% say phone.

Inference

Majority (35.7%) of the respondents say email.

Table 4.1.18: Table showing describe the overall atmosphere and morale within team

S.no	Particulars	No. of respondents	Percentage
1	Positive	79	56.4
2	Neutral	40	28.6
3	Negative	17	12.1
4	Unsecure	4	2.9
	TOTAL	140	100

Source: primary data

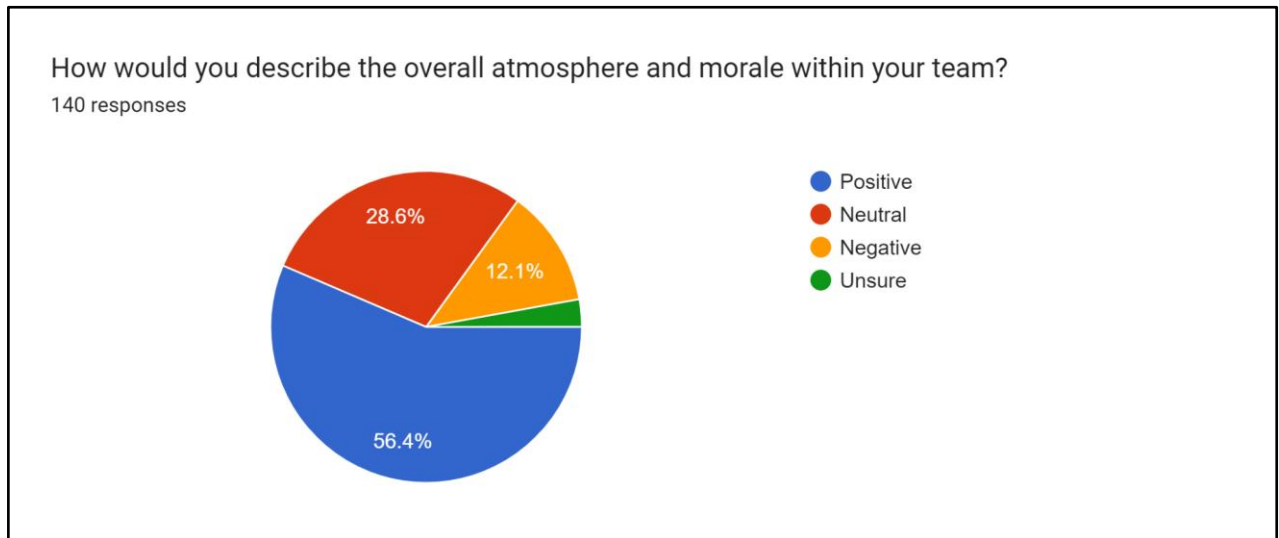


Chart 4.1.18: Chart representing describe the overall atmosphere and morale within team

Interpretation

From the above table it is interpreted that 56.4% of respondents say positive, 28.6% say neutral, 12.1% say negative and 2.9% say unsecure.

Inference

Majority (56.4%) of the respondents say positive.

Table 4.1.19: Table showing suggest one improvement to enhance workplace motivation, what would it be

S.no	Particulars	No. of respondents	Percentage
1	More training opportunities	68	48.6
2	Flexible	37	26.4
3	Enhanced recognition programs	17	12.1
4	Feedback and appreciation	18	12.9
	TOTAL	140	100

Source: primary data

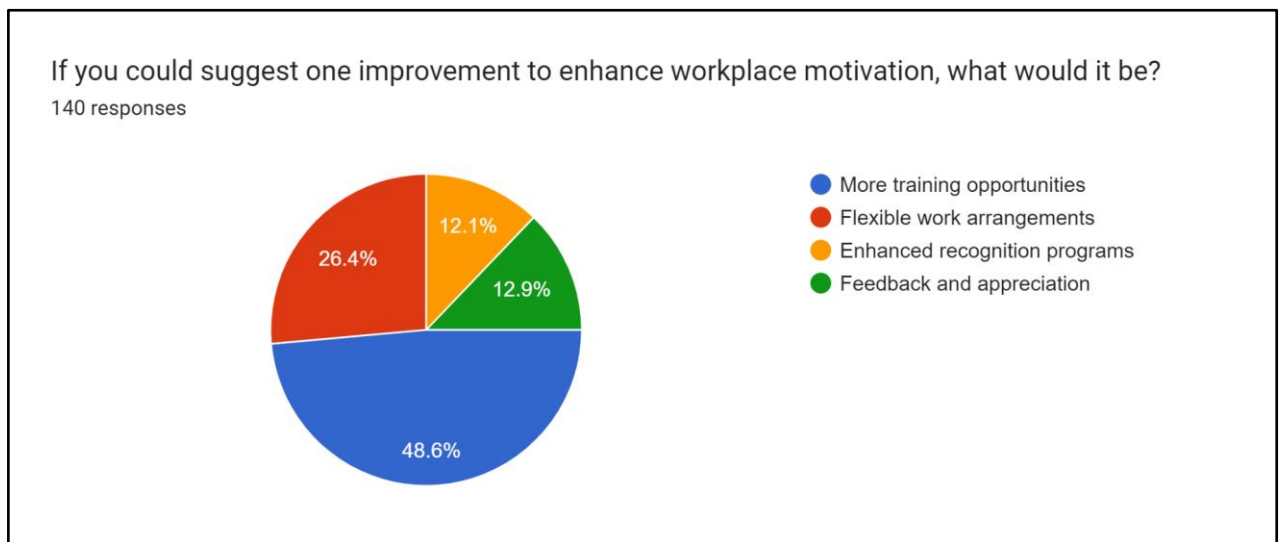


Chart 4.1.19: Chart representing suggest one improvement to enhance workplace motivation, what would it be

Interpretation

From the above table it is interpreted that 48.6% of respondents say more training opportunities, 26.4% say flexible work arrangements, 12.1% say enhanced recognition programs and 12.9% say feedback and appreciation.

Inference

Majority (48.6%) of the respondents suggest more training opportunities.

4.2 CHI SQUARE

Table 4.2.1: Table showing that there is no association between motivation at work and satisfaction with rewards and benefits

CHI -SQUARE TEST

Case Processing Summary						
	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
What factor motivates you the most at work * How satisfied are you with the current rewards and benefits offered by the company	140	100.0%	0	0.0%	140	100.0%

What factor motivates you the most at work * How satisfied are you with the current rewards and benefits offered by the company Crosstabulation							
			How satisfied are you with the current rewards and benefits offered by the company				Total
			Dissatisfied	Neutral	Somewhat satisfied	Very satisfied	
What factor motivates you the most at work	Job security	Count	0	6	2	9	17
		Expected Count	.9	5.0	4.1	7.0	17.0
	Recognition	Count	2	9	9	14	34
		Expected Count	1.7	10.0	8.3	14.1	34.0
	Salary	Count	3	9	10	20	42
		Expected Count	2.1	12.3	10.2	17.4	42.0
	Work-life balance	Count	2	17	13	15	47
		Expected Count	2.3	13.8	11.4	19.5	47.0
	Total	Count	7	41	34	58	140
		Expected Count	7.0	41.0	34.0	58.0	140.0

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.637 ^a	9	.675
Likelihood Ratio	7.745	9	.560
N of Valid Cases	140		
a. 6 cells (37.5%) have expected count less than 5. The minimum expected count is .85.			

INTERPRETATION

Where 0.675 is higher than 0.05, therefore there is no association between motivation at work and satisfaction with rewards and benefits.

CHI-SQUARE TEST

Null Hypothesis H0: There is no association between motivation at work and satisfaction with rewards and benefits .

Alternate Hypothesis H1: There is association between motivation at work and satisfaction with rewards and benefits

4.3 ANOVA

4.3.1: Table showing that there is no association between motivation at work and satisfaction with rewards and benefits.

ANOVA					
What factor motivates you the most at work					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.084	3	.695	.720	.541
Within Groups	131.137	136	.964		
Total	133.221	139			

Null Hypothesis H0 = There is no statistically difference between motivation at work and satisfaction with rewards and benefits.

Alternate Hypothesis H1 = There is statistically difference between motivation at work and satisfaction with rewards and benefits.

INTERPRETATION

Significance level is 0.541, which is higher than 0.05 therefore, there is no statistically significant relationship between motivation at work and satisfaction with rewards and benefits.

CHAPTER 5

FINDINGS

FINDINGS

- Majority of the respondents fall under the age category of below 30
- Majority (50.4%) of the respondents are female
- Majority (33.6%) of the respondents are for work-life balance
- Majority (41.4%) of the respondents are satisfied with current rewards and benefits
- Majority (37.9%) of the respondents says somewhat transparent on the level of transparency in communication regarding company goals and strategies .
- Majority (37.1%) of the respondents say both equally motivate you more: achieving personal goals or contributing to team success. .
- Majority (42.1%) of the respondents are satisfied with the level of autonomy in their current role.
- Majority (29.3%) of the respondents says that task variety brings the most job satisfaction.
- Majority (42.1%) of the respondents says it is very important important of flexible work schedule for motivation and productivity
- Majority (37.1%) of the respondents says it is extremely important for role of ongoing training and development play in motivation at work
- Majority (36.4%) of the respondents says it is very fair distribution of work within team
- Majority (38.6%) of the respondents have chosen very well immediate supervisors to understand and support your career goals.
- Majority (44.3%) of the respondents have significant impact on positive team culture have on motivation
- Majority (37.9%) of the respondents say excellent rate the organization's efforts in promoting work-life balance
- Majority (42.9%) of the respondents agree on team based rewards.
- Majority (40%) of the respondents are very comfortable expressing their opinions and ideas in team meetings.
- Majority (35.7%) of the respondents say email is the preferred method of receiving

updates on company news and changes .

- Majority (56.4%) of the respondents say describe positive about the overall atmosphere and morale within team
- Majority (48.6%) of the respondents suggest more training opportunities.
- Where 0.699 is higher than 0.05, therefore there is no association between motivation at work and satisfaction with rewards and benefits.
- There is no association between motivation at work and satisfaction with rewards and benefits .
- There is an association between motivation at work and satisfaction with rewards and benefits.
- Null Hypothesis H_0 = There is no statistically difference between motivation at work and satisfaction with rewards and benefits.
- Alternate Hypothesis H_1 = There is statistically difference between motivation at work and satisfaction with rewards and benefits.

CHAPTER-6

SUGGESTION AND FINDINGS

6.1 SUGGESTION:

- ❖ Motivation is the most important factor which stirs up persons to give their best performance to achieve a certain goal. So the company should concentrate more on the motivation of employees.
- ❖ High employee involvement shows higher level of employee motivation and satisfaction. Therefore, engaging employees in meetings and discussions and letting them know that their ideas and contributions are listened to and appreciated, giving them space and opportunities to experience and be aligned with the corporate culture, delegating them a higher responsibility level for the task they are in charge of, and the freedom in making choices and decisions regarding their specific tasks are some ways to increase the motivation level.
- ❖ To increase the motivation of employees can be achieved by various factors. However, pay & Benefits, Working conditions, Organizational effectiveness and leadership are the powerful way to motivate the employees

6.2 CONCLUSION

In conclusion, the motivation of employee's plays one of the most vital roles in an organization's assertively contributes to its growth and prosperities. Therefore, it is necessary for any employer to understand what truly motivates the employees and how to maximize the overall job performance.

From the findings it is clearly shown that giving respect in the working place, Satisfaction of salary, a clean and pleasant working conditions, and good communication with colleagues keeps employees more motivated. There is no relationship between experience and satisfaction of work.

Leadership is another important thing which all the managers/leaders should listen to their employee opinions & suggestions. Give the employees a particular platform and time to speak up any issues that they might be facing in their current job/organization. Even listening to problems not related to work, but indirectly leading to low productivity can help.

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APPENDIX - I

QUESTIONNAIRE

1.Name

2. Gender

-Male

-Female

- Transgender

3. Age

-20-30

-30-40

-40-50

-50 above

4. What factor motivates you the most at work?

- A. Recognition

- B. Salary

- C. Work-life balance

- D. Job security

5. How satisfied are you with the current rewards and benefits offered by the company?

- A. Very satisfied

- B. Somewhat satisfied

- C. Neutral

- D. Dissatisfied

6. Which type of recognition would you prefer for a job well done?

- A. Public acknowledgment

- B. Monetary rewards

- C. Additional time off

- D. Personalized feedback

7. What motivates you more: achieving personal goals or contributing to team success?

- A. Personal goals

- B. Team success

- C. Both equally

- D. Neither

8. How satisfied are you with the level of autonomy(INDEPENDENT) in your current role?

- A. Very satisfied

- B. Satisfied

- C. Neutral

- D. Dissatisfied

9. Which aspect of your job brings you the most job satisfaction?

- A. Task variety

- B. Collaborative projects

- C. Professional growth opportunities

- D. Positive work relationships

10. How important is a flexible work schedule for your motivation and productivity?

- A. Very important
- B. Important
- C. Neutral
- D. Not important

11. What role does ongoing training and development play in your motivation at work?

- A. Extremely important
- B. Important
- C. Somewhat important
- D. Not important

12. In your opinion, how fair is the distribution of work within your team?

- A. Very fair
- B. Fair
- C. Neutral
- D. Unfair

13. How well do your immediate supervisors understand and support your career goals?

- A. Very well
- B. Well
- C. Somewhat well
- D. Not well

14. What impact does a positive team culture have on your motivation?

- A. Significant impact
- B. Moderate impact
- C. Minimal impact
- D. No impact

15. How would you rate the organization's efforts in promoting work-life balance?

- A. Excellent
- B. Good
- C. Average
- D. Poor

16. Which form of recognition do you think would be most effective for boosting team morale?

- A. Team-based rewards
- B. Individual recognition
- C. Public acknowledgment
- D. Peer recognition

17. How comfortable are you in expressing your opinions and ideas in team meetings?
- A. Very comfortable
 - B. Comfortable
 - C. Neutral
 - D. Uncomfortable
18. What is your preferred method of receiving updates on company news and changes?
- A. Email
 - B. Team meetings
 - C. Intranet/Company portal
 - D. Phone
19. How would you describe the overall atmosphere and morale within your team?
- A. Positive
 - B. Neutral
 - C. Negative
 - D. Unsure
20. If you could suggest one improvement to enhance workplace motivation, what would it be?
- A. More training opportunities
 - B. Flexible work arrangements
 - C. Enhanced recognition programs
 - D. Feedback and appreciation