

**A STUDY OF ANALYZING THE IMPACT OF EMPLOYEE MOTIVATION ON
PRODUCTIVITY**

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

ASWINI .A

REGISTER NO:42410280



**DEPARTMENT OF BUSINESS ADMINISTRATION
SCHOOL OF MANAGEMENT STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

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

DECEMBER 2023



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CATEGORY - 1 UNIVERSITY BY UGC**

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the Bonafide work of **ASWINI.A 42410280** who carried out the Project Training “**A STUDY OF ANALYZING THE IMPACT OF EMPLOYEE MOTIVATION ON PRODUCTIVITY**” under my supervision from October 2023 to December 2023.

Dr. K. SEETHAL

Internal guide

External Guide

Dr. BHUVANESWARI .G, MBA., Ph.D

Dean – School of Management Studies

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I **ASWINI.A (42410280)** hereby declare that the Project Report entitled “**ASTUDY OF ANALYZING THE IMPACT OF EMPLOYEE MOTIVATION ON PRODUCTIVITY**” done by me under the guidance of **DR.K. SEETHAL** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

SIGNATURE OF THE CANDIDATE

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

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ASWINI.A

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ABSTRACT

This project is done on “An Analysis of Employee’s Motivation and Its Impact on Job Performance in the IT Sector” in the area of Human Resource Management. The motivation of professionals is not based solely on good monetary remuneration. Nowadays, every experienced IT professional is interested first and foremost in a healthy work environment in a company and then on the pay level. The employer's assessment takes into account the level of stress, work-life balance, career development prerequisites, as well as the offered social benefits. Anything that helps the creative workflow because IT professionals, are creators in the field who work a because IT professionals, are creators in the field who work and need special conditions to grow their potential and deliver good results. The key aim of the project is to analyse about various factors such as salary, increments, promotion, recognition etc. leading to motivation of employees and to assess their relationship between the motivation and performance. The descriptive research has been conducted with a convenient sampling of 50 respondents.

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CHAPTER – 1

INTRODUCTION

1.1 INTRODUCTION

Meaning of Motivation

Motivation is the process that initiates, guides, and maintains goal-oriented behaviours. It is what causes you to act, whether it is getting a glass of water to reduce thirst or reading a book to gain knowledge. Motivation involves the biological, emotional, social, and cognitive forces that activate behaviour. In everyday usage, the term "motivation" is frequently used to describe why a person does something. It is the driving force behind human actions. Motivation is a driving force which affects the choice of alternatives in the behaviour of a person. It improves, stimulates and induces employees leading to goal-oriented behaviour.

For example,

promotion is a motivating factor as employees work to achieve pre-set targets for getting a promotion. Motivation can be monetary, e.g., rewards given in the form of a car or a hike in the salary or it can be non-monetary in the form of public appreciation.

Definitions of Motivation by Authors

1. Michael Jucious, 'motivation is the act of stimulating someone or oneself to get a desired course of action, to push the right button to get a desired reaction'.
2. S. Zedeek and M. Blood define, 'Motivation is a predisposition to act in a specific goal-directed way'.
3. According to Dalton E. McFarland—"Motivation refers to the way in which urge drives, desires, aspirations, strivings or needs direct, control or explain the behaviour of human beings."

4. Robert Dubin has defined—”Motivation as something that moves the person to action and continues him in the course of action already initiated.”

5. Koontz and O'Donnell are of the view that “Motivation is a general term applying to the entire class of drives, desires, needs, wishes and similar forces that induce an individual or a group of people to work.”

Importance of the Motivation

1. Greater efficiency: Motivation enhances the efficiency of the employees and of organization. When employees are motivated, they can perform with commitment and dedication.

2. Reduction in absenteeism and labour turnover: Motivated employees may not remain absent or leave the organization. They develop a sense of belonging towards the organization and thus improve their overall performance.

3. Team spirit: Motivation improves team spirit of employees, and this improves the work environment and the overall performance of the employee and the organization.

4. Reduction in wastages and breakages: Motivated employees take great care in handling machines and other resources. This will reduce wastages and breakages, thus resulting in higher benefits to the organization.

5. Cordial relations: Motivation enables cordial and healthy relationship in the organization. Motivation helps reduce labour grievances and disputes. It ensures sound relations between the management and the labour. It improves the overall efficiency of the organization.

6. Promotion of innovation: Motivated employees use their initiative to find out innovative ways in the performance of their operations. Such employees are more creative and help the organization to gain the competitive advantage.

7. Optimum use of resources: Motivation leads to greater employee involvement and lesser wastages. This leads to optimum utilization of resources.

Characteristics/Features of Motivation:

1. Interaction between the individual and the situation: Motivation is not a personal trait but an interaction between the individual and the situation.

2. Goal-directed behaviour: Motivation leads to an action that is goal oriented. Motivation leads to accomplishment of organizational goals and satisfaction of personal needs.

3. Systems oriented: Motivation is influenced by two forces:

a) Internal forces: These forces are internal to the individual, i.e., their needs, wants and nature.

b) External forces: These forces are external to the individual, which may be organizational related such as management philosophy, organizational structure, and superior-subordinate relationship, and also the forces found in the external environment such as culture, customs, religion and values.

1.2 STATEMENT OF PROBLEM:

“Problem statement is a statement in which focusing on some variable. It provides opportunity to establish why these variables are important”. There is the more need to research on motivation, goal is that what employees is to perform at their best and achieve the objects or not in a specific time. In this the problem is that many of the employers who don't work for everyone have struggled for different incentive programs to motivate their employee. This is the problem which is faced by the many employees of that company. In problem statement, currently problem must be exist in that organization and the manager should need to be improved in that organization.

1.3 Need of the Study:

- The basic need of the study is to identify the motivational factors and its impact on employee's performance as motivation plays a vital role on employee's performance and productivity of the organisation. Hence, a project is conducted to see how different variables motivate employees and support the organization to improve the performance of employees.

1.4 Objectives of the Study:

- To study the key factors which are needed to galvanize employees in various organization.
- To study the effect of monetary and non-monetary benefits provided by the organizations on the employee's performance.
- To assess the relationship between the motivation and performance.
- To find strategies to enhance the motivation level.

1.5 SCOPE OF THE STUDY:

- The scope of motivation is vast, as it influences various aspects of our lives, including personal, academic, and professional domains. Motivation is essential for personal growth and self-improvement. It helps individuals set goals, overcome obstacles, and persevere in the face of challenges.

1.6 LIMITATIONS OF THE STUDY:

1. The study was restricted to 50 sample size only.
2. Process of Primary data collection is time consuming.
3. The study was limited to short period only.
4. It was difficult to fill the form from the respondents and gain information as they were busy with their work.

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE :

Arokiasamy (2013) studied the causes and effects of employee turnover in private sector in Malaysia. The study aimed at finding out the actual reasons behind turnover and its detrimental effects on the productivity of manufacturing industries in Malaysia. The results indicated that job motivation has the largest direct effect on turnover intent. The study also provided a general view of what were the various avenues available for future consideration to deal with acute issues pertaining to employee turnover.

Pandit and Thomas (2014) conducted a study to identify the reasons behind employee's stay with an MSME. The instrument developed by Dr. Udai Pareek and Surabhi Purohit was used to trace employee's decision making style and life orientation. It was found that factors which drives an employee's decision to stay in an organization differs from person to person.

Gosh and Gurunathan (2015) proved that human resource practices based on commitment have an impact on turnover intentions of employees by implanting new employees more effectively into organizations in India. Basically, "this study explained the relationship between employee perceptions of commitment based human resource practices, on-the job embeddedness and off-the-job embeddedness, and employees' intention to quit". Findings of the study suggested that human resource practices based on commitment is an important depicter of employees' turnover intentions. Also, it has been found that on-the-job embeddedness mediates the association between turnover intentions and commitment based human resource practices.

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, coworkers, nature of work and supervision emerged as the most satisfying attributes of motivation.”

Bono, J. E. (2001): Relationship of core selfevaluations traits self-esteem, generalized selfefficacy, locus of control, and emotional stability with job satisfaction and job performance.To understand and analyse the employee job satisfaction and job performance. As it was small budget project only small sample size was targeted and data were collected.

Jacqueline Mayfield (2018): Effective leader talk in work place. To analyse the impact of leaders effective communication on employee’s performance workplace. Research needs to include more longitudinal and experimental design for broader outcome.

Rounok & Parvin (2011): Frederick Herzberg carried out studies to determine which factors in an employee's work environment induced satisfaction or dissatisfaction. Accountants and engineers were interviewed and further analyzed motivation in the light of job content and contest.

Singh (2013); Bawa (2017): He realized that motivators or satisfiers such as achievement, recognition, work itself, responsibility, advancement and growth are factors which the individual enjoys as a result of successfully completing the task increases job satisfaction and motivate employees to work harder.

Uzonna (2013) : Employees have the responsibility to understand the needs of the workforce and knowing what people need can help us understand how to motivate today’s workers. He further stresses that employees with high paying jobs are not motivated with money alone as this does not provide enough of an incentive as a motivator for performance.

De Simone (2015):An employee is motivated to the degree that he or she believes that effort will lead to acceptable performance (expectancy), performance will be rewarded (instrumentality), and the value of the rewards is highly positive.

Expectancy is an estimate of a person's probability that work related activity will result in a given level of performance.

Omomia (2014): F. Skinner's reinforcement theory entails that employee behaviors that lead to positive outcomes will be repeated and behaviors that lead to negative outcomes will not be repeated.

He claims that human behavior can be conditioned through the use of rewards either tangible such as food or money or intangible, approval or praise.

Bawa (2017); Tudor (2011): An employee perceives fairness can influence his motivation, attitudes and behaviors which will in turn affect performance.

Ónday (2016): The findings showed no strong relation between light level and productivity, the experiments then started looking at their factors. The initial experiments were performed to determine the impact of lighting on worker productivity.

Olum (2004); Borgatti (2004): Production increased with each of those changes. When the women were put back to their original hours and conditions, they set a productivity record.

Locke & Latham (2002): Goals have a pervasive influence on employee behavior and performance in organizations and management practice.

Employees are greatly motivated if tasks are specific, measurable, time bound, attainable and realistic.

Perry et al. (2006): Goal-setting theory helps a manager to design rewards that match employees' requirements. But it is not the only one method to managers. While financial benefits influence job performance, the relationship is not mediated by goal-setting. This means, goal-setting and financial incentives have independent effect on job performance.

Carson (2005): Douglas McGregor developed the concepts of Theory X and Theory Y, which adopts the notion that there are different views about human nature.

Mohamed and Nor (2013): Theory X stipulates that employees dislike work and will

function only in a highly controlled work environment where managers must control, coerce and threaten employees to attain organizational goals.

Shadare et al (2009): Motivated behaviors are deliberate choices controlled by the individual employee. Organizational leaders are compelled to create a favorable environment which the employee feels trusted and empowered to take decisions in the organization which leads to enhanced motivational levels of employees and ultimately organizational performance.

Bawa (2017): A significant proportion of the theories discussed above have been tested empirically by various scholars.

One of the early empirical studies on Maslow's hierarchy of needs theory tested whether the list of needs derived from Maslow is applicable to other cultures.

Sajuyigbe, et al (2013): An empirical study in manufacturing companies in Ibadan, Nigeria, in testing the Herzberg's motivation hygiene theory, and came to a conclusion that pay, performance bonus, recognition and praise were highly related to organizational performance.

Aibievi (2014): Collected data from 100 non-academic staff of University of Benin, Nigeria to test the impact of training and development on employee motivation. The study found a significant positive correlation between training and motivation. Trained staff was found to be more dedicated to duty compared to those who did not receive training and also that training could lead to increased productivity.

Decoene and Bruggeman (2006): In their study developed and illustrated a model of the relationship between strategic alignment, motivation and organizational performance in a BSC context and find that effective strategic alignment empowers and motivates working executives.

Malina and Selto (2001): Conducted a case study in one corporate setting by using balance score card (BSC) method and found out that organizational outcomes would be greater if employees are provided with positive motivation.

Mulema (2019): A study in Information Technology Support Service Companies in Kampala, Uganda. The study aimed to determine the impact of employee motivation on organizational performance. The three selected IT support services companies were Iwat Solutions, Mercury Group and Sky Hi Technology. The study's main findings indicated that there is a positive relationship between motivation of employee and organizational performance.

Barton (2006): Found that employee recognition is the most important factor among non-financial rewards in enhancing job satisfaction and motivation.

Yousaf et al (2014): Argue that the importance of a motivated workforce cannot be underestimated in boosting the organizational motivation. Besides the financial rewards, the employee expects recognition and appreciation for his efforts and contribution.

Quratul-Ain Manzoor (2015): Impact of Employees Motivation on Organizational Effectiveness. To identify the relationship between employee motivation and organizational effectiveness. To identify the relationship between employee motivation and organizational effectiveness.

Irum Shahzadi and Ayesha Javed (2014): Impact of Employee Motivation on Employee Performance. To study factors that are influencing employee motivation and find the effect of employee motivation on employee performance. The data was collected based on old questionnaires and literatures.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN:

The type of research design used in this study is “Descriptive Research”. Descriptive research design involves summarizing and organizing of the data so that they can be easily understood. The main purpose of this descriptive statistics is to provide a brief summary of the samples. This generally means that the descriptive statistics is not developed on the basis of probability theory.

3.2 SOURCES OF DATA:

1. Primary data:

Primary data was collected from the employees of the IT sector organization by using the close ended self-designed Questionnaire which as 19 statements on employees motivation.

2. Secondary data

It is gathered from the internet, journals, past records and reports.

i. Sampling Methodology:

The sampling methodology used is convenient sampling.

ii. Sample size:

The sampling size undertaken for this research is 50 employees of the different organizations.

iii. Research Tool:

Percentage and correlation using SPSS software is used as a statistical tool to identify the positive correlation between employees motivation and employee performance.

3.3 ANALYSIS OF TOOLS:

Questionnaire was created in order to receive the necessary response required from the sample to achieve the research objective. The tools used for this are **PERCENTAGE ANALYSIS**

Research questions are always answered with a descriptive statistic: generally, either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories. **ANALYTICAL TOOLS(SPSS)**

Tool for testing the Hypothesis (SPSS)

- ☐ Anova
- ☐ Correlation

ANOVA TEST

One-Way ANOVA ("analysis of variance") compares the means of two or more independent groups in order to determine whether there is statistical evidence that the associated population means are significantly different. One-Way ANOVA is a parametric test. This test is also known as: One-Factor ANOVA

CORRELATION

Correlation analysis in research is a statistical method used to measure the strength of the linear relationship between two variables and compute their association.

3.4 PERIOD OF STUDY:

The period of the study is to determine that research process is carried out for 2 months.

3.5 HYPOTHESIS:

There is a positive correlation between the Employee's Motivation and Employee's Performance.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

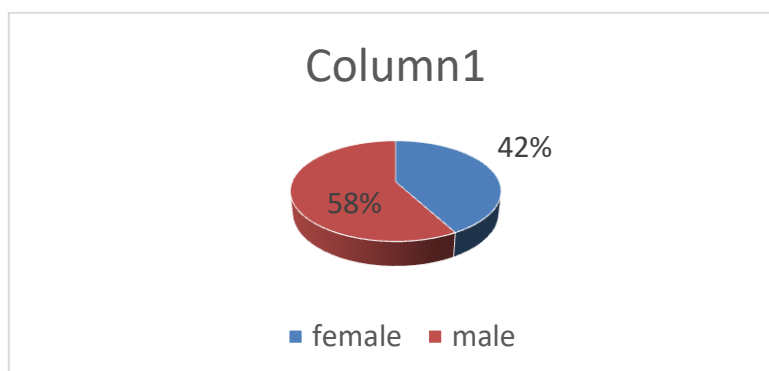
4.1 PERCENTAGE ANALYSIS:

4.1.1 Table indicating the gender of respondents

GENDER			
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S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	FEMALE	20	42%
2.	MALE	30	58%
	TOTAL	50	100

GENDER



INTERPRETATION

From the above analysis and charts representation, it is concluded that 58% of employees were Male and 42% were Female's.

INFERENCE

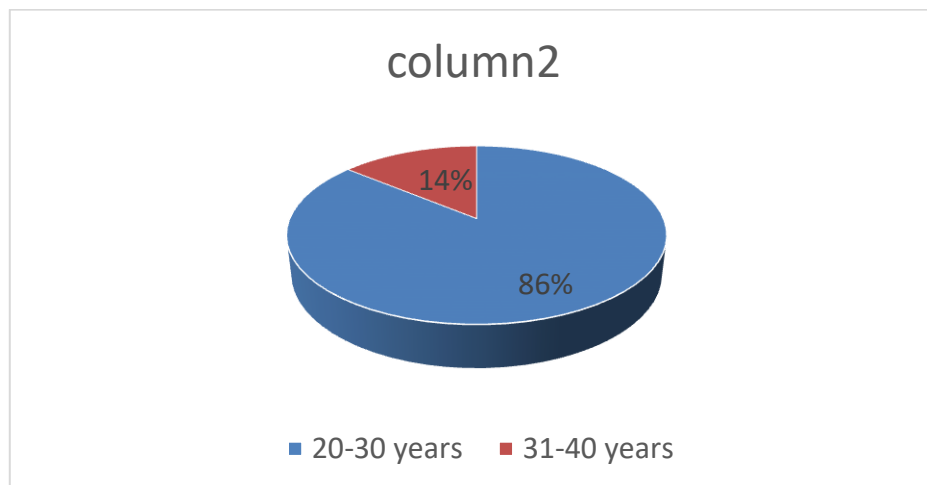
- Majority 58% of the respondents are male.

4.1.2 Table indicating the age of respondents

AGE			
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S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	20-30 YEARS	42	86%
2.	31-40 YEARS	8	14%
3.	MORE THAN 41 YEARS	0	-
	TOTAL	50	100

AGE



INTERPRETATION

86% of employees were in the age group of 20-30 years and others 14% were in 31-40 years of age group.

INFERENCE

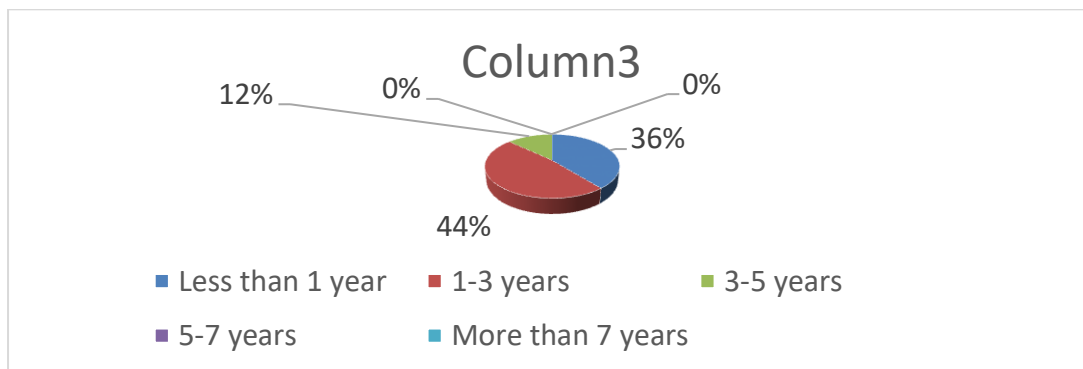
- Majority 86% of the respondent are 20-30 years.

4.1.3 Table indicating the education qualification of respondents

EXPERIENCE

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	LESS THAN 1 YEAR	14	36%
2.	1-3 YEARS	28	44%
3.	3-5 YEARS	8	12%
4.	5-7 YEARS	0	0
5.	MORE THAN 7 YEARS	0	0
	TOTAL	50	100

EXPERIENCE



INTERPRETATION

36% of employees had less than 1 years of experience while, 44% had 1 to 3 years of experience and remaining 12% had experience of more than 3 years in organization.

INFERENCE

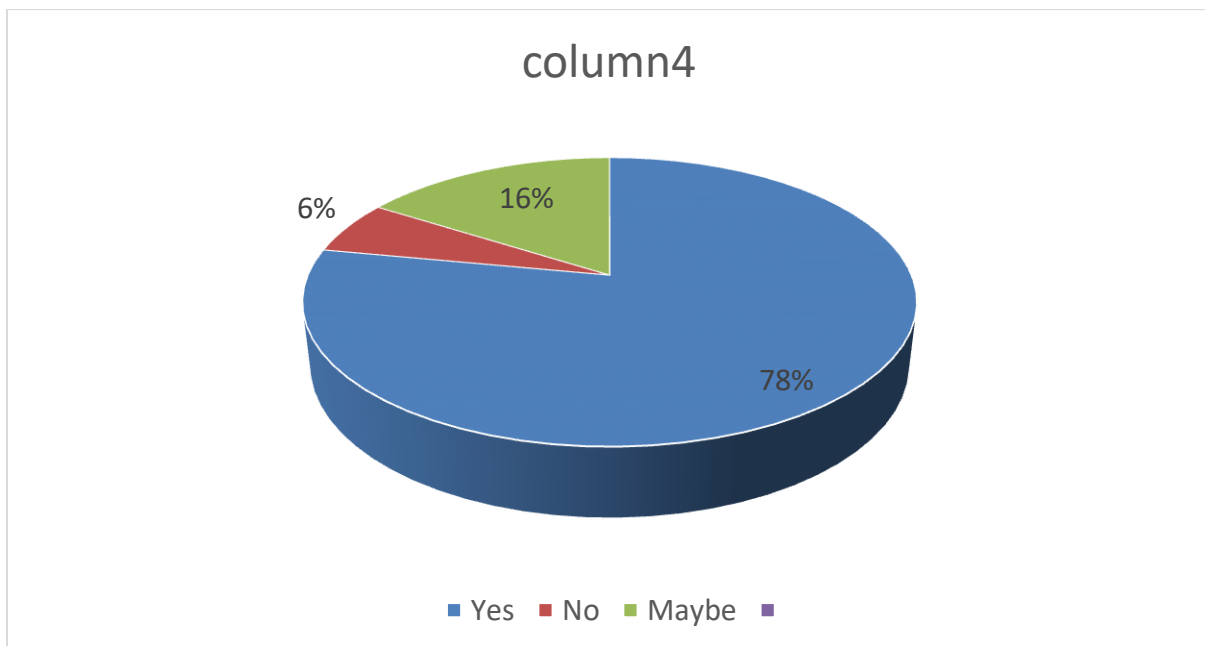
- Majority 44% of the respondent are 1-3 years.

4.1.4 Showing requirement of motivation at workplace

Is motivation required at Workplace

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	YES	38	78%
2.	NO	4	6%
3.	MAYBE	8	16%
	TOTAL	50	100

Is motivation required at Workplace



INTERPRETATION

From study conducted, it was found that majority of the respondents in the organisation considered that motivation is required at the workplace. 78% employees said Yes, 6% said No and 16% employees were on may be side.

INFERENCE

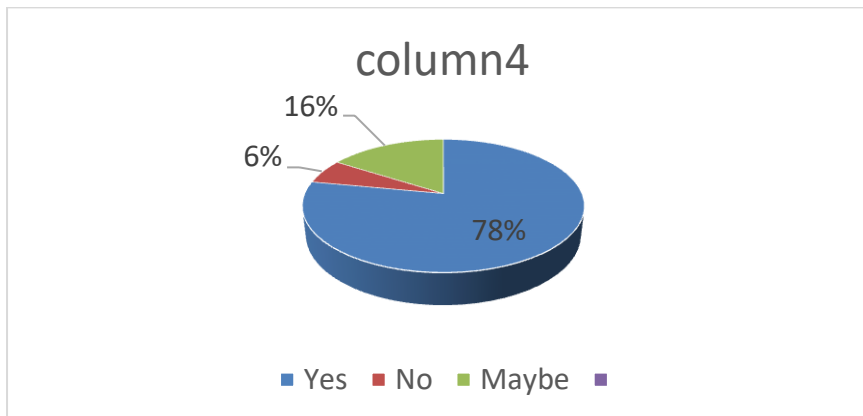
- Majority 78% of the respondent are yes.

4.1.5 – Showing results for management system interest in motivation

Opinion about management system is interested in motivating the employees' in your organization

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	STRONGLY AGREE	21	36%
2.	AGREE	16	34%
3.	NEUTRAL	11	26%
4.	STRONGLY DISAGREE	1	2%
5.	DISAGREE	1	2%
	TOTAL	50	100

What is opinion about management system is interested in motivating the employees' in your organization



INTERPRETATION

From the study, it is found that, 36% employees were strongly agree, 34% were agree, 26% were on neutral side and other 2% are strongly disagreeing for motivating employees in their organization.

INFERENCE

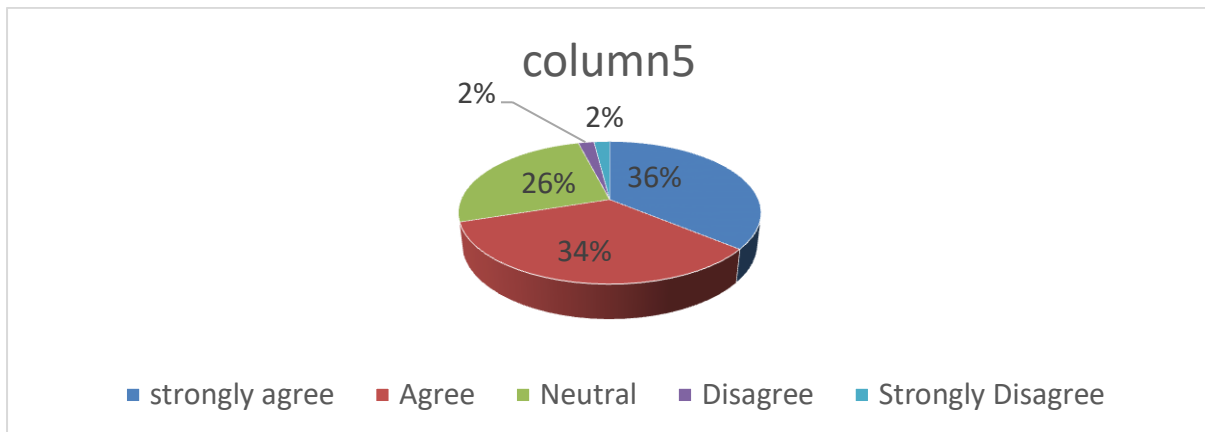
- Majority 36% of the respondent are strongly agree.

4.1.6 Showing results for types of incentives motivates employees

What types of incentives motivates you more

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1.	MONETARY	20	40
2.	NON-MONETARY	5	10
3.	BOTH	25	50
	TOTAL	50	100

What types of incentives motivates you more



Interpretation:

From the study, it is found that, Both Monetary and Non-Monetary incentives motivates employees which were 50% of respondents, where 40% employees only for monetary incentives and remaining 10% were only for Non-Monetary incentives.

INFERENCE

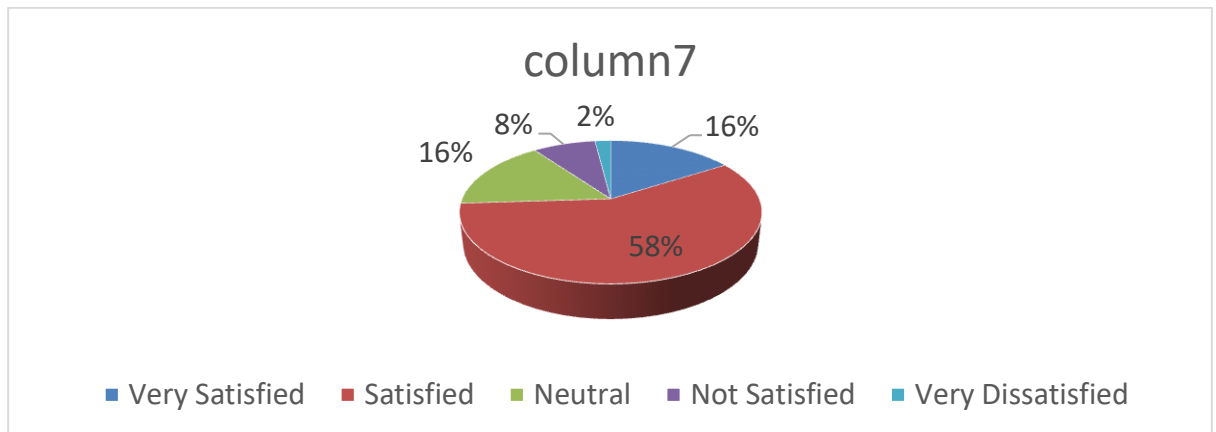
- Majority 50% of the respondent are both.

4.1.7 Showing results for satisfaction with present incentives schemes

What is your satisfaction with present incentives schemes about your organization

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1.	VERY SATISFIED	7	16
2.	SATISFIED	31	58
3.	NEUTRAL	7	16
4.	NOT SATISFIED	4	8
5.	VERY DISSATISFIED	1	2
	TOTAL	50	100

What is your satisfaction with present incentives schemes about your organization



Interpretation:

From the study, it is concluded that, 16% employees were very satisfied, 58% employees were satisfied, 16% employees were neutral, 8% employees were not satisfied, and remaining 2% employees were very dissatisfied for present incentives schemes going in their organization.

INFERENCE

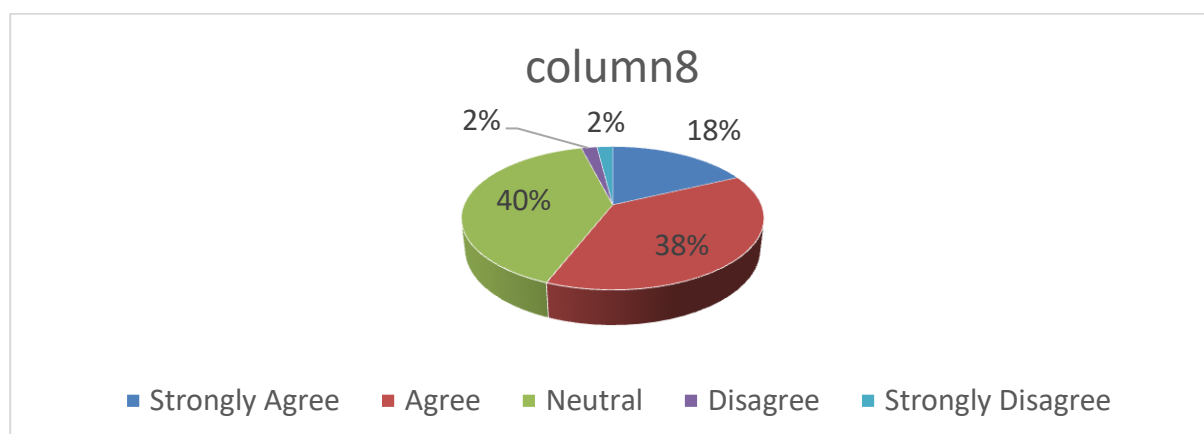
- Majority 58% of the respondent are satisfied.

4.1.8 Showing results for acknowledgement of employees work

opinion regarding the company is showing eagerness in recognizing and acknowledging employees work

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	STRONGLY AGREE	6	18
2.	AGREE	19	38
3.	NEUTRAL	23	40
4.	DISAGREE	1	2
5.	STRONGLY DISAGREE	1	2
	TOTAL	50	100

Opinion regarding the company is showing eagerness in recognizing and acknowledging employees work



INTERPRETATION

From the study, it was revealed that, 18% respondents strongly agree, 38% respondents agree, 40% respondents were on neutral platform, and remaining 2% respondents were disagreeing for showing eagerness towards recognizing and acknowledging employees work.

INFERENCE

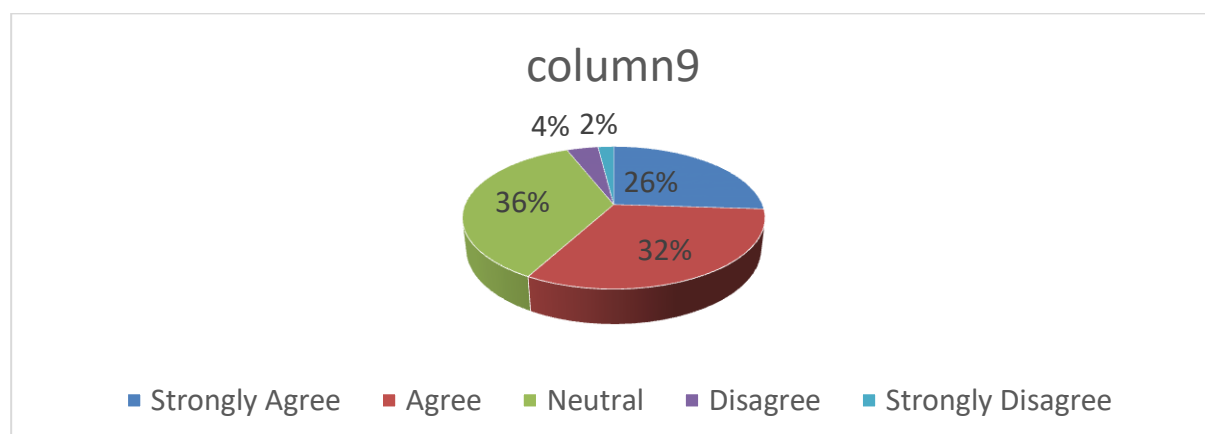
- Majority 40% of the respondent are neutral.

4.1.9 Showing results for periodically increases in the salary

Opinion regarding periodically increases in the salary

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1.	STRONGLY AGREE	11	26
2.	AGREE	14	32
3.	NEUTRAL	22	36
4.	DISAGREE	2	4
5.	STRONGLY DISAGREE	1	2
	TOTAL	50	100

Opinion regarding periodically increases in the salary



INTERPRETATION

From the study, it is concluded that 26% respondents strongly agree, 32% respondents agree, 36% respondents were on neutral platform, and remaining 6% respondents were disagreeing for periodically increment in their salary.

INFERENCE

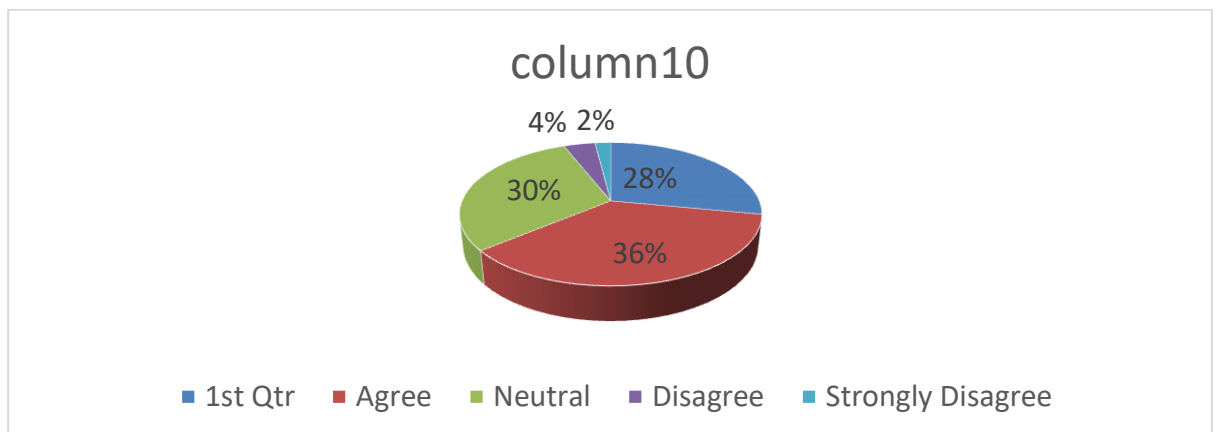
- Majority 36% of the respondent are neutral.

4.1.10 Showing results for Job Security existing in the company

Opinion regarding Job Security existing in the company

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	STRONGLY AGREE	11	28
2.	AGREE	21	36
3.	NEUTRAL	15	30
4.	DISAGREE	2	4
5.	STRONGLY DISAGREE	1	2
	TOTAL	50	100

Opinion regarding Job Security existing in the company



INTERPRETATION

Further revealed that, 28 % respondents strongly agree, 36% respondents agree, 30% respondents were on neutral platform, and remaining 6% respondents were disagreeing for Job Security existing in the company.

INFERENCE

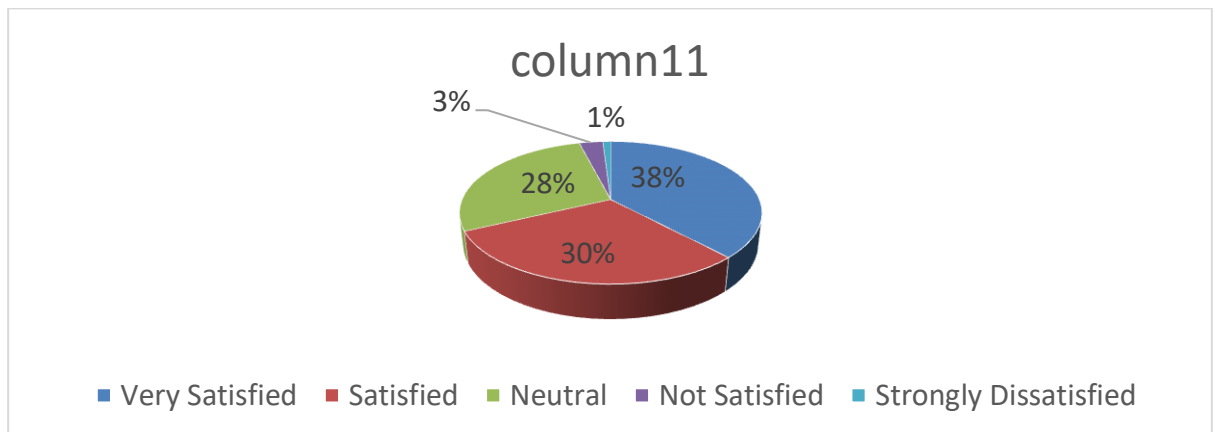
- Majority 36% of the respondents are agree.

4.1.11 Showing results for good relation with co-workers

Opinion regarding good relation with co-workers?

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE
1.	VERY SATISFIED	20	38
2.	SATISFIED	16	30
3.	NEUTRAL	12	28
4.	NOT SATISFIED	1	3
5.	VERY DISSATISFIED	1	1
	TOTAL	50	100

Opinion regarding good relation with co-workers



INTERPRETATION

From the study, it is concluded that, almost 38% of respondents were very satisfied, 30% of respondents were satisfied, 28% of respondents were on neutral side, and remaining 4% were disagreeing for having good relation with co-workers.

INFERENCE

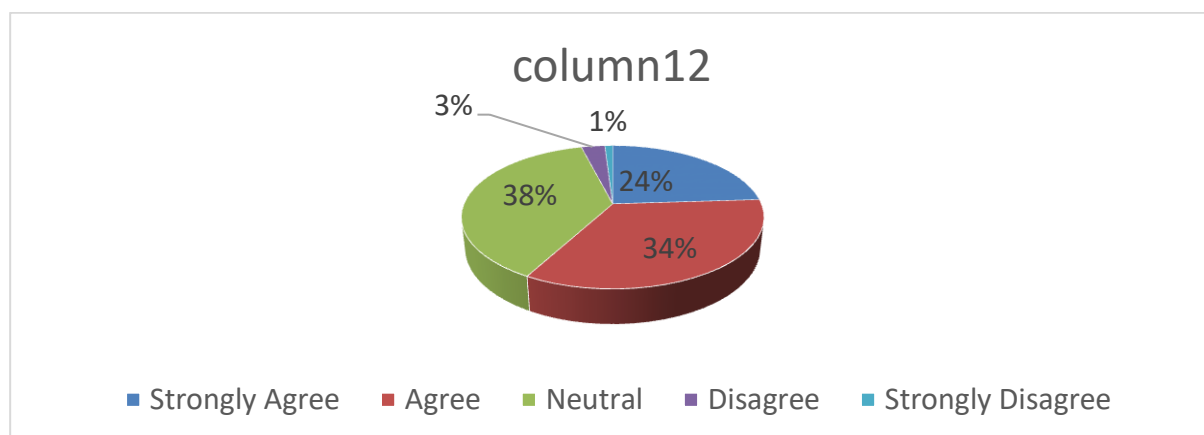
- Majority 38% of the respondents are very satisfied.

4.1.12 Showing results for Effective Performance Appraisal System using in the Company

Opinion regarding Effective Performance Appraisal System using in your Company

S.NO	PARTICULAR	NO.OF RESPONDENT	PERCENTAGE
1.	Strongly Agree	11	24
2.	Agree	15	34
3.	Neutral	21	38
4.	Disagree	2	3
5.	Strongly Disagree	1	1
	TOTAL	50	100

Opinion regarding Effective Performance Appraisal System using in your Company



INTERPRETATION

Further revealed that, 24 % respondents strongly agree, 34% respondents agree, 38% respondents were on neutral platform, and remaining 4% respondents were disagreeing for presence of Effective Performance Appraisal System in their company.

INFERENCE

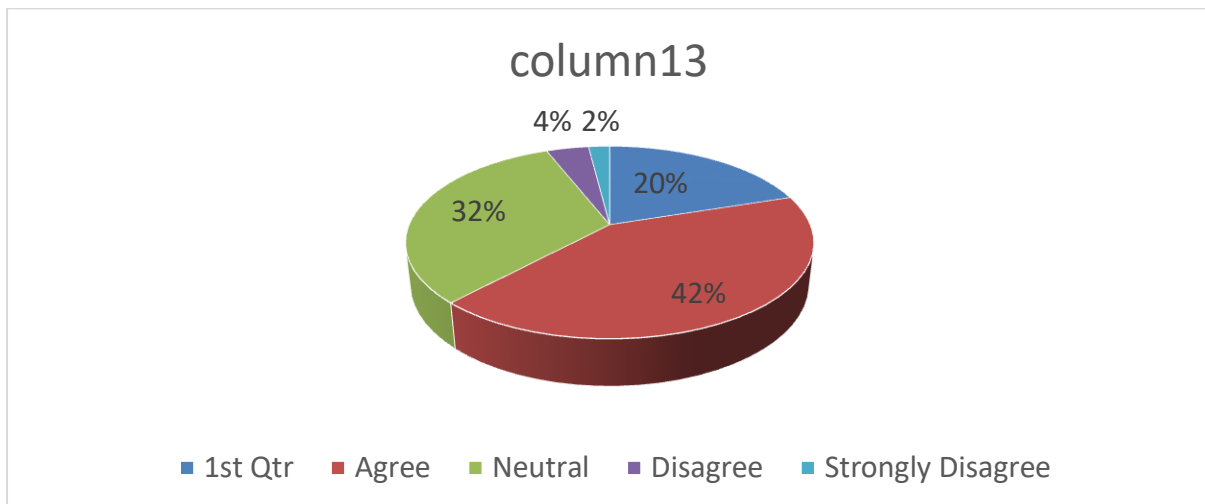
- Majority 38% of the respondents are neutral.

4.1.13 Showing results for Effective Promotional Opportunities

Opinion regarding Effective Promotional Opportunities in your job

S.NO	Particular	No.of respondents	Percentage
1.	Strongly Agree	9	20
2.	Agree	23	42
3.	Neutral	15	32
4.	Disagree	2	4
5.	Strongly disagree	1	2
	Total	50	100

Opinion regarding Effective Promotional Opportunities in your job



INTERPRETATION

From study, it is concluded that, 20 % respondents strongly agree, 42% respondents agree, 32% respondents were on neutral platform, and remaining 6% respondents were disagreeing for presence of Effective Promotional Opportunities in the job.

INFERENCE

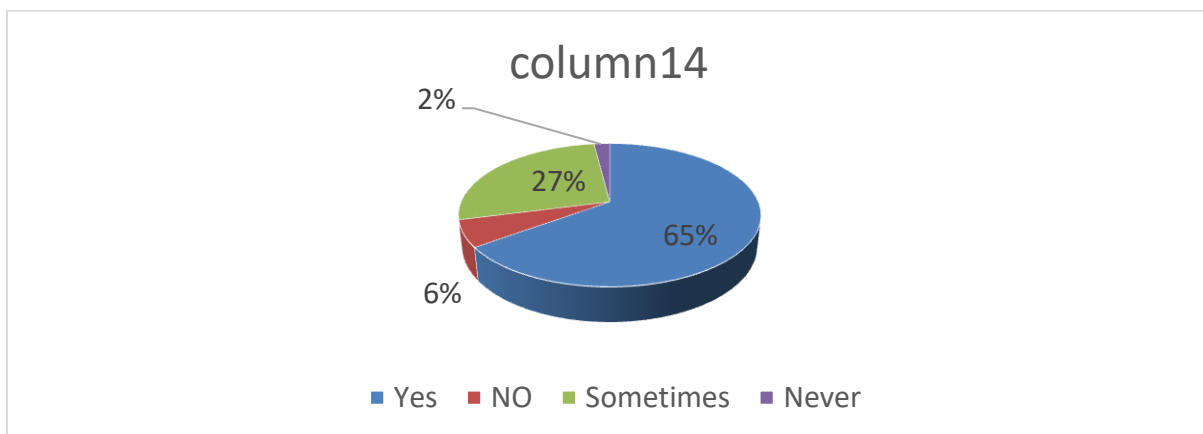
- Majority 42% of the respondents are agree.

4.1.14 Showing results for Performance Appraisal activities

Are the Performance Appraisal activities helpful for getting motivated in your company

S.NO	Particular	No.of respondents	Percentage
1.	Yes	33	65
2.	No	3	6
3.	Sometimes	14	27
4.	Never	1	2
	Total	50	100

Are the Performance Appraisal activities helpful for getting motivated in your company



INTERPRETATION

From the study conducted it is found out that almost 65% of respondents were finding performance appraisal activities helpful for getting motivated and 27 % are agreeing on that sometimes it is helpful during the working period in an organization.

INFERENCE

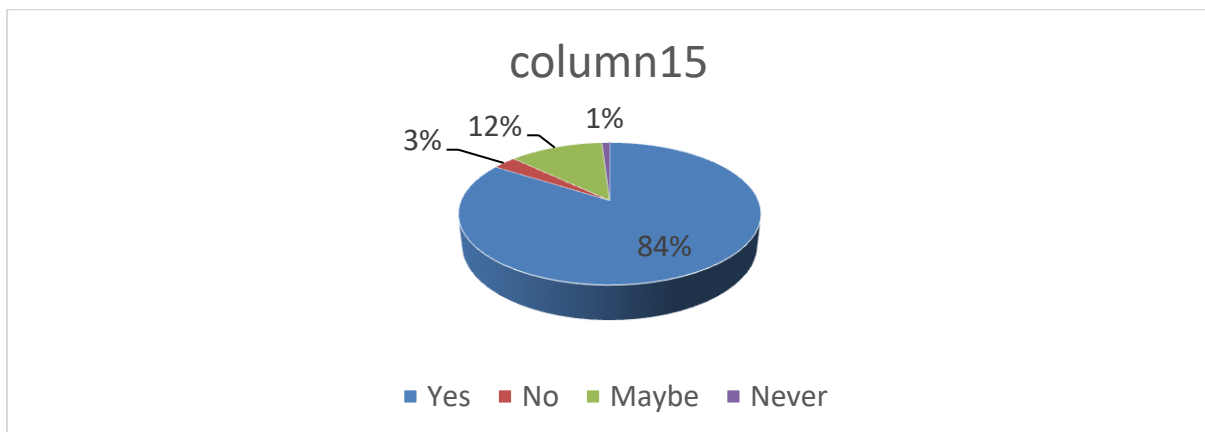
- Majority 65% of the respondents are yes.

4.1.15 Showing results for Career Development opportunities for motivation

Are the Career Development opportunities helpful for employees to get motivated

S.NO	Particular	No.of respondents	Percentage
1.	Yes	33	84
2.	No	3	3
3.	Maybe	14	12
4.	Never	1	1
	Total	50	100

Are the Career Development opportunities helpful for employees to get motivated



INTERPRETATION

From the conducted survey, it is found out that, most of the respondents were said yes for finding career development opportunities helpful to get motivated whereas, 12% of them thinks that maybe they feel motivated at some point.

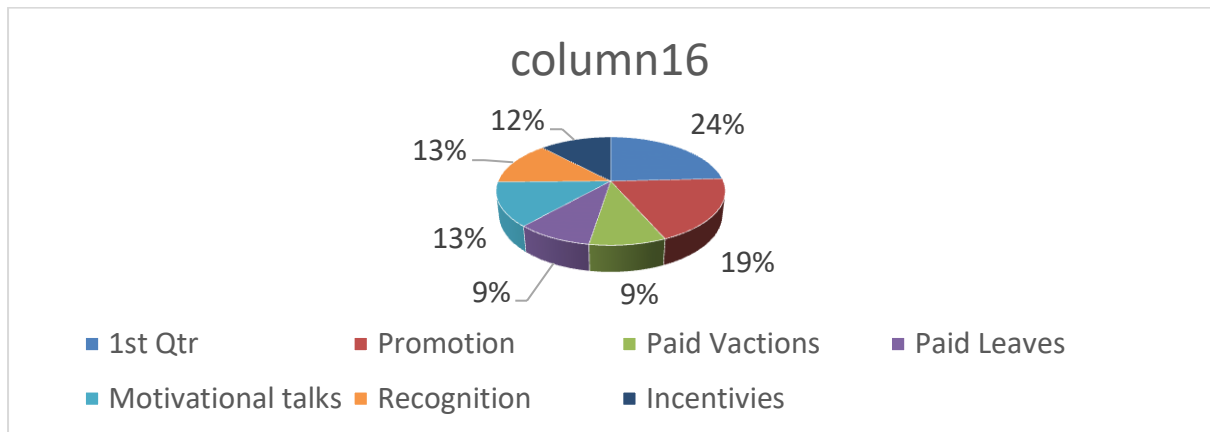
INFERENCE

- Majority 84% of the respondents are yes.

4.1.16 The factors motivates you the most

• Salary Increase - 24% • Promotion - 19% • Paid Vacations - 9% • Paid Leaves - 9% • Motivational Talks - 13% • Recognition - 13% • Incentives - 12%

The factors motivates you the most



INTERPRETATION

Following are the factors which motivates employees the most: • Salary Increase - 24% • Promotion - 19% • Paid Vacations - 9% • Paid Leaves - 9% • Motivational Talks - 13% • Recognition - 13% • Incentives - 12%

INFERENCE

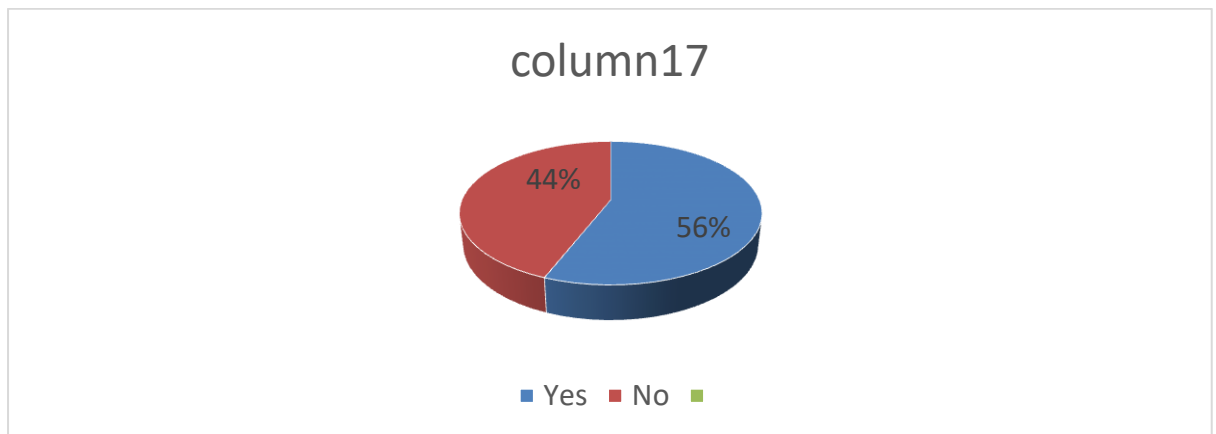
- Majority 24% of the respondents are salary increase.

4.1.17 Showing results for promotion of employees in the last two years

Have you been promoted at work in the last two years

S.NO	Particular	No.of respondents	Percentage
1.	Yes	32	56
2.	No	18	44
	Total	50	100

Have you been promoted at work in the last two years



INTERPRETATION

It is founded that in the past 2 years, 56% of employees were gets promoted while 44% were on same position in an IT sector company.

INFERENCE

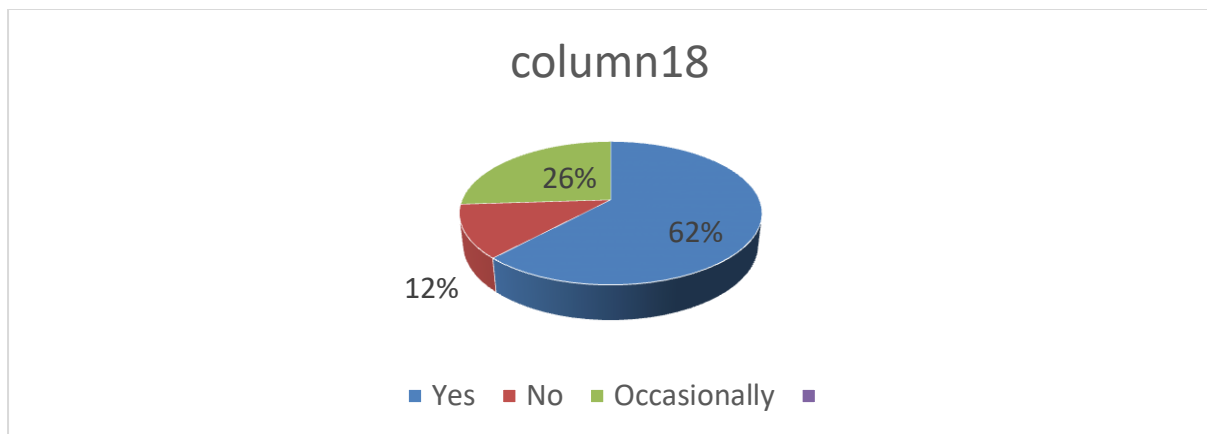
- Majority 56% of the respondents are yes.

4.1.18 Showing results for involvement of employees in the decision making

Is the Management involves you in decision making which is connected to your department

S.NO	Particular	No.of respondents	Percentage
1.	Yes	29	62
2.	No	7	12
3.	Occasionally	14	26
	Total	50	100

Is the Management involves you in decision making which is connected to your department



INTERPRETATION

From the study, it is found that, 62% of employees were getting involved in the decision making which are connected with the department and 26% of employees are occasionally involved and remaining 12% were not involve in decision making process in an organization.

INFERENCE

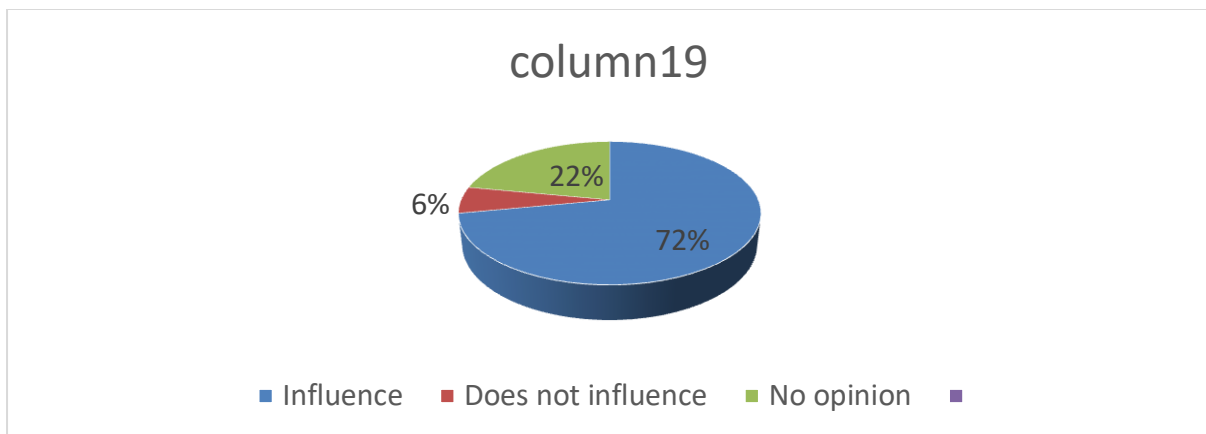
- Majority 62% of the respondents are yes.

4.1.19 Showing results for providing incentives and other benefits on the performance

You think that incentives and other benefits will influence your performance

S.NO	Particular	No.of respondents	Percentage
1.	Influence	34	72
2.	Does not influence	2	6
3.	No opinion	14	22
	Total	50	100

You think that incentives and other benefits will influence your performance



INTERPRETATION

It is concluded that, about 72% of respondents gets influenced for improving their performance by getting incentives and other benefits from the company, whereas, 6% does not get influenced and other 22% respondents had no opinion on the particular question.

INFERENCE

- Majority 72% of the respondents are influence.

4.2 ANOVA

HYPOTHESIS:

1. H0 there is no significance difference between job security and good relations with coworkers.
2. H1 there is a significance difference between job security and good relations with coworkers.

ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
What is the opinion regarding the job security existing in the company?	Between Groups	19.763	1	19.763	45.571	.000
	Within Groups	20.817	48	.434		
	Total	40.580	49			
What is opinion regarding good relation with coworkers	Between Groups	29.453	1	29.453	92.002	.000
	Within Groups	15.367	48	.320		
	Total	44.820	49			

INTERPRETATION:

The p value is .000 which is smaller than 0.05 so there is no significance difference between job security and good relations with coworkers. therefore (H0) is accepted.

4.3 CORRELATION

HYPOTHESIS:

1. H0 there is no significance difference between age and salary increases.
2. H1 there is a significance difference between age and salary increases.
3. CORRELATION

CORRELATION

		Age	What is the opinion regarding periodically increases in the salary?
Age	Pearson Correlation	1	.404**
	Sig. (2-tailed)		.004
	N	50	50
what is the opinion regarding periodically increases in the salary?	Pearson Correlation	.404**	1
	Sig. (2-tailed)	.004	
	N	50	50
**. Correlation is significant at the 0.01 level (2-tailed).			

INTERPRETATION:

The p value is 0.01 which is smaller than 0.05 so there is no significance difference between age and salary increases. Therefore (H0) is accepted.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS OF THE STUDY

1. Most of the employees agreed on that the motivation is required at the workplace.
2. Monetary and Non-Monetary both are important for the employees.
3. Companies are showing interest in recognizing and acknowledging employees work at the workplace.
4. Most of the employees agreed on the periodically increment in the salary in their organization.
5. Career Development Opportunities, Job Securities in the IT sector companies are found out on priority basis.
6. Most of the employees are satisfied on the good relation with their co-worker in an organization.

5.2 SUGGESTIONS OF THE STUDY

Following are the some of the suggestions to the companies who comes under IT sector, based on the findings and conclusion of this study on employee motivation and its impact on employee's performance for the purpose of increasing the performance of the employees in organisation.

1. Promote internal employees rather than external recruitment.
2. Encourage open end communication.
3. Provide hybrid mode facility to the employees'.
4. Arrange more Management Games for employees' involvement.

5. Provide employees' Professional Development Training for enhancement of their Professional Skills.

5.3 CONCLUSION

This study was carried at different organizations which comes under IT sector. Various aspects of the organization related to employee motivation such as salary, increments, promotion, recognition, etc. were studied as part of project. A study was also carried out on the topic "An Analysis on Employees Motivation and Its Impact on Employees Performance in the IT sector". The study was conducted to understand the various motivational factors implemented in organisation in order to motivate the employees. The most important objective of the study were to analyse about the various factors leading to motivation of employees and to assess the relationship between the motivation and performance at different organizations which comes under IT sector. Using SPSS software correlation was found between the employee's motivational factors such as salary, promotion, motivational talks, recognition and incentives for the work performed and employee's performance and from the result it was proved that there exist a positive correlation and also significant relation among the motivational factors and employee's performance. Hence, the major findings of the study are the motivational factor such as salary, promotion, motivational talks, recognition and incentives as a significant relation on the employee's performance at organisation Overall the study was very helpful. It helped for understanding various employees' motivational factors aspects of the organization. It enhanced my knowledge about work culture and style of an organization and gave me practical exposure to the theoretical aspects learned

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ANNEXURE I- QUESTIONNAIRE

A STUDY OF ANALYSIS THE IMPACT OF EMPLOYEE MOTIVATION ON PRODUCTIVITY

1. Name (optional):
2. Age:
 - ☐ 20-30 years
 - ☐ 31-40years
 - ☐ Others
3. Gender:
 - ☐ Male
 - ☐ Female
4. Experience:
 - ☐ Less than 1 year
 - ☐ 1 to 3 years
 - ☐ 3 to 5 years
 - ☐ 5 to 7 years
5. Is Motivation required at Workplace?
 - ☐ Yes
 - ☐ No
 - ☐ Maybe
6. What is opinion about management system is interested in motivating the employees'
in your organization?
 - ☐ Strongly Agree
 - ☐ Agree

☐ Neutral

☐ Disagree

☐ Strongly Disagree

7. What types of incentives motivates you more?

☐ Monetary (Financial) Incentives

☐ Non- Monetary (Non -Financial) Incentives

☐ Both

8. What is your satisfaction with present incentives schemes about your organization?

☐ Very Satisfied

☐ Satisfied

☐ Neutral

☐ Not Satisfied

☐ Very Dissatisfied

9. What is opinion regarding the company is showing eagerness in recognizing and acknowledging employees work?

☐ Strongly Agree

☐ Agree

☐ Neutral

☐ Disagree

☐ Strongly Disagree

10. What is opinion regarding periodically increases in the salary?

☐ Strongly Agree

☐ Agree

☐ Neutral

☐ Disagree

☐ Strongly Disagree

11. What is opinion regarding Job Security existing in the company?

☐ Strongly Agree

☐ Agree

☐ Neutral

☐ Disagree

☐ Strongly Disagree

12. What is opinion regarding good relation with co-workers?

☐ Very Satisfied

☐ Satisfied

☐ Neutral

☐ Not Satisfied

☐ Very Dissatisfied

13. What is opinion regarding Effective Performance Appraisal System using in your Company?

☐ Strongly Agree

☐ Agree

☐ Neutral

☐ Disagree

☐ Strongly Disagree

14. What is opinion regarding Effective Promotional Opportunities in your job?

☐ Strongly Agree

☐ Agree

- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

15. Are the Performance Appraisal activities helpful for getting motivated in your company?

- ☐ Yes
- ☐ No
- ☐ Sometimes
- ☐ Never

16. Are the Career Development opportunities helpful for employees to get motivated?

- ☐ Yes
- ☐ No
- ☐ Maybe
- ☐ Never

17. Which of the factors motivates you the most?

- ☐ Salary Increase
- ☐ Promotion
- ☐ Paid Vacations
- ☐ Paid Leaves
- ☐ Motivational Talks
- ☐ Recognition
- ☐ Incentives

18. Have you been promoted at work in the last two years?

☐ Yes

☐ No

19. Is the Management involves you in decision making which is connected to your department?

☐ Yes

☐ No

☐ Occasionally

20. Do you think that incentives and other benefits will influence your performance?

☐ Influence

☐ Does not Influence

☐ No Opinion