

A STUDY ON IMPACT OF EMPLOYEES MOTIVATION ON EMPLOYEES PERFORMANCE

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

PREETHIKA.J

Register No.40410126



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **PREETHIKA.J 40410126** who carried out the project entitled “**A Study on impact of employees motivation and employees performance**” under my supervision from Dec 2021 to Apr 2022.

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Internal Examiner

External Examiner

DECLARATION

I **PREETHIKA.J (40410126)** hereby declare that the Project Report entitled “**A Study on impact of employees motivation and employees performance**” done by me under the guidance of **Dr. JOHN BRITTO** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

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PREETHIKA.J

ABSTRACT:

To examine the factors that influence employee motivation, to find out the ways through which employees are motivated in the organization and to examine the effectiveness of intrinsic rewards, extrinsic rewards and training program on performance.

A descriptive research design was adopted for this research. The researcher used convenient sampling technique to draw a sample size of 106 respondents. The data is collected using structured questionnaire developed by the researcher, specifically for this study. A set of descriptive statistics including pie charts and frequency tables were used to present the results of the study.

The major conclusions are the employee motivation is highly sensitive concept which is affected by a multiplicity of factors. Some of these factors are extrinsic in that they emerge from within the organization and are an external imposition on the employee. The study also asserts that the issue of motivation as personal or inherent factor in an employee predisposes and employee to develop a certain mind set regarding their jobs.

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CHAPTER 1

1.1 PROBLEM SOLVING

For many years, motivation has been a key indicator of productive employee performance within an organization, so it has been an area of major concern for the organization and human resource managers. There are wide ranges of factors that are related to management, employees, organization and the workplace which makes it complex and challenging job to motivate employees in an organization. Therefore, different strategies and method should be used by the organization and human resource manager to motivate employees. There are different needs and expectation for an employee to join any organization. Monetary and non-monetary factors are used by human resource managers to achieve different employee and organization related objectives.

1.2 INTRODUCTION

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

1.2.1 BENEFITS TO THE EMPLOYEE AND THE EMPLOYEER

- **Better productivity** (amount produced per employee). This can lead to lower unit costs of production and so enable a firm to sell its product at a lower price
- **Lower levels of absenteeism** as the employees are content with their working lives
- **Lower levels of staff turnover** (the number of employees leaving the

business). This can lead to lower training and recruitment costs

- **Improved industrial relations** with trade unions
- Contented workers give the firm a **good reputation** as an employer so making it easier to recruit the best workers
- Motivated employees are likely to **improve product quality** or the customer service associated with a product.
- Motivation contributes to good industrial relations in the organization. When the workers are motivated, contented and disciplined, the frictions between the workers and the management will be reduced.
- Without willingness to work, ability to work is of no use. The willingness to work can be created only by motivation.
- For performing any tasks, two things are necessary. They are:
 - Ability to work and
 - Willingness to work.

1.2.2 STRATEGIES TO MAKE EMPLOYEE MOTIVATION EFFECTIVE

Here are 14 unique motivational techniques to make employee motivation effective

1. Incentives
2. Let Them Know You Trust Them
3. Set Smaller Weekly Goals
4. Give Your Employees Purpose
5. Radiate Positivity
6. Be Transparent

7. Motivate Individuals Rather Than the Team
8. Learn What Makes Each Employee Tick
9. Reward Based on Feedback
10. Prioritize Work-Life Balance
11. Have an Open-Door Policy
12. Let Them Lead
13. Show Them the Bigger Picture
14. Create Recognition Ritual.

1.2.3 CURRENT SCENARIO OF EMPLOYEE MOTIVATION

Motivation is one of the most powerful driving forces in the workplace. It can mean the difference between tremendous success and failure of the organization.

Motivation seems from two sources. The first of these is due to internal forces, which are mainly our thoughts, patterns and collective experiences. When we hire self-motivated people dedicated to the work that they do, it is the internal motivation levels that we gauge.

The other source is external or extrinsic source of motivation. Over time, employees grow to resent the monotonous nature of their jobs which dampens their driving force and thereby reduces their efficiency and productivity. This is especially true for employees who feel under appreciated. Companies can alter motivation level in employees either by offering positive incentives like appreciation, promotion and

money or by instilling fear of punishment, bad review or dismissal. Needless to say, although negative motivational strategies are used in companies, it is the former that is most widely preferred.

1.3 AREA OF INDUSTRY

In India, there are several forms of business organizations viz, Limited Company, Limited Liability Partnership (LLP), Partnership Firm and Sole Proprietorship. While selecting a business organisation, one must have an understanding about the different types of business structures, its merits and demerits, public acceptance and image.

1.4 INDUSTRY PROFILE

manufacturing was an ancient Indian art. Today, it is more science and business. According to a prosaic, but precise, modern definition of manufacturing, it is the production of finished goods from raw materials, using a combination of labour and machines. The biggest and largest manufacturing industries are those that make automobiles, aircraft, and ships; consumer electronics and consumer nondurables; computers; communications, medical, and electrical equipment; food; chemicals; textiles; steel; heavy machinery; leather, rubber, and metal goods; gems and jewellery; and petroleum products. A long list, but yet not a complete one. Many economists see manufacturing as a source of wealth for nations and corporations. But some also highlight the social and economic costs of a thriving manufacturing industry.

Although the sector has multiplied employment opportunities, the pressure on workers to increase productivity has caused health and safety concerns. The sector's impact on the environment is a splitting headache, too. The manufacturing industry touches lives on a daily basis. However, it accounts for only 12 percent of all jobs in the country. Moreover, 80 percent of employment is generated by the unorganised manufacturing sector. Of jobs in the organised sector, 80 percent are unskilled jobs, according to a study by the International Labour Organization. Because of the constant trend of migration to urban areas, the economy has to generate employment on a large scale.

The manufacturing sector, including large-, small-, and medium-scale units, looks the most promising, and the National Manufacturing Policy envisages the creation of 100 million additional jobs by 2022.

However, a poll of 386 companies, conducted by Federation of Indian Chambers of Commerce and Industry (FICCI), reveals that despite growth, 79 percent of companies in the manufacturing sector are unlikely to immediately hire new staff—because they predict poor investments and because exports are unlikely to pick up in the short term.

1.5 NEED FOR THE STUDY

The need for the study is to determine the factors influencing employee motivation and how it impacts on employee performance in manufacturing and business industries. Structured questionnaire were prepared and presented to the employees in order to ascertain suggestions from them. Such suggestions are presented to the company in order to overcome their drawbacks and pitfalls.

1.6 SCOPE OF THE STUDY

Employee motivation is considered as a force that drives the employees toward attaining specific goals and objectives of the organization. Now days, it is one of the sizzling issues in organizations since everyone wants to make best use of their financial and human resources. Main purpose of this study is to inquire that what kind of factors influence employee motivation and finding up to which extent motivation affects the employee's performance. Employee motivation on employee's performance involving four variable employee, employee performance, intrinsic rewards and employee perceived training effectiveness.

1.6 OBJECTIVES OF THE STUDY

PRIMARY

- To find out the impact of employee motivation on performance.

SECONDARY

- To examine the factors that influence employee motivation.
- To find out the ways through which employees are motivated in the organization.
- To examine the effectiveness of intrinsic rewards, extrinsic rewards and training program on performance.

CHAPTER 2

2.1 REVIEW OF LITERATURE

- **Sabrin Near (2019).** The purpose of this study is to investigate the impact of remuneration on employee's motivation. This study evaluates the relationship between remuneration and motivation it also studies which remuneration factor influence employees desire level. Therefore, all the business organization ensures best employees for getting competitive position. This study mainly focuses on Unilever because it is the biggest multinational corporation of Bangladesh. The researchers evaluate here how remuneration impact on employee's motivation in the context of Unilever, Bangladesh. Hence, it also identified that which remuneration factor influences the employee's desire level. The author gathered data using qualitative research method and secondary source of data has been used. As the result rewards and fair wage system for employees can improve employee motivation. The qualitative research method is used for data collections and researchers used secondary sources of data for review in the systematic manner. The researcher also used the case study methods for understanding the unclear situation of Unilever.
- **Nanette Japhet Olusadum, Ndoh Juliet Anulika (2018)** Impact of motivation on employee performance. This study defines the relationship between work motivation and performance. Questionnaire is used for data collection, it adopts reinforcement theory for analysis and chi-square is used for hypothesis testing. As the findings motivation has a positive effect on performances and improves efficiency in an organization. The main objective is to ascertain the work behavior of employees amidst their motivation. The study adopted reinforcement theory as framework of analysis. It is survey research whose data analysis was done quantitatively and hypothesis tested via Chi-square (χ^2). It was our finding that there is significant relationship between staff motivation and staff performance. The study therefore recommends that organizations should consider staff motivation as a cardinal responsibility. The study concludes that unless staff motivation is properly executed, organizations and their managers will always suffer employees' negative attitude to work.

- **Muhammad Fiaz, Qin Su, Amir Ikram and Aruba Saqib (2017).** leadership styles and employees' motivation. Leadership deficit has been Pakistan's most pressing issue for decades, and this problem is even more pervasive in public organizations than private sector. Tackling the leadership crisis is now increasingly a question of what constitutes an appropriate leadership style to augment motivation of employees. Thus, the purpose of the study is to explore the intriguing question of the most pragmatic leadership style and its potential impact on employees' motivation. For this purpose, autocratic, democratic, and laissez-faire styles are considered as independent variables, while employees' motivation is the dependent variable. Data is collected via survey questionnaire, based on closed-ended Multifactor Leadership Questionnaire (MLQ), from a sample of 110 senior level and middle level managers working at WAPDA, an autonomous organization of Pakistan working under the administrative control of federal government for the development of energy resources. Descriptive statistics, reliability statistics, multiple regression model and analysis of variance are deployed to test hypotheses of the study and derive practical implications.

- **Jessica Breugh (2017).** Here the author made research on motivation by using public service motivation (PSM) and self-determination theory (SDT). By comparing this both the develop their assumption, and these theories are tested in two public offices in Switzerland. Here we find that SDT and PSM differ from each other SDT have strongest relationship to job satisfaction whereas PSM employees with high level of PSM has more stable job satisfaction. The finding shows that PSM and SDT have several differences and these two theories should and be studied synonymously.

- **Ofelia, Alina-Georgiana (2016).** All the time attempted to explain what motivates people to work. The answer to this question is important because it is obviously good to understand what influences people's behavior. However, isn't the only reason for the great interest in the subject of motivation? Managers looking for ways to motivate employees because they claim that motivation can lead to some positive results for a company. Therefore, the manager standing between the concerns of experts to form, identifying special qualities, but also for those of a leader allowing perspective to associate the most talented and recommended successor.

- **Amjad Ali, Li Zhong Bin, Huang Jian Piang, ZulfiqarAli (2016)** The Impact of

motivation on the employee performance and job satisfaction in IT Park. This study shows that organization cannot achieve its goals and objectives without motivating the employee. Data gathered using questionnaire and convenient sampling method is adopted for data collection. Analysis of data is done using descriptive statistic, regression and correlation. As the findings motivation is the key factor for performance and job satisfaction it can also improve the level of individual and organizational capability.

- **Noermijati Noermijati, Diana Primasari (2015).** Job stress and motivation has a critical role to enhance female employee performance. The research attempts to analyze the direct effect of job stress and motivation on employee performance, and indirect effect of job stress and motivation on employee performance through job satisfaction. This research involves 108 married female employees, with minimal one year working period, as the population and respondents (census sampling). Using Path analysis, it was found that job stress has significant negative effect on employee performance. Motivation has a significant positive effect on employee performance. Job stress does not have an effect on job satisfaction. Motivation significantly positive influences job satisfaction. Job satisfaction significantly influences employee performance. Job stress does not have indirect effect on employee performance through job satisfaction. Motivation has an indirect effect on employee performance through job satisfaction. Motivation has the most important role to enhance employee performance. As an implication, company must give more attention and enhance employee motivation, especially on fulfilling self-actualization need.

- **Elizabeth Boye Kuranchie-Kwesiamponsah-Tawiah (2015)** Employee motivation and both quantitative and qualitative method. Data collection is done by questionnaire and face to face interviews. Convenient sampling and stratified sampling are adopted as sampling technique. Data is analyzed using ANOVA and T-test. As the finding extrinsic and intrinsic factors should be addressed quarterly to improve motivation.

- **Irum Shahzadi, Ayesha Javed (2014)** Impact of Employee motivation on Employee Performance. This study is to find what kind of factor influence motivation

and to which extend motivation affects performance. Questionnaire is used for data collection and regression is used for analysis of data. Hypothesis is tested as the findings intrinsic rewards have positive effect on both motivation and training has performance and negative effect on motivation.

- **Jacob Cherian, Jolly Jacob (2013)** Impact of self-efficacy on motivation and performance of employees. This study shows the relationship between self-efficacy on motivation and performance. Quantitative approach is adopted as the research method. As the finding there is a positive effect between motivation and performance.
- **AKANBI, PAUL AYOBAMI (1979).** According to McCormick and Tiffin (1979), motivation can be either intrinsic or extrinsic. Intrinsic motivation stems from motivations that are inherent in the job itself and which the individual enjoys as a result of successfully completing the task or attaining his goals. While extrinsic motivations are those that are external to the task of the job, such as pay, work condition, fringe benefits, security, promotion, contract of service, the work environment and conditions of work. Such tangible motivations are often determined at the organizational level, and may be largely outside the control of individual managers.

CHAPTER 3

3.1 RESEARCH METHODOLOGY

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability. The main purpose of the dissertation is to collect data and find answers to research questions. This will be undertaken by this chapter on Methodology. This chapter is divided into sections on the research purpose, strategy, and the ways to approach the research.

This study examines the study on impact of employee motivation on performance.

3.1.2 RESEARCH DESIGN: -

The research design that was used for this study is descriptive research design. Descriptive study collects data in order to answer questions about current status of the subject or topic of study because this study was concerned with finding what are the factors, that influence motivation of employees and how motivation affects the employee performance in the organization.

3.2 SOURCE OF DATA COLLECTION

3.2.1 PRIMARY DATA

Primary data plays an important role where research is being carried out for the first time. This is the data, which is collected after interacting with people through the use of interviews and questionnaire forms. Primary data is inferred by statistical analysis and has clear and precise structure.

The Primary data will be collected using survey as a mode of data collection. To conduct surveys separate sets of structured questionnaires would be prepared for the

employees. Primary data was collected from 106 employees .

3.2.2 SECONDARY DATA

As the name suggests, this data is collected from the existing sources of information such as company records, research material, periodicals and books on the particular topic, among others. It also involves using the available sources such academic journals, newspapers, articles, and the Internet—yielding an ocean of information—collecting secondary data is not an affair unlike primary data collection. On the other are those which have already been collected by someone else and which have been passed through the statistical process.

3.3 SAMPLE SIZE/SAMPLING TECHNIQUE

Sample is a group of subjects that are selected from the general population and are considered as a representative of the real population for the specific study. For the current research 120 samples were collected.

The sampling technique used for the research is convenient sampling the easiest method of because sampling, participants are selected based on availability and willingness to take part. Useful results can be obtained, but the results are prone to significant bias, because those who volunteer to take part may be different from those who choose not to (volunteer bias), and the sample may not be representative of other characteristics, such as age or sex.

3.4 ANALYTICAL TOOLS

The data collected from the employee's during the survey are analyzed using various tools. Some of the statistical tools applied in the study are

3.4.1 ANOVA

3.4.2 Chi-square

3.5.1 ANOVA

Analysis of variance (ANOVA) is an analysis tool used in statistics that splits an observed aggregate variability found inside a data set into two parts: systematic

factors and random factors. The systematic factors have a statistical influence on the given data set, while the random factors do not. Analysts use the ANOVA test to determine the influence that independent variables have on the dependent variable in a regression study.

The ANOVA test allows a comparison of more than two groups at the same time to determine whether a relationship exists between them. The result of the ANOVA formula, the F statistic (also called the F-ratio), allows for the analysis of multiple groups of data to determine the variability between samples and within samples.

3.5.2 CHI-SQUARE TEST:

The Chi-Square. The difference between each observed frequency and each expected frequency is computed. The differences are squared difference. On the other hand, if calculated value is less than the tabulated e test is an important test among the several tests of significance developed by statisticians. It is a non-parametric test; it can be used to determine if categorical data shows dependency or the two classifications are independent. It can also be used to make comparison between theoretical population and actual data categories used.

$$\text{Chi-square} = [(O - E)^2 / E]$$

CHAPTER 4
DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table 4.1.1: Age of respondents

S.NO	AGE	NO OF RESPONDENTS	PERCENTAGE
1	Below 25	53	50
2	25-34	37	36
3	35-44	14	13
4	45-54	2	2
5	Above 55	0	0
	Total	106	100

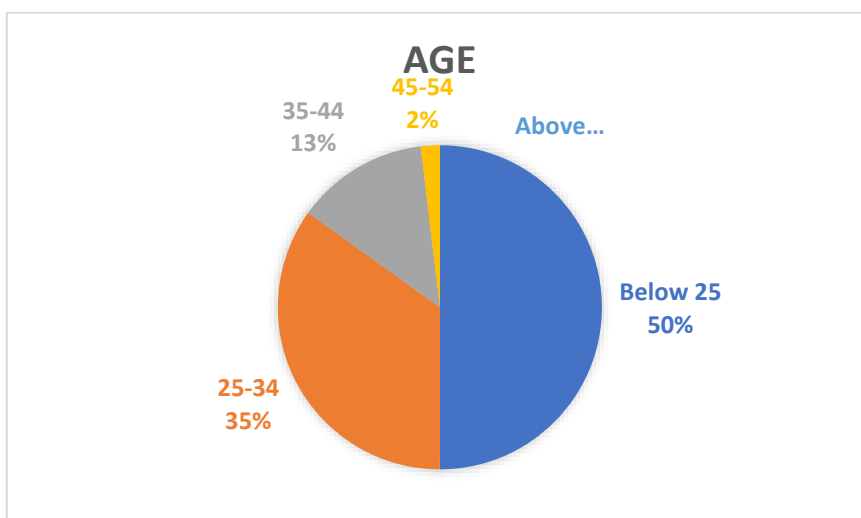


Chart 4.1.1: Age of respondents

Interpretation

From the above table it is interpreted that the number of respondents below 25 ages of respondents are 50%, between 25-34 age of respondents are 35%

between 35-44 age of respondents 14%, between 45-54(2%) above 55 ages of respondents are 0%.

Inference

Majority (50 %) of the respondents are age between below 25 years.

Table 4.1.2: Gender of the respondents

S.NO	GENDER	NO OF RESPONDENTS	PERCENTAGE
1	MALE	90	85
2	FEMALE	16	15
	TOTAL	106	100

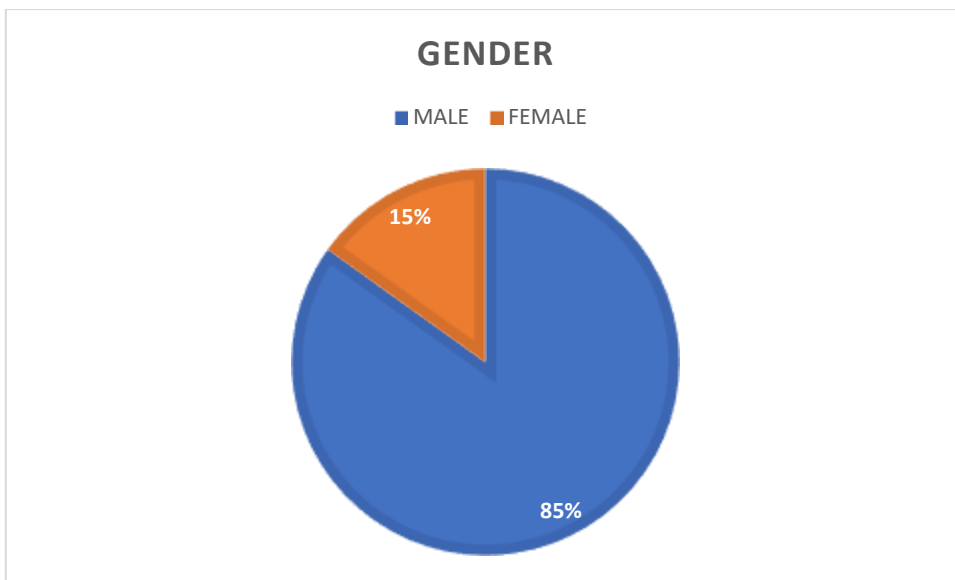


chart 4.1.2: Gender of the respondents

Interpretation

From the above table it is interpreted that the number of respondents male (85%), female (15%).

Inference

Majority (85%) of the respondents are male.

Table 4.1.3 Education qualification of the respondents

S.NO	EDUCATION QUALIFICATION	NO OF RESPONDENTS	PERCENTAGE
1	Bachelor's degree	59	56
2	Master's degree	24	22
3	Diploma	23	22
	Total	100	100

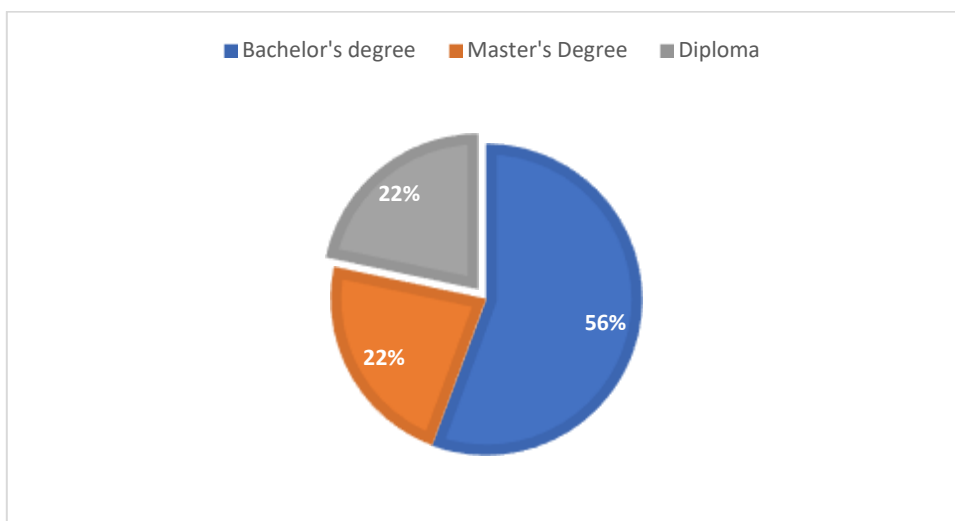


Chart 4.1.3 Education qualification of the respondents

Interpretation

From the above table it is interpreted that the number of respondents bachelor's degree (56%), master's degree (24%), diploma (22%).

Inference

Majority (56%) of the respondents are bachelor's degree.

Table 4.1.4 Department of the respondents

S.NO	DEPARTMENT	NO OF RESPONDENT	PERCENTAGE
1	Technical	68	64
2	Non-technical	38	36
	Total	106	100

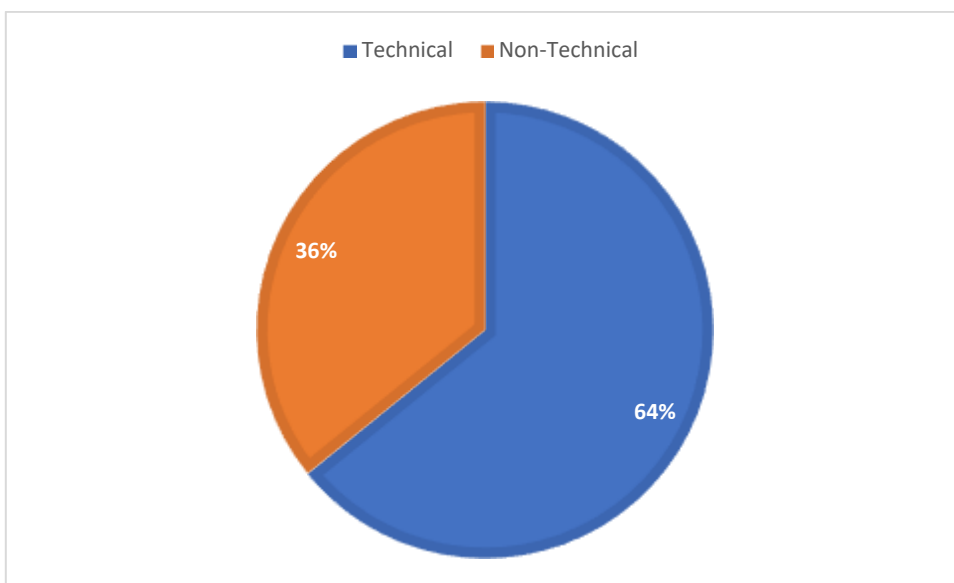


Chart 4.1.4 Department of the respondents

Interpretation

From the above table it is interpreted that the number of respondents in technical (64%), non-technical (38%).

Inference

Majority (64%) of the respondents are technical department.

Table 4.1.5 Marital status of the respondents

S.NO	MARITAL STATUS	NO OF RESPONDENTS	PERCENTAGE
1	Unmarried	76	72
2	Married	30	28
	Total	106	100

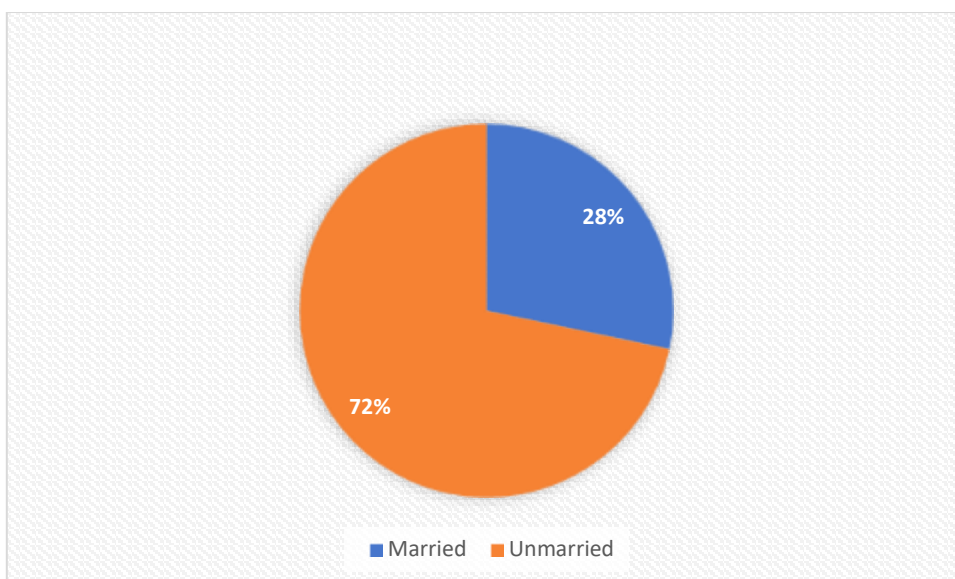


Chart 4.1.5 Marital status of the respondents

Interpretation

From the above table it is interpreted that the number of respondents in unmarried (72%), married (28%).

Inference

Majority (72%) of the respondents are unmarried.

Table 4.1.6 Types of incentive motivates

S.NO	TYPES OF INCENTIVES	NO OF RESPONDENTS	PERCENTAGE
1	Both	53	50
2	Financial	36	34
3	Non-financial	17	17
	Total	106	100

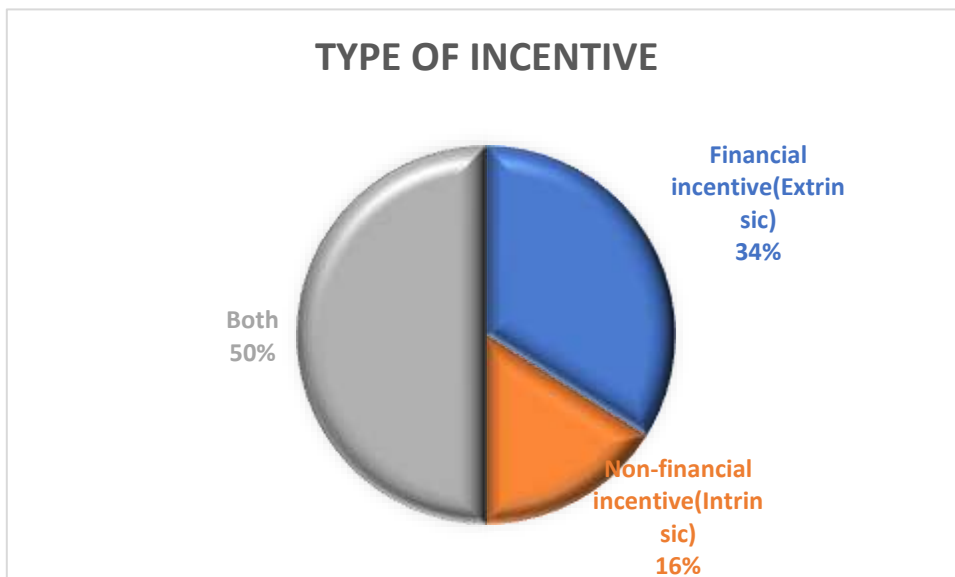


Table 4.1.6 Types of incentive motivates

Interpretation

From the above table it is interpreted that the number of respondents in both (50%), financial (34%), non-financial (17%).

Inference

Majority (50%) of the respondents are both financial and non-financial.

Table 4.1.7 Motivates you most at work

S.NO	MOTIVATES AT WORK	NO OF RESPONDENTS	PERCENTAGE
1	Reward & recognition	67	33
2	Work life balance	66	33
3	Work environment	44	22
4	Training and development	23	12
	Total	106	100

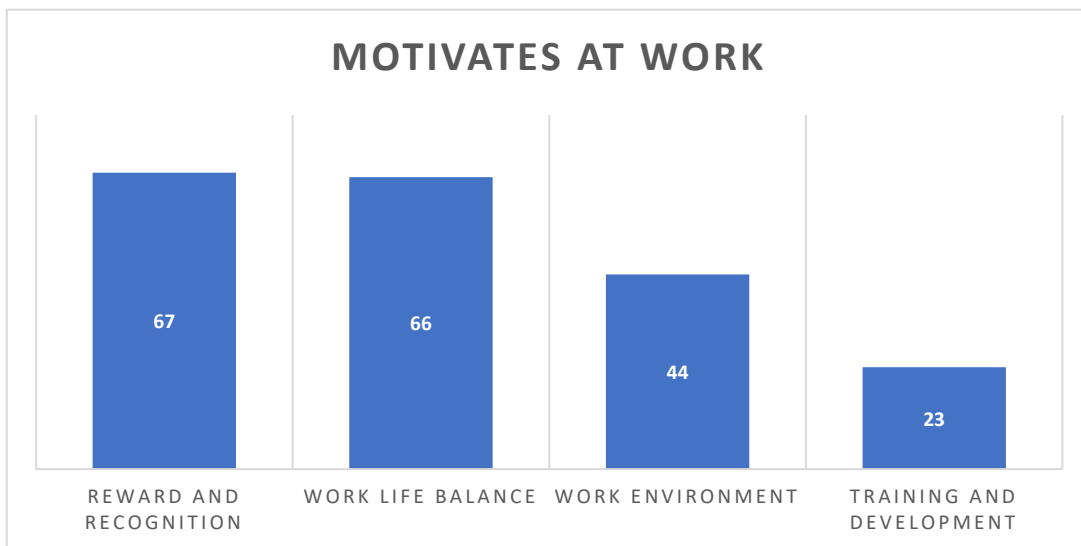


Chart 4.1.7 Motivates you most at work

Interpretation

From the above table it is interpreted that the number of respondents in reward & recognition(33%), work life balance(33%), Work environment (22%), Training and development(12%).

Inference

Majority (33%) of the respondents are reward & recognition and work life balance.

Table 4.1.8 get reward

S.NO	REWARDED	NO OF RESPONDENTS	PERCENTAGE
1	Yearly	47	45
2	Quarterly	31	29
3	Monthly	16	15
4	Extra ordinary accomplishments	12	11
	Total	106	100

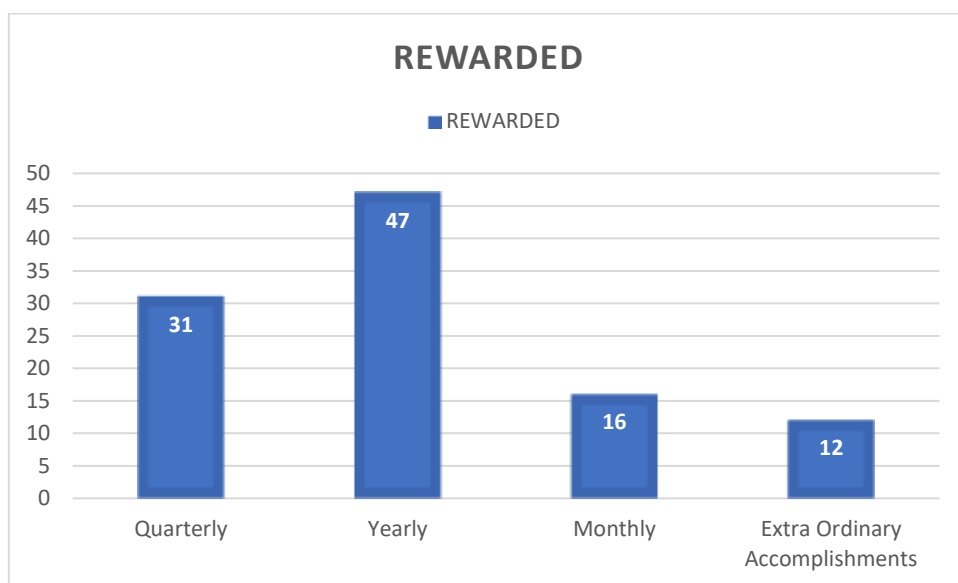


Chart 4.1.8 get reward

Interpretation

From the above table it is interpreted that the number of respondents in yearly(45%), quarterly(29%), monthly(15%), extra ordinary accomplishments(11%).

Inference

Majority (45%) of the respondents are yearly.

Table 4.1.9 your organization employees are mostly considered for reward and recognition

S.NO	REWARD AND RECOGNITION	NO OF RESPONDENTS	PERCENTAGE
1	Increased productivity/results/outcome	70	32
2	Customer satisfaction	68	31
3	Innovation and creative ideas	56	26
4	All the above	24	11
	Total	106	100

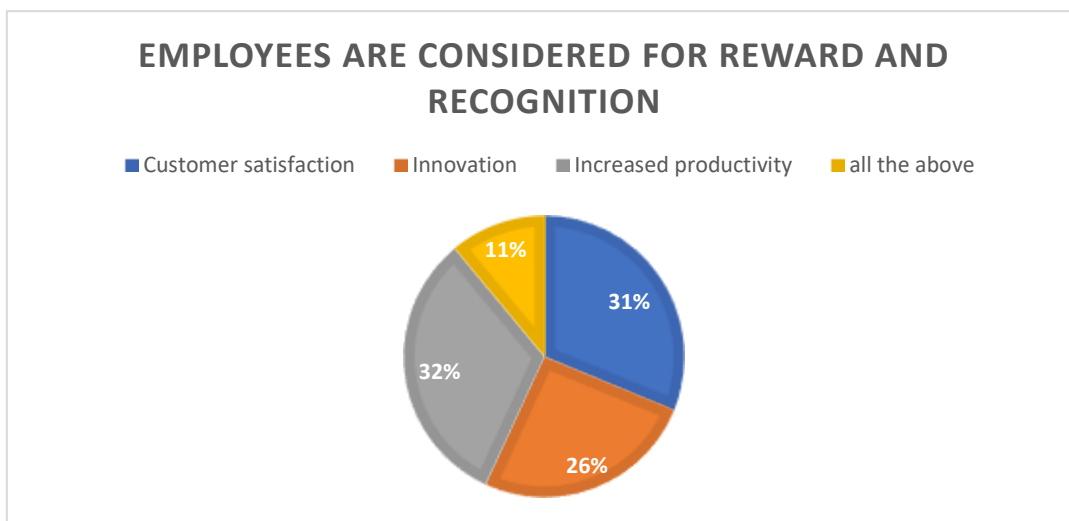


Chart 4.1.9 your organization employees are mostly considered for reward and recognition

Interpretation

From the above table it is interpreted that the number of respondents in Increased productivity/results/outcome (32%), Customer satisfaction(31%), Innovation and creative ideas(26%),All the above(11%).

Inference

Majority (32%) of the respondents are Increased productivity/results/outcome.

Table 4.1.10 Motivates you most

S.NO	MOTIVATES YOU MOST	NO OF RESPONDENTS	PERCENTAGE
1	Promotion	76	35
2	Salary increment	69	32
3	Recognition	39	18
4	Motivational talks	32	15
	Total	106	100



Chart 4.1.10 Motivates you most

Interpretation

From the above table it is interpreted that the number of respondents is Promotion (35%), Salary increment(32%), Recognition(18%), Motivational talks(15%).

Inference

Majority (35%) of the respondents are promotion.

Table 4.1.11 Extrinsic motivation more about financial incentives, status and public recognition

S.NO	EXTRINSIC MOTIVATION	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	38	36
2	Neutral	31	29
3	Disagree	22	21
4	Agree	13	12
5	Strongly disagree	2	2
	Total	106	100

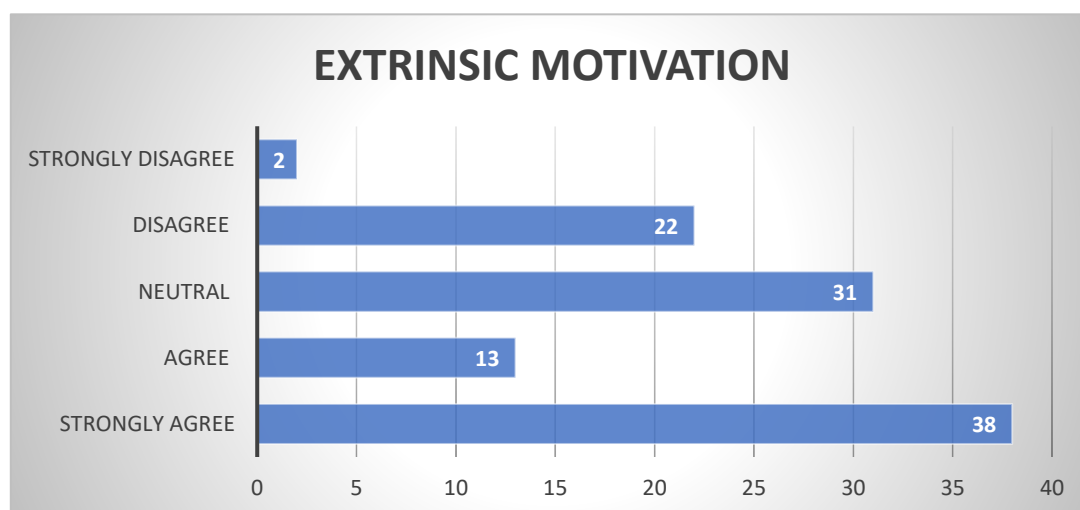


Chart 4.1.11 Extrinsic motivation more about financial incentives, status and public recognition

Interpretation

From the above table it is interpreted that the number of respondents in Strongly agree(36%), Neutral(29%), Disagree(21%), Agree(12%), Strongly disagree(2%).

Inference

Majority (36%) of the respondents are Strongly agree.

Table 4.1.12 You goal is focused on your basic psychological needs of fun, enjoyable and satisfying needs

S.NO	BASIC PSYCHOLOGICAL NEEDS	NO OF RESPONDENTS	PERCENTAGE
1	Agree	28	26
2	Disagree	26	25
3	Neutral	26	24
4	Strongly agree	23	22
5	Strongly disagree	3	3
	Total	106	100

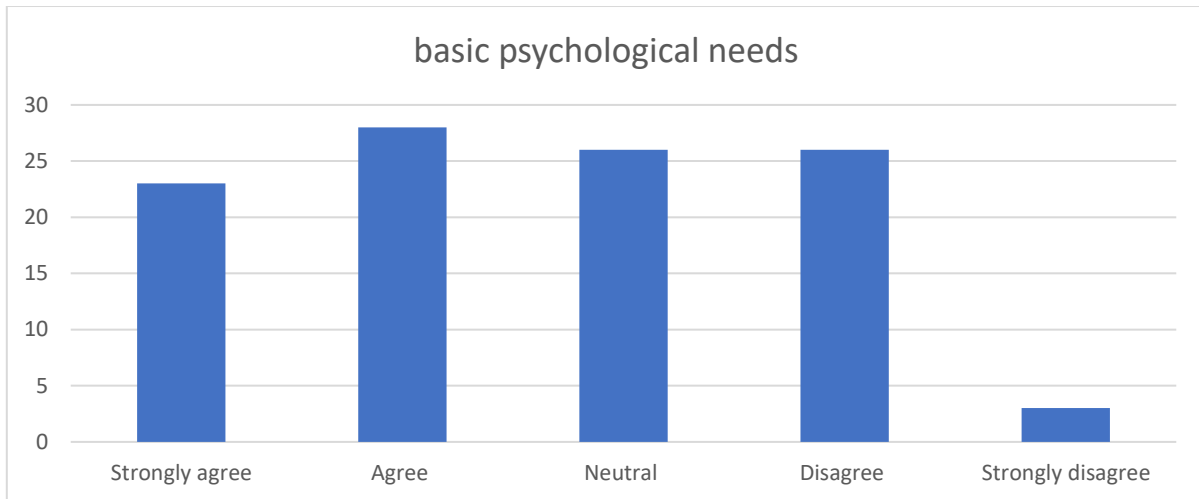


Chart 4.1.12 You goal is focused on your basic psychological needs of fun, enjoyable and satisfying needs

Interpretation

From the above table it is interpreted that the number of respondents in Agree(26%), Disagree(25%), Neutral(24%), Strongly agree(22%), Strongly disagree(3%).

Inference

Majority (26%) of the respondents are Agree.

Table 4.1.13 In your organization feel secured

S.NO	ORGANIZATION FEEL SECURED	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	38	36
2	Agree	24	22
3	Neutral	21	20
4	Disagree	20	19
5	Strongly disagree	3	3
	Total	106	100

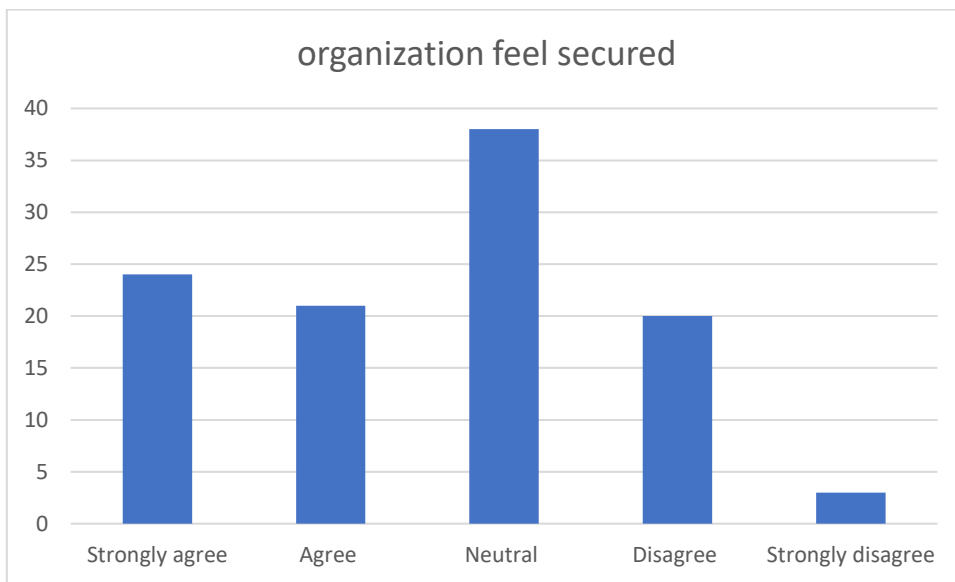


Chart 4.1.13 In your organization feel secured

Interpretation

From the above table it is interpreted that the number of respondents in Strongly agree(36%), Agree(24%), Neutral(20%), Disagree(19%), Strongly disagree(3%).

Inference

Majority (36%) of the respondents are Strongly agree.

Table 4.1.14 Work recognition and appraisal motivates you towards

S.NO	APPRAISAL MOTIVATES	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	34	33
2	Agree	32	31
3	Neutral	24	23
4	Disagree	14	13
5	Strongly disagree	0	0
	Total	106	100

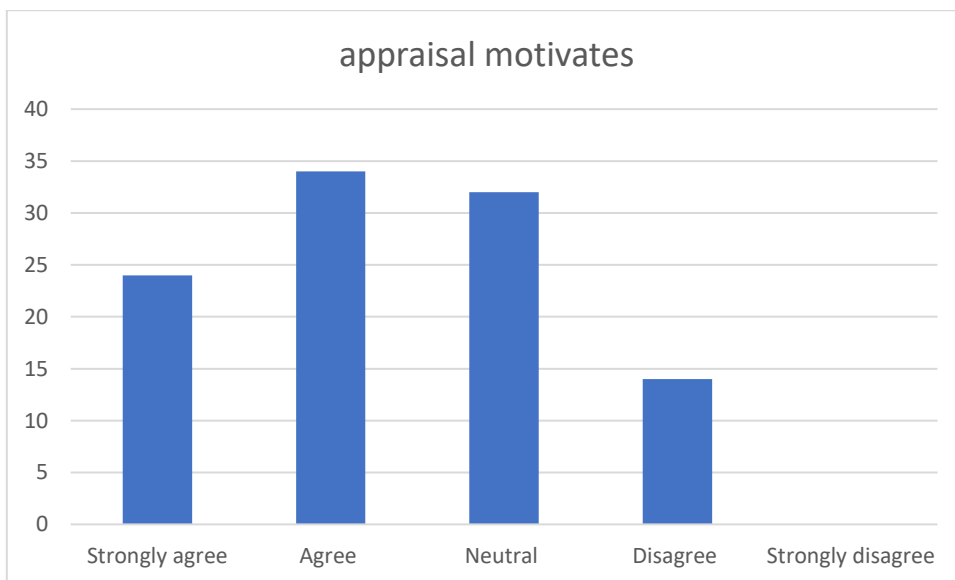


Chart 4.1.14 Work recognition and appraisal motivates you towards

Interpretation

From the above table it is interpreted that the number of respondents in Strongly agree(33%), Agree(31%), Neutral(23%), Disagree(13%), Strongly disagree(0%).

Inference

Majority (33%) of the respondents are Strongly agree.

Table 4.1.15 Your work interesting and creative enough

S.NO	WORK INTERESTING	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	47	44
2	Agree	31	29
3	Neutral	20	19
4	Disagree	7	7
5	Strongly disagree	1	1
	Total	106	100

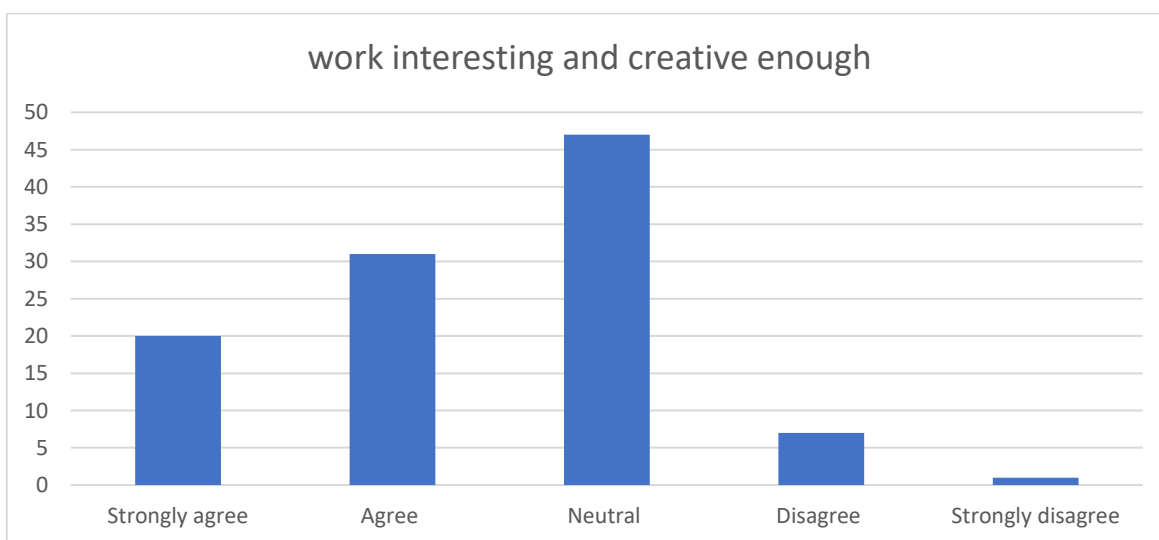


Chart 4.1.15 Your work interesting and creative enough

Interpretation

From the above table it is interpreted that the number of respondents in Strongly agree(44%), Agree(29%), Neutral(19%), Disagree(7%), Strongly disagree(1%).

Inference

Majority (44%) of the respondents are Strongly agree.

Table 4.1.16 Incentive's theory extrinsically motivates you

S.NO	WORK INTERESTING	NO OF RESPONDENTS	PERCENTAGE
1	Agree	53	50
2	Strongly agree	26	24
3	Neutral	21	20
4	Disagree	5	5
5	Strongly disagree	1	1
	Total	106	100

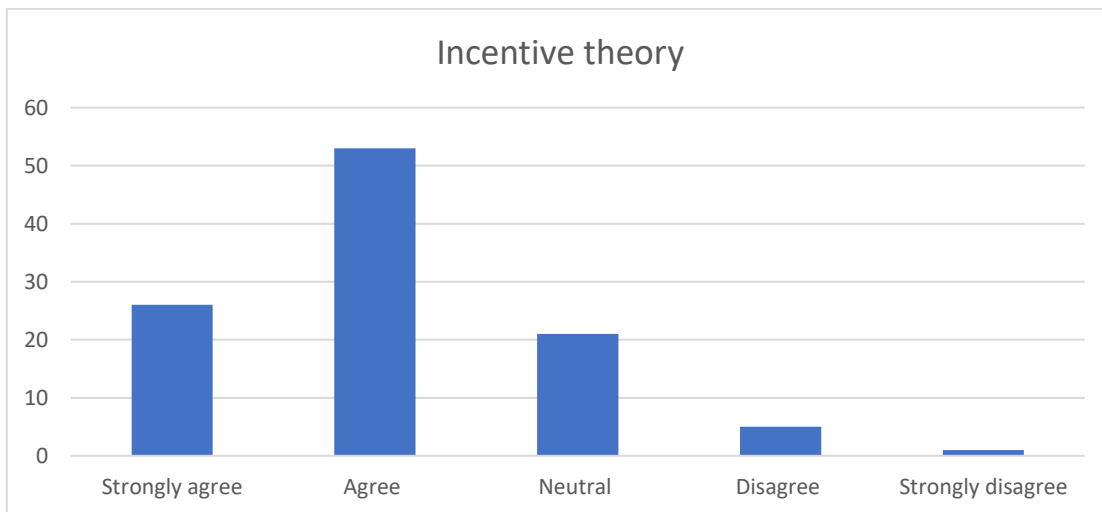


Chart 4.1.16 Incentive theory extrinsically motivates you

Interpretation

From the above table it is interpreted that the number of respondents in Agree(50%), Strongly agree(26%), Neutral(20%), Disagree(5%), Strongly disagree(1%).

Inference

Majority (50%) of the respondents are Agree.

Table 4.1.17 Decision making makes you highly motivates

S.NO	DECISION MAKING	NO OF RESPONDENTS	PERCENTAGE
1	Neutral	41	39
2	Strongly agree	34	32
3	Agree	21	20
4	Disagree	9	8
5	Strongly disagree	1	1
	Total	106	100

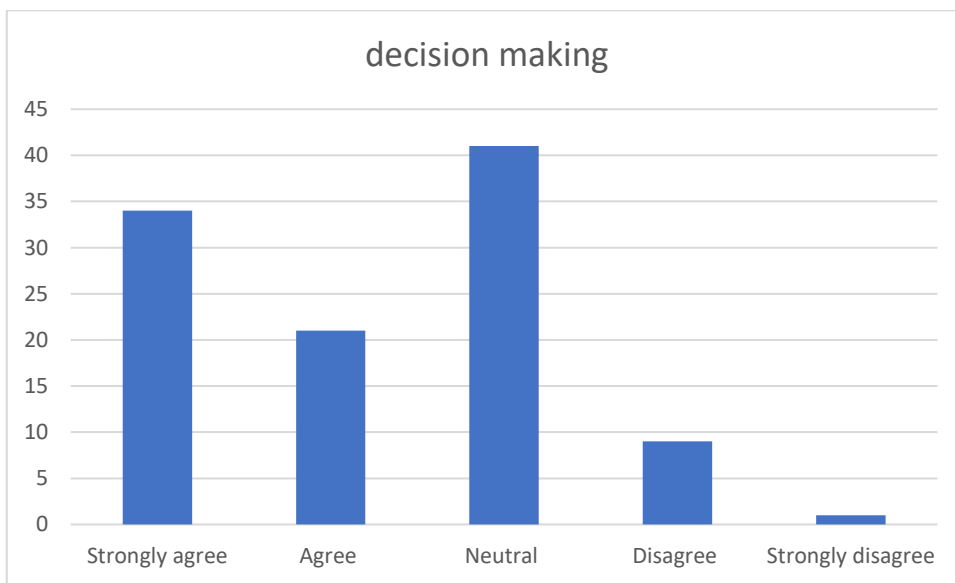


Chart 4.1.17 Decision making makes you highly motivates

Interpretation

From the above table it is interpreted that the number of respondents in Neutral(39%), Strongly agree(32%), Agree(20%), Disagree(8%), Strongly disagree(1%).

Inference

Majority (39%) of the respondents are Neutral.

Table 4.1.18 Positive feedback increase your job satisfaction

S.NO	POSITIVE FEEDBACK	NO OF RESPONDENTS	PERCENTAGE
1	Strongly agree	37	31
2	Agree	35	29
3	Neutral	18	15
4	Disagree	16	14
5	Strongly disagree	15	12
	Total	106	100

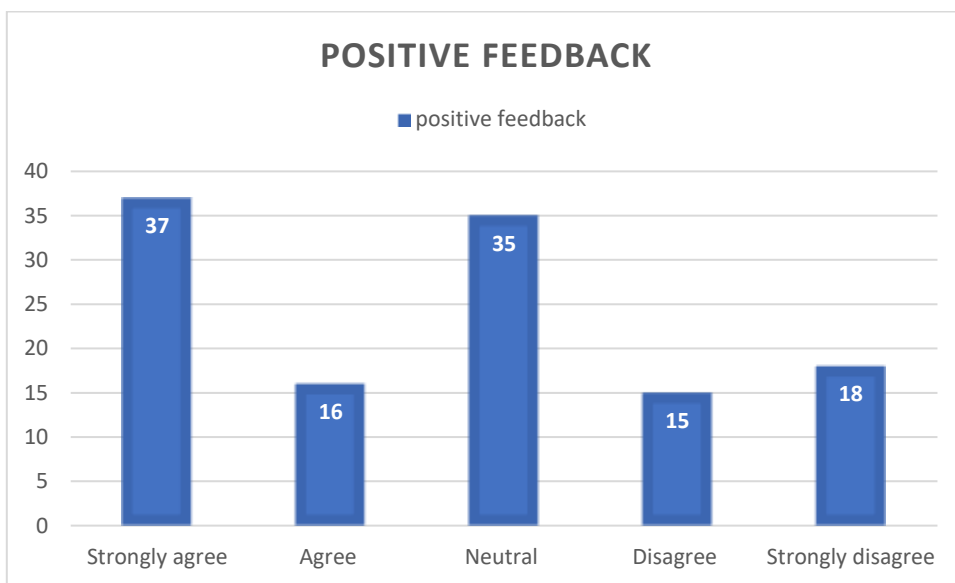


Chart 4.1.18 Positive feedback increase your job satisfaction

Interpretation

From the above table it is interpreted that the number of respondents in Strongly agree(31%), Agree(29%),Neutral(15%), Disagree(14%), Strongly disagree(12%).

Inference

Majority (31%) of the respondents are Strongly agree.

Table 4.1.19 You receive reward and recognition

S.NO	YOU RECEIVE ANY AWARDS	NO OF RESPONDENTS	PERCENTAGE
1	Yes	70	66
2	No	36	34
	Total	106	100



Chart 4.1.19 You receive reward and recognition

Interpretation

From the above table it is interpreted that the number of respondents in yes(66%), No(34%) .

Inference

Majority (66%) of the respondents are yes.

4.2 CHI-SQUARE ANALYSIS

Table:4.2.1 MARITAL WITH DECISION MAKING DIFFERENTIATION

Null hypothesis(H0): There is no significant difference in marital status with decision making.

Alternate hypothesis(H2): There is significant difference in marital status with decision making.

MARITAL * DECISION MAKING Crosstabulation								
Count								
		VAR00020						Total
		1	2	3	4	5	Tick the appropriate options that best represents your perspective. [In decision making makes you highly motivate?]	
VAR00008	Marital status	0	0	0	0	0	1	1
	Married	0	4	13	6	7	0	30
	Unmarried	1	5	28	15	27	0	76
Total		1	9	41	21	34	1	107

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	109.809 ^a	10	<.001
Likelihood Ratio	14.354	10	.157
N of Valid Cases	107		
a. 11 cells (61.1%) have expected count less than 5. The minimum expected count is .01.			

INFERENCE:

Since p value(0.001)<0.05 at 5% significant level, so alternate hypothesis (H2) is accepted. Hence it is concluded that there is significant relationship between the marital and decision making .

**Table:4.2.2 EXTRINSIC MOTIVATION AND PERFORMANCE APPRAISAL
BASED DIFFERENTIATION**

Null hypothesis(H0): There is no significant difference in extrinsic motivation and performance appraisal.

Alternate hypothesis(H2): There is significant difference in marital extrinsic motivation and performance appraisal.

Descriptive								
extrinsic motivation and appraisal								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	3	3.00	1.000	.577	.52	5.48	2	4
2	20	2.70	.571	.128	2.43	2.97	2	4
3	38	3.32	.775	.126	3.06	3.57	2	5
4	21	4.10	.768	.168	3.75	4.45	3	5
5	24	4.63	.576	.118	4.38	4.87	3	5
Total	106	3.64	.978	.095	3.45	3.83	2	5

Descriptive								
extrinsic motivation and appraisal								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
1	3	3.00	1.000	.577	.52	5.48	2	4
2	20	2.70	.571	.128	2.43	2.97	2	4
3	38	3.32	.775	.126	3.06	3.57	2	5
4	21	4.10	.768	.168	3.75	4.45	3	5
5	24	4.63	.576	.118	4.38	4.87	3	5
Total	106	3.64	.978	.095	3.45	3.83	2	5

INFERENCE:

Since p value(0.01)<0.05 at 5% significant level, so alternate hypothesis (H2) is accepted. Hence it is concluded that there is significant relationship between the extrinsic motivation and appraisal-based differentiation .

CHAPTER-5

FINDINGS, SUGGESTIONS and CONCLUSION

5.1 FINDINGS

- 50 % of the respondents are between the age below 25 years.
- 85% of the respondents are male.
- 56% of the respondents are bachelor's degree.
- 64% of the respondents are technical department.
- 72% of the respondents are unmarried.
- 50% of the respondents are both financial and non-financial.
- 33% of the respondents are motivates at reward & recognition and work life balance.
- 45% of the respondents are get rewarded in yearly.
- 32% of the respondents are considered for reward and recognition for mostly in Increased productivity/results/outcome.
- 35% of the respondents are motivates in promotion.
- 36% of the respondents are Strongly agree for extrinsic motivation.
- 26% of the respondents are Agree for your goal focused on your psychological needs.
- 36% of the respondents are Strongly agree for employee feel secured in this job.
- 33% of the respondents are Strongly agree in work recognition and appraisal motivation.
- 44% of the respondents are Strongly agree in interesting and creative enough of your work.
- 50% of the respondents are Agree in intrinsic theory extrinsically motivates.
- 39% of the respondents are Neutral in decision making highly motivate.
- 31% of the respondents are Strongly agree for your feedback increase job

satisfaction.

- 66% of the respondents are yes.

5.2 SUGGETIONS

- It is suggested that organization should make arrangement for routine, energizing scheduled and should also be made compulsory for all class of employees. This will also help the employees to remain fresh & healthy at their work place.
- Most of the employees agree that the performance appraisal activities are helpful to get motivated, so the company should try to improve performance appraisal system, so that they can improve their performance.
- Group activities should be encouraged more so that employees can work together and thus strengthen their relation. More informal gatherings should be encouraged so that they can know each other.
- Better carrier development opportunities should be given to the employees for their improvement

5.3 LIMITATION OF THE STUDY

- Only 120 employees have been chosen which is a small number, to represent the whole population.
- While collection of the data employees was unwilling to fill the questionnaire. Respondents were having a feeling of waste of time for them.
- Some respondents might have not answered the questions correctly because of the busy schedule. They tend to hurry up the survey, which inhibits proper collection of data.
- The respondents were not serious about the study and their response

towards the research questionnaire was based on their psychological behavior

5.4 CONCLUSION

The research result showed that rewards and recognition play an essential part in enhancing employee motivation towards organizational tasks. By appreciating the employees for their work done and giving them participation in decision making, internally satisfies them with their job, organization and organizational environment. Thus, their enthusiasm and motivation towards work increases employees' performance.

The motivated employees' works best in the interest of the organizations which leads them towards growth, prosperity and productivity. Thus, the employee motivation and employee's performance are directly related.

According to the research study employee motivation is necessary for all the organization. It does create a great impact on the organization and employee performance. Increase their efficiency and effectiveness and helps in the achievement of the organization target.

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QUESTIONNAIRE :

Email

Name

Age

- Below 25
- 25-34
- 35-44
- 45-54
- Above 55

Gender

- Male
- Female

Education qualification

- Diploma
- Bachelor's degree
- Master's Degree

Department

- Technical

- Non-Technical

Marital status

- Married
- Unmarried

Which type of incentive motivates you more?

- Financial incentive(Extrinsic)
- Non-financial incentive(Intrinsic)
- Both

What motivates you at work?

- Reward and recognition
- Work life balance
- Work environment
- Training and development

How often do you get rewarded for it?

- Monthly
- Quarterly
- Yearly
- Extra Ordinary Accomplishments

In your organization employees are considered for reward and recognition mostly for?

- Innovation and creative ideas
- Increased productivity/results/outcome
- Customer satisfaction

- All the above

Which motivates you most?

- Salary increment
- Promotion
- Motivational talks
- Recognition

Tick the appropriate options that best represents your perspective.

☐ 5-Strongly Agree ☐ 4-Agree ☐ 3-Neutral ☐ 2-Disagree ☐ 1-Strongly Disagree

1. While extrinsic motivation is more about financial incentives, status, and public recognition?
2. Your goal is focused on your basic psychological needs of fun, enjoyable and satisfying needs ?
3. The employees in the organization feel secured in the job?
4. Work recognition and appraisal motivates you towards job?
5. Is your work interesting and creative enough?
6. Incentive theory extrinsically motivate you?
7. In decision making makes you highly motivate?

Providing positive feedback increase your job satisfaction?

- Strongly disagree
- Disagree
- Neutral
- Agree

- Strongly agree

Did you receive any rewards or recognition for your performance after being encouraged by your company?

- Yes
- No

If yes, how many rewards and recognitions you have received

- 1 – 5
- 6 – 10
- more than 10

Effectiveness Of Corporate Wellness Program

With Reference To It Sector

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A hectic mode that causes stress plays a significant role in responding to all the diseases whether it is a polygenic disorder, unhappiness or brain stroke. If a worker is faced with this decision regarding of the well-being program at a stage wherever the program hasn't provided it may reduce absence and higher productivity, it's quite doable the worker won't give a such a program. The wellness program gives enthusiastic workers and it will help to hire the best employee. Companies in both countries were recruited for the study through the networks of the local partners. The study's purpose was to obtain perspectives from a wide range organisations in a number of industries.

KEYWORDS: wellness, corporate

I. INTRODUCTION

This paper investigates the impact of company wellbeing program on employee productivity. I notice productivity enhancements primarily based each on program participation and post-program health changes. worker wellness program is undertaken by an employer to improve their health and it will be overcome explicit health-related issues. The worker can offer mandatory employee training, seminars, or

work with a third- party provider offering a variety of wellbeing program.

The employee who eats healthily and exercise frequently are more protective than others. The person who has a poor health they lead to many health issues. Wellness program makes to feel appreciated and valued. The wellness program gives enthusiastic workers and it will help to hire the best employee. As a result, a wide variety of organisations from a wide range of sectors in two completely different countries were interviewed as part of the study, and companies were invited to take part based on their connections with local partners. It helps to make a healthy life style and maintain the body fit such as yoga, cycling, healthy foods and diet plans. Low health problem makes reduce health issues cost. Some companies offer an experience to other unrelated work activities such as gym, sports, cycling, trip etc. Companies may enhance operational efficiency by implementing socially responsible health policies that promote the health of its workers and measure, according to a new research..

STATEMENT OF PURPOSE

The study's primary goal is to determine if employees are aware of the wellness programme and how effectively they use it. The company how frequently offer a

wellness program and employees improvement of using wellness program.

II. OBJECTIVE

- To study the effectiveness of corporate wellness program in IT sector.
- To identify different wellness programs conducted.
- To identify the benefits of this program(men/women).
- In order to alleviate the stress of employees and create a work environment that promotes both employee and employer success.

III. REVIEW OF LITERATURE

Heather Wipfli 2016 , Data was acquired from semi-structured interviews conducted between March and July 2016 with key informants in North America and India. Health, wellness and cancer prevention in two middle-income countries were examined in this study to get insights into corporate and stakeholder attitudes.

Jack Welch 2012, This study investigated the employee engagement of the health sector. It examined the adequacy and effectiveness on the workers motivation, sixteen worker commitment, worker relationships and worker performance as assessed by the health sector. It's suggested that the health sectors ought to create an entire review of their human resource management practices specially on worker engagement. This may prime the health sectors to craft worker engagement methods. There'll be a creation of structure pride for the staff since they'll be glad, motivated, enjoying and basic cognitive process in their

work. Moreover, the culture of worker engagement ought to be inculcated across all the amount of the organization. The road map of competitiveness of the health sector lead to profit and business success.

David Chenoweth,Ph.d., FAWHP 2011, Professionals in human resources know that in periods of strong economic growth, people—or human capital—are at the heart of every successful business. Intangible contributions like as creativity and innovation are rarely reflected in financial accounts. Human capital, unlike structural capital, is never really owned by companies. Unless companies discover a mechanism to keep individuals from leaving, they can do so at any moment. A company's human capital drives every aspect of operations, from technology and product creation to distribution networks and maintenance services. Human resources (HR) specialists are always looking for new methods to access into a company's enormous potential in the worldwide market.

Robert Feyen 2011, Project objectives included developing a reference manual for the Minnesota Department of Transportation on how to implement a health and safety promotion programme in the work. Data acquired from a study of research literature, interviews with state transportation departments, and interviews with insurance providers in the state of Minnesota were used to create this paper. Furthermore, because of their present availability and importance, this handbook provides data on a range of welfare and health promotion

programmes, including what makes them effective, as well as their flaws and problems. The Mn/DOT management team may use this reference guide to help them identify welfare and health promotion activities that will optimize results and reduce costs.

IV. STATISTICAL TOOLS CALCULATION FROM THE STUDY

A. Aim: To test the relationship between gender and aware of the wellness program

Null hypothesis (Ho): There is no correlation between the knowledge of a wellness programme and the effectiveness of the company's health program.

Alternate hypothesis (H1): When a corporation offers a wellness programme, it has a substantial impact on the organization's ability to operate a wellness programme.

0.05 at a relevance level of 5%, the alternative hypothesis (H1) is considered legitimate. As a result, it can be said that the awareness of wellness programmes and the finding of gender difference in these programmes have a significant relationship.

2.Aim: To test the relationship between frequently offer a wellness program in company to organization conduct wellness program.

Null hypothesis (Ho): There seems to be no correlation between the frequency with which a wellness programme is offered and whether or not the programme is gender-specific.

Alternate hypothesis (H1): Awareness of wellness programmes and gender differences in these programmes have a strong correlation.

INFERENCE:

Because the p-value (0.001) is less than 0.05 at a 5% threshold of significance. So H2 is acknowledged as an alternative hypothesis. The conclusion is that there is a strong

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.1633 ^a	2	0.046
Likelihood Ratio	6.095	2	0.047
N of Valid Cases	65		
a. The expected count is less than 5 in 3 (50.0 percent) of the cells. A count of 1.15 is the minimum that may be expected.			

INFERENCE:

In view of the p value (0.001) being less than

correlation between the frequency with which companies provide a health plan and

the frequency with which category is based out wellness programmes.

V. SUGGESTIONS

- A number of conclusions may be derived from this study, including the fact that the firm does not run a monthly wellness programme.
- To ensure long-term productivity and employee commitment, companies should design and implement comprehensive health and well-being programmes for their workers.

employees' behavior and health and this can prevent risk to disease. Wellness programs improve employees' tension, absenteeism, recruitment and retentions.

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Table: 2 Chi-square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	45.885 ^a	10	<.001
Likelihood Ratio	32.362	10	<.001
N of Valid Cases	65		
a. 13 cells (72.2%) have expected count less than 5. The minimum expected count is 0.05.			

VI. CONCLUSION

The employee engagement of the health sector is adequate and effective but the continuous improvement on employee relationship. The whole health sectors should run a human resource practice and engagement. The health sector will be developed and design effective human resource works and employee engagement strategies. The organization find all the

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