

A STUDY ON EMPLOYEE MOTIVATION IN EUROLIFE HEALTHCARE pvt. ltd

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

SHARAN.R
Register No.40410163



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**



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of SHARAN.R 40410163 who carried out the project entitled "A Study on employee motivation in eurolife healthcare Pvt.Ltd" under my supervision from January 2022 to March 2022.

Dr.M.LAVANYA.MBA.M.Com.,M.Phil.,Ph.D.,
Internal guide

External Guide

Dr. BHUVANESWARI .G
Dean – School of Management Studies

Submitted for Viva voce Examination held on _____

Internal Examiner

External Examiner

DECLARATION

I **sharan.R (40410163)** hereby declare that the Project Report entitled “**A Study on employee motivation in eurolife healthcare pvt.ltd** ” done by me under the guidance of **DR.M.LAVANYA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

sharan.R

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.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.M.LAVANYA** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

Sharan.R

CONSENT & COMPLETION LETTER IN COMPANY LETTER HEAD



Regd. Office : 901-B, Tower 2, Indiabulls Finance Centre, Elphinstone, Mumbai - 400 013, India
Factory: Unit 1: Plot No.520, Bhagwanpur, Roorkee - 247 667, Uttarakhand, India
Unit 2: Plot No.242, Bhagwanpur, Roorkee - 247 667, Uttarakhand, India
Unit 3: Plot No.69-72, SIDCO Pharmaceutical Complex, Alathur - 603 110, Kanchipuram, Tamil Nadu, India
Unit 4: Plot No.B-15/2, MIDC Industrial Area, Waluj, Aurangabad - 431 136, India
CIN No.: U51900MH1987PTC043106
Visit us at : www.eurolifehealthcare.com • **Email :** Info@eurolifehealthcare.com • **Tel :** +91 22 30440808

Date :

ATTENDANCE / TRAINING CERTIFICATE

This is to certify that Mr. **R. SHARAN**, Regn. Number **40410163** of final year student of **MBA (HR)** in **SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY INFORMATION**, Semmancheri, Chennai - 600119, has undergone that project training in our Office: **M/s. EUROLIFE HEALTHCARE PVT. LTD., 69-72, Sideco Pharmaceutical Complex, Alathur – 603 110, Chengalpattu District, Tamil Nadu** from **December 2021** to **February 2022.**

During the training period his conduct was good.

This certificate issues for academic purpose only.

For **EUROLIFE HEALTHCARE PVT. LTD.,**

(Authorized Signatory)

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Abstract

Employees are the most important assets of an organization. Moreover in today's highly competitive world employees are the factors which determine success or failure of an organization. They are the ones who interact with the customer on a day to day basis and carry out the whole operations. As such the organizations need to give more attention to the contentment of the employees. In addition, as quality human resource gets more and more sparse, the companies need to pay more heed to the satisfaction of employees. Also in addition to the satisfaction of the employee, employer has a role to play in the motivation of the employee. If the employee is motivated towards the work then it is likely to yield more results.

All the organization's need to focus on employee satisfaction and keep the worker motivated. In case of project based organizations, the subject acquires greater significance as the projects have various constraints and require quality manpower and effort on the part of employees. As such the study is quite relevant to the project organizations. The current study is directed towards understanding the importance of job satisfaction and the role it has on employee motivation in case of project based organizations. The research attempts to fulfill the following objectives –

1. The first purpose is to examine the overall level of job satisfaction within a project based organization in UAE.
2. The second purpose is to examine the employee motivation within a project based organization in UAE, in relation to research into job satisfaction and the efforts of various demographic characteristics, if any, job satisfaction.

In order to provide an answer to the research questions and to understand the concept of employee satisfaction and motivation, researcher analyzed the works of various scholars. The literature review chapter provided a theoretical perspective for the study and a direction for the research by elaborating on the subject and the different factors that impact job satisfaction and employee motivation. Further for the purpose of getting the viewpoints of the employees in a project based organization, researcher utilized the survey approach for the same. Finally the researcher also carried out interviews for understanding the perspectives of the managers. The study was able to establish that the job satisfaction and employee motivation are associated with each other and the workers seek satisfaction to a greater extent in the project based organizations, and the same was quite high in the organization where research was carried out.

CHAPTER 1:

1.1 INTRODUCTION:

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

Thus, **motivation** is the act or process of providing a motive that causes a person to take some action. In most cases motivation comes from some need that leads to behavior that results in some type of reward when the need is fulfilled. This definition raises a couple of basic questions. The performance that employers look for in individuals rests on ability, motivation, and the support individuals receive; however, motivation is often the missing variable.

Motivation is the desire within a person causing that person to act. People usually act for one reason: to reach a goal. Thus, motivation is a goal directed drive, and it seldom occurs in a void. The words *need*, *want*, *desire*, and *drive* are all similar to *motive*, from which the word *motivation* is derived. Understanding motivation is important because performance, reaction to compensation, and other HR concerns are related to motivation.

According to Webster's New Collegiate Dictionary, a motive is a desire that causes a person to act. Motivate, in turn, suggests that "to provide with a motive," and motivation is defined as "the act or process of motivating." Thus, motivation is the act or process of providing a motive that causes someone to require some action. In most cases motivation comes from want that results in the behaviour that results in some variety of reward when the need is fulfilled. Motivation is the desire within an individual causing the person to act. People typically act for one reason: to succeed in their goal. Thus, motivation could be a goal directed drive, and it rarely occurs in a void. The words need, want, desire, and drive all are same as motive, from which the word motivation comes. Understanding motivation is very important as a result of Performance, reaction to compensation, and other HR concerns are associated with motivation. Employee motivation features that motivation is an act of managers, a continuous process, can be positive or negative, goal oriented, complex in nature, system oriented and is different from job satisfaction.

Employee motivation is one of the major issues faced by every organization. It is the major task of every manager to motivate his subordinates or to create the 'will to work' among the subordinates. It should also be remembered that a worker may be immensely capable of doing some work; nothing can be achieved if he is not willing to work. A manager has to make appropriate use of motivation to enthuse the employees to follow them. Hence this studies also focusing on the employee motivation among the employees.

1.2 INDUSTRY PROFILE :

Eurolife Healthcare Private Limited is a Non-govt company, incorporated on 09 Apr, 1987. It's a private unlisted company and is classified as 'company limited by shares'.

Company's authorized capital stands at Rs 3500.0 lakhs and has 86.75459% paid-up capital which is Rs 3036.41 lakhs. Eurolife Healthcare Private Limited last annual general meet (AGM) happened on 30 Sep, 2017. The company last updated its financials on 31 Mar, 2017 as per Ministry of Corporate Affairs (MCA).

Eurolife Healthcare Private Limited is majorly in Trading business from last 35 years and currently, company operations are active. Current board members & directors are MAHENDRAKUMAR SINGHI OMPRAKASH, SHYAMSUNDER BHORILAL TOSHNIWAL, SANDEEP TOSHNIWAL, SUNNY SHARMA, PRAVIN NAMDEO TAWLE and SAGAR KANTILAL LAMBOLE .

Company is registered in Mumbai (Maharashtra) Registrar Office. Eurolife Healthcare Private Limited registered address is 901-B, TOWER 2, INDIABULLS FINANCE CENTRE, SENAPATI BAPAT MARG, ELPHISTONE ROAD (W), MUMBAI Mumbai City MH 400013 IN.

Eurolife Healthcare Private Limited Details

CIN	U51900MH1987PTC043106
Date of Incorporation	09 Apr, 1987
Status	Active
Company Category	Company limited by Shares
Company Sub-category	Non-govt company
Company Class	Private
Business Activity	Trading
Authorized Capital	3500.0 lakhs
Paid-up Capital	3036.41 lakhs

Paid-up Capital %	86.75459
Registrar Office City	Mumbai
Registered State	Maharashtra
Registration Number	43106
Registration Date	09 Apr, 1987
Listing Status	Unlisted
AGM last held on	30 Sep, 2017
Balance Sheet last updated on	31 Mar, 2017

1.3 COMPANY PROFILE:

Eurolife Healthcare Pvt. Ltd. – alathur, based specialty Pharmaceutical Company manufactures and distributes an exclusive portfolio of healthcare formulations, Intravenous Infusions, Ophthalmics, Sterilized water for Injections, Nebules, Tablets, Capsules, Ointment and Creams.

Incorporated in year 2001 with a motto to provide benchmark quality – Large Volume Parenterals / Small Volume Parenterals for the consumers at most economical prices. The driving force was the need of leading pharmaceutical organisation manufacturing assured quality products in this field.

Eurolife has the largest production capacity of Intravenous Infusions in India. After acquiring Baxter International FFS Division, Eurolife has made its hold even more strong in the domestic and worldwide markets.

To cater our domestic & global clients we have Strategic manufacturing plants disseminated in different geographies with Roorkee in North, Waluj in West and Alathur in South.

Every year approx. 12,000 hospitals and nursing homes are touchbased by the team of Eurolife Healthcare. Eurolife is now adding massive capacities in all three locations to further increase its footprints in the Indian market along with exports.

The Company has achieved the quality certification like WHO – GMP, ISO 9001: 2015, PIC/S a landmark achievement which ensures international quality standards. We have made it through certifications for countries like Ukraine, Kenya, Philippines, Ivory Cost,

Nepal, Nigeria, Uganda, Kazakhstan and in process to achieve other countries approvals.

History

2001

Inception

Inception of Eurolife Healthcare i.e started marketing with pharmaceutical products

2003

Award

Awarded One Star Export House status by the Govt. of India

2007

Intravenous Infusions

Started commercial production of Intravenous Infusions at Roorkee

2008

GMP Certification

Received WHO – GMP certification

Exports

Started exports to over 15 markets worldwide

2010

Roorkee Manufacturing Unit

Acquired second unit in Roorkee for manufacturing oral dosage formulations

Top Exporter Award

Awarded the Top Exporter Award for Medium Scale Enterprises by Chemexcil

2014

PICs Approval

Approval from PICs

Global Audit Approval

Baxter USA, Global Audit Approval

2016

OrbiMed

OrbiMed investment into the Company

Baxter India

Agreement to acquire Baxter India's IV business

ISO 9001:2015

Certification from ISO 9001:2015

2018

Leaders In I.V

Acquired No.1 position in India for I.V fluids

2019

Acquisition In Hungary

Acquisition of Teva's IV Infusion Unit in Hungary

VISION:

To be recognized as Leaders in India and Global markets manufacturing Advanced Technology Intravenous Infusions and other Healthcare products.

PRODUCTS MANUFACTURED:

S. No	Product
1	Amoxicillin Capsules BP 250 mg
2	Amoxicillin Capsules BP 500 mg
3	Ampicillin + Cloxacillin Capsules 500 mg
4	Ampicillin + Dicloxacillin Capsules {250 mg+ 250 mg}
5	Ampicillin Capsules BP 250 mg
6	Ampicillin Capsules BP 500 mg
7	Cefadroxil Capsules BP 250 mg

S. No	Product
8	Cefadroxil Capsules BP 500 mg
9	Cefalexin Capsules BP 250 mg
10	Cefalexin Capsules BP 250 mg
S. No	Product
11	Celecoxib Capsules 100 mg
12	Celecoxib Capsules 200 mg
13	Chloramphenicol Capsules 250 mg
14	Chloramphenicol Capsules 500 mg
15	Cloxacillin capsules
16	CP Maleate B.P. + Phenylphrine Hcl B.P. (4mg + 5mg)
17	Diacerein Capsules 50 mg
18	Fenofibrate capsule 200mg
19	Fluoxetine Delayed-Release Capsules USP 20 mg
20	Gabapentin Capsules USP 300 mg

1.4 RESEARCH PROBLEM:

The research problem here in this study is associated with the motivation of employees of EUROLIFE HEALTH CARE PVT.LTD . There are a variety of factors that can

influence a person's level of motivation; some of these factors include

1. The level of pay and benefits,
2. The perceived fairness of promotion system within a company,
3. Quality of the working conditions,
4. Leadership and social relationships,
5. Employee recognition
6. Job security
7. career development opportunities etc.

Motivated employees are a great asset to any organisation. It is because the motivation and Job satisfaction is clearly linked. Hence this study is focusing on the employee motivation in the organisation.

1.5 OBJECTIVES FOR STUDY:

Primary objective

1. To study the important factors which are needed to motivate the employees IN EUROLIFE HEALTH CARE.

Secondary Objective.

1. To study the effect of monetary benefits provided by the organization on the employee's MOTIVATION IN EUROLIFE HEALTH CARE.
2. TO STUDY THE EFFECT OF NON- MONETARY BENFITS PROVIDED BY THE ORGANISATION ON EMPLOYEE'S MOTIVATION IN EUROLIFE HEALTH CARE.

1.6 NEED FOR STUDY:

The basic need of the study was 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 was conducted to see how different variables motivate employees and support the organization to improve the performance of employees.

1.7 SCOPE OF STUDY:

These project study was conducted on one of the poultry feed manufacturing sector, Shresta Nutrition Private Limited. The study was conducted on about 50 employees and survey was conducted on employee,s of different culture, levels and on employee,s with different experience and different qualification.And closed ended self-developed descriptive questionnaire is used for data collection from the responders. This also improves employees relationship with the management and employee's performance.

SIGNIFICANCE OF THE STUDY

The study is intended to evaluate motivation of employees in the organization. A good motivational program procedure is essential to achieve goal of the organization. If efficient motivational programmes of employees are made not only in this particular organization but also any other organization; the organizations can achieve the efficiency also to develop a good organizational culture.

Motivation has variety of effects.

These effects may be seen in the context of an individual's physical and mental health, productivity, absenteeism and turnover. Employee delight has to be managed in more than one way. This helps in retaining and nurturing the true believers

“who can deliver value to the organization. Proliferating and nurturing the number of

“true believers” 1is the challenge for future and present HR managers. This means innovation and creativity. It also means a change in the gear for HR polices and practices. The faster the organizations nurture their employees, the more successful they will be. The challenge before HR managers today is to delight their employees and nurture their creativity to keep them a bloom.

This study helps the researcher to realize the importance of effective employee motivation.

This research study examines types and levels of employee motivational programmes and also discusses management ideas that can be utilized to innovate employee motivation. It helps to provide insights to support future research regarding strategic guidance for organizations that are both providing and using reward/recognition programs.

CHAPTER 2:

REVIEW OF LITRATURE:

One of the most important functions of management is to create willingness amongst the employees to perform in the best of their abilities. Therefore the role of a leader is to arouse interest in performance of employees in their jobs. In a complex and dynamic environment, leader of the organization used to create the environment in which employee feel trusted and are empowered to take decisions in the organization which leads to enhance motivation level of employee and ultimately organizational performance are enhanced. Fredrick W Taylor was one of the first theorists to attempt to understand employee motivation. His theory of scientific management, also referred to as Taylorism, analyses the productivity of the workforce.

Taylor's basic theory of motivation is that workers are motivated by money. He viewed employees not as individuals, but as pieces of a larger workforce; in doing so his theory stresses that giving employee's individual tasks, supplying them with the best tools and paying them based on their productivity was the best way to motivate them. Taylor's theory developed in the late 1890s and can still be seen today in industrial engineering and manufacturing industries.

In the mid-1920s another theorist, Elton Mayo, began studying the workforce. His study of the Hawthorne Works, lead him to his discovery of the Hawthorne effect. The Hawthorne effect is the idea that people change their behaviour as a reaction to being observed. Mayo found that employee's productivity increased when they knew they were being watched. He also found that employees were more motivated when they were allowed to give input on their working conditions and that input was valued. Smith and Rupp stated that performance is a role of individual motivation, organizational strategy, and structure and resistance to change, is an empirical role relating motivation in the organization. Likewise, advancement of human resources through rewards, monetary incentives, and organizational behaviour modification has generated a large volume of debate in the human resource and sales performance field.

According to Orpen better the relationship between mentors and mentees in the formal mentoring program, the more mentees are motivated to work hard and committed to their organization. Likewise, Malina and Selto 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 (2001).

The establishment of operations-based targets will help the provision of strategic feedback by allowing the evaluation of actual performance against the operations-based targets. Goal directed behaviour and strategic feedback are expected to enhance organizational performance. Kunz and Pfaff stated no substantive reason to fear an undermining effect of extrinsic rewards on intrinsic motivation (2002).

Decoene and Bruggeman 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 (2006).

Leaders motivate people to follow a participative design of work in which they are responsible and get it together, which make them responsible for their performance. Monetary rewards can be a very powerful determinant of employee motivation and achievement. Garg and Rastogi identified the key issues of job design research and practice to motivate employees' performance and concluded that a dynamic managerial learning framework is required to enhance employees' performance to meet global challenges.

Vuori and Okkonen stated that motivation helps to share knowledge through an intra-organizational social media platform which can help the organization to reach its goals and objectives (2012).

Den and Verburg found the impact of high performing work systems, also called human resource practices, on perceptual measures of firm performance (2004).

Ashmos and Duchon recognizes that employees have both a mind and a spirit and seek to find meaning and purpose in their work, and an aspiration to be part of a community, hence making their jobs worthwhile and motivating them to do at a high level with a view to personal and social development(2000).

Rensis Likerthas called motivation as the core of management. Motivation is the core of management. Motivation is an effective instrument in the hands of the management in inspiring the work force .It is the major task of every manager to motivate his subordinate or to create the will to work among the subordinates .It should also be remembered that the worker may be immensely capable of doing some work, nothing can be achieved if he is not willing to work .creation of a will to work is motivation in simple but true sense of term.

Motivation is an important function which very manager performs for actuating the people to work for accomplishment of objectives of the organization .Issuance of well conceived instructions and orders does not mean that they will be followed .A manager has to make appropriate use of motivation to enthuse the employees to follow them.

Effective motivation succeeds not only in having an order accepted but also in gaining a determination to see that it is executed efficiently and effectively.

In order to motivate workers to work for the organizational goals, the managers must determine the motives or needs of the workers and provide an environment in which appropriate incentives are available for their satisfaction .If the management is successful in doing so; it will also be successful in increasing the willingness of the workers to work.

This will increase efficiency and effectiveness of the organization .There will be better utilization of resources and workers abilities and capacities.

CHAPTER 3:

3.1 RESEARCH METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and tools that are to be used for the project. Research methodology is framed for the purpose of finding the level of study on employee motivation in eurolife health care PVT.ltd.

3.2 SAMPLE SIZE : 150

3.3 LOCATION SELECTED: ALATHUR.

3.4 PERIOD OF STUDY : this is one time research where the research is conducted only one time and that the project is based on responses derived from a definite period of time. The period of study for this project is about 3 months period of time.

3.5 HYPOTHESIS TESTING:

To find null or alternate hypothesis Chi square analysis as a test of association of attributes has been extensively used in this study. Association of attributes like demographic features, investor preferences and that of investor category with perception towards investment features, the level of risk perception and decision parameters for mutual fund investment were examined using Chi square analysis.

CHI-SQUARE TEST: The Chi-Square test is a statistical tool, which is used to identify the percentage of responses the respondent has given. It has been used for all the questions in the questionnaire to analyses the appropriate are compared.

1. support from the co-worker is helpful to get motivated.
2. good relation with co-worker.

OUTPUT:

Null hypothesis (H0): There is no significant difference between the support from the co-worker is helpful to get motivated and good relation with co-worker.

Alternative hypothesis (H1): There is a significant difference between the support from the co-worker is helpful to get motivated and good relation with co-worker.

FREQUENCY:

Frequency is the number of occurrences of a repeating event per [unit of time](#).^[1] It is also occasionally referred to as **temporal frequency** to emphasize the contrast to [spatial frequency](#), and **ordinary frequency** to emphasize the contrast to [angular frequency](#).

1. Gender.

2. Age.

OUTPUT: Null hypothesis (H0): There is no significant difference between the gender and age.

Alternative hypothesis (H1): There is a significant difference between the gender and age.

CHI SQUARE OUTPUT

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Good relations with the co-workers * support from the co-worker is helpful to get motivated	150	100.0%	0	0.0%	150	100.0%

Good relations with the co-workers * support from the co-worker is helpful to get motivated Crosstabulation

	support from the co-worker is helpful to get motivated			Total
	agree	neutral	strongly agree	

Good relations with the co-workers	dissatisfied	Count	1	0	0	1
		Expected Count	.5	.1	.4	1.0
	highly satisfied	Count	8	3	38	49
		Expected Count	23.2	4.9	20.9	49.0
	neutral	Count	6	8	3	17
		Expected Count	8.0	1.7	7.3	17.0
	satisfied	Count	56	4	23	83
		Expected Count	39.3	8.3	35.4	83.0
Total	Count	71	15	64	150	
	Expected Count	71.0	15.0	64.0	150.0	

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	65.829 ^a	6	.000
Likelihood Ratio	56.902	6	.000
N of Valid Cases	150		

a. 5 cells (41.7%) have expected count less than 5. The minimum expected count is .10.

Frequency table output

Statistics

	GENDER	age
N Valid	250	250

Missing	0	0
---------	---	---

GENDER

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	100	40.0	40.0	40.0
female	29	11.6	11.6	51.6
male	121	48.4	48.4	100.0
Total	250	100.0	100.0	

age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	100	40.0	40.0	40.0
24 or under	52	20.8	20.8	60.8
25-34	82	32.8	32.8	93.6
35-44	10	4.0	4.0	97.6
45-54	5	2.0	2.0	99.6
55 or above	1	.4	.4	100.0
Total	250	100.0	100.0	

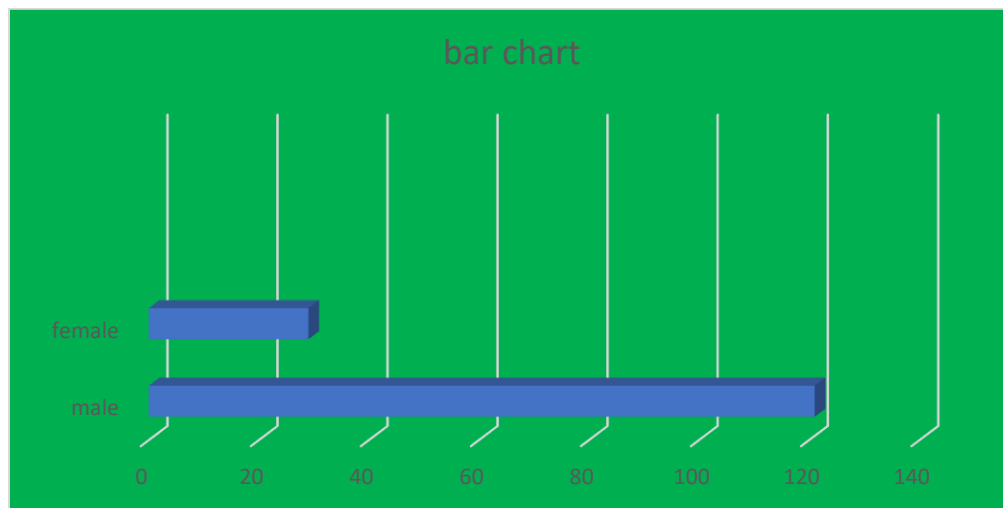
CHAPTER 4:

DATA ANALYSIS:

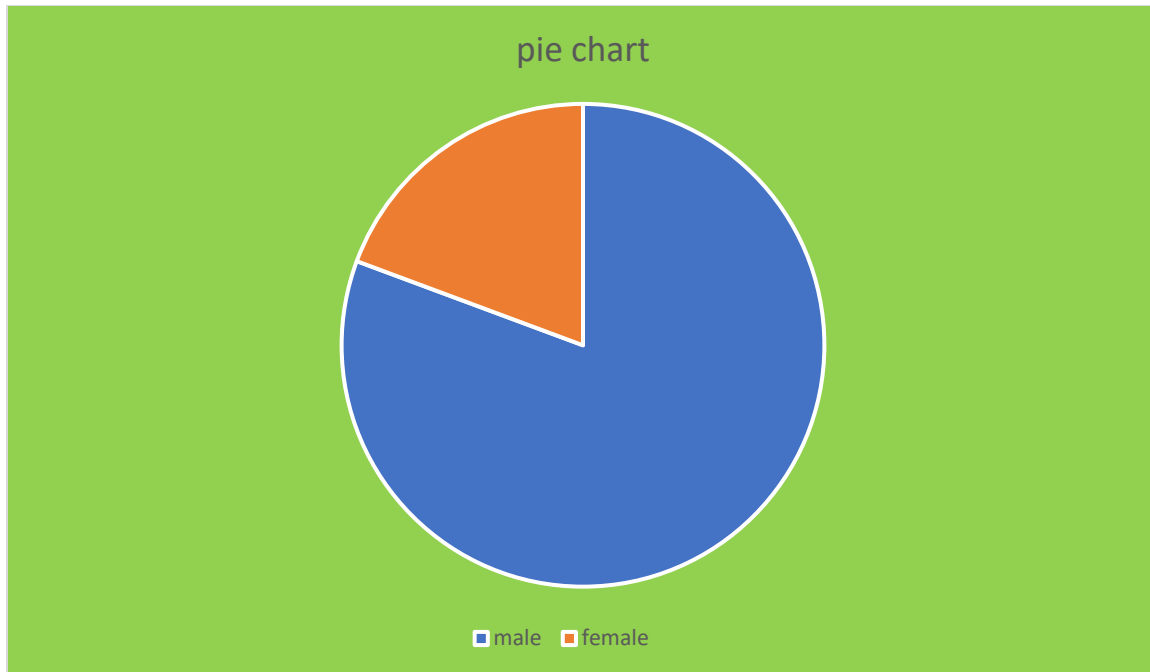
4.1.1 TABLE FOR GENDER

Options	%	Count
Male	80.67	121
female	19.33	29

4.1.1 BAR CHART OF GENDER



4.1.1 PIE CHART OF GENDER



INTERPRETATION:

From the above table 80% are male and 20% are female.

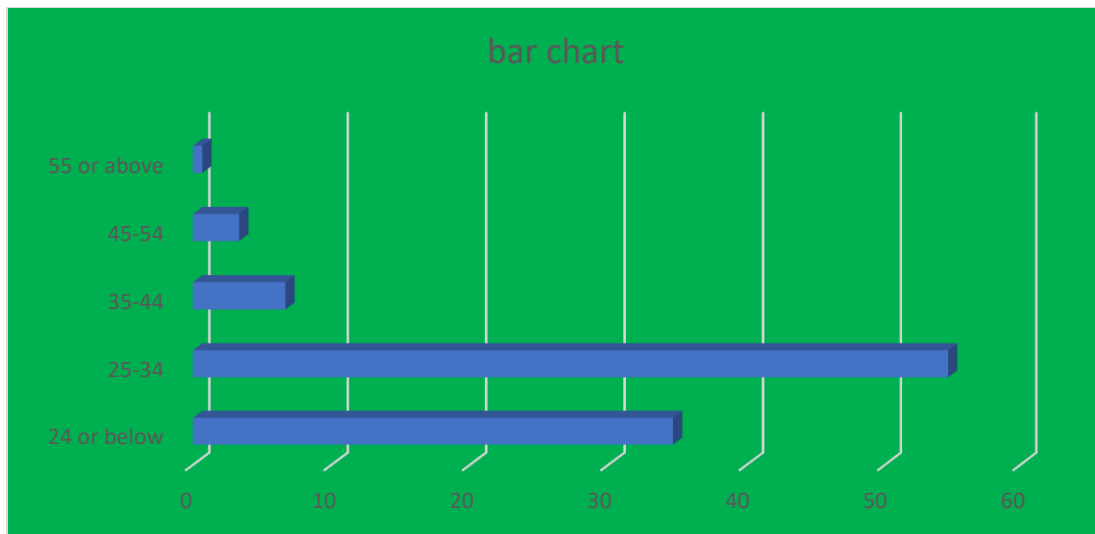
INFERENCE:

Majority 80% of my respondents are male.

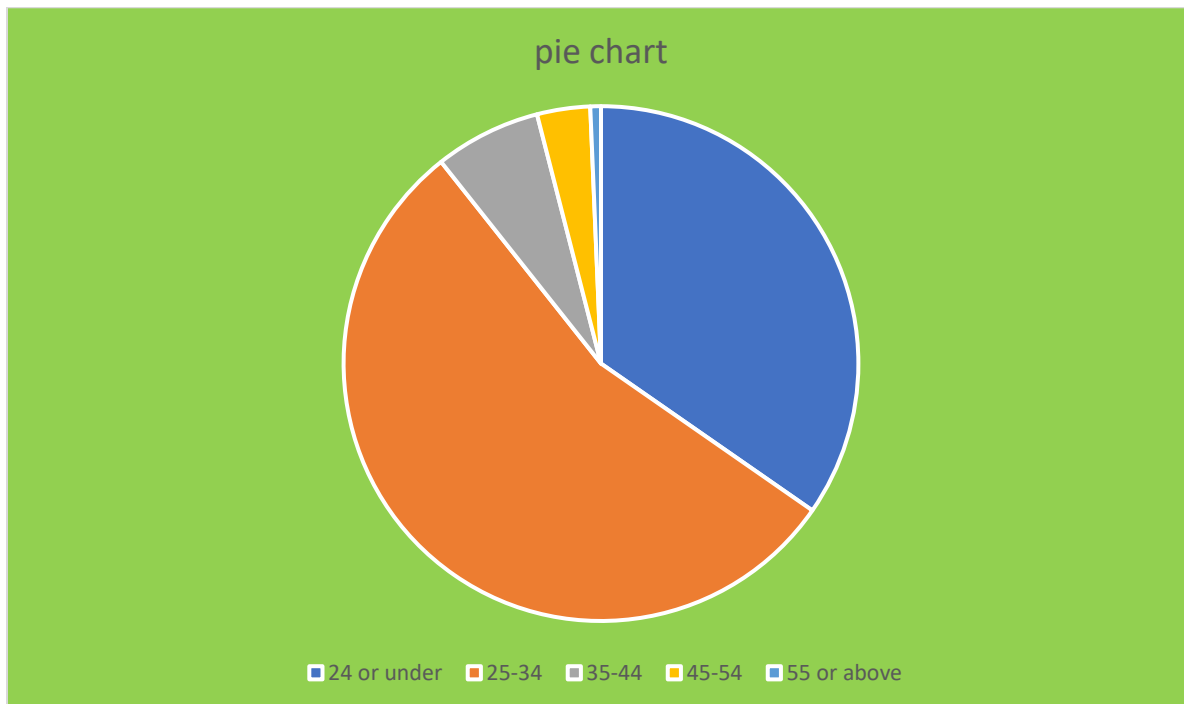
4.1.2 TABLE FOR AGE

options	%	Count
24 or under	34.67	52
25-34	54.67	82
35-44	6.67	10
45-54	3.33	5
55 or above	0.67	1

4.1.2 BAR CHART FOR AGE



4.1.2 PIE CHART FOR AGE



INTERPRETATION:

From the above table 54% are aged 25-34.

INFERENCE:

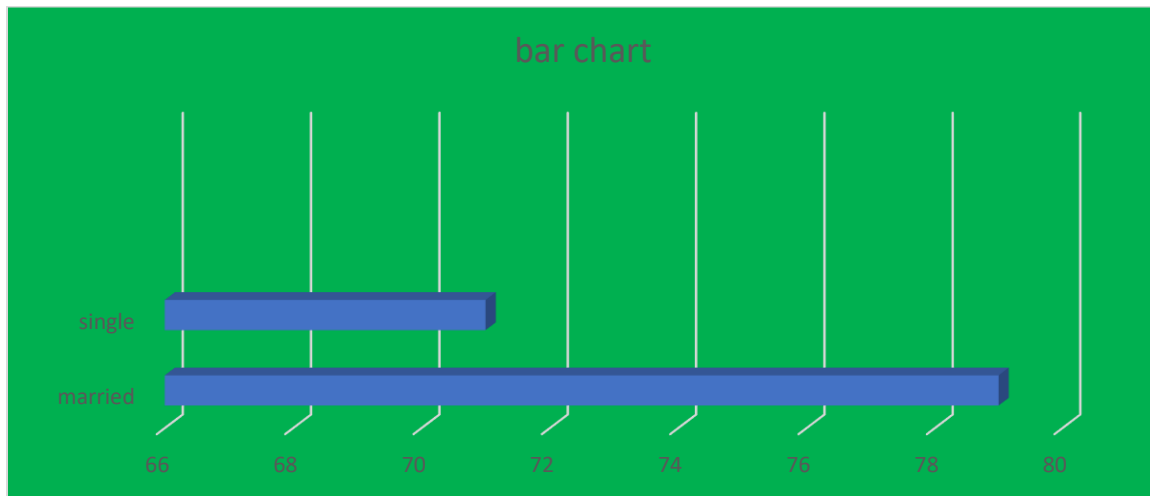
Majority 54% of my responds are aged 25_34.

4.1.3 TABLE FOR MARITAL STATUS

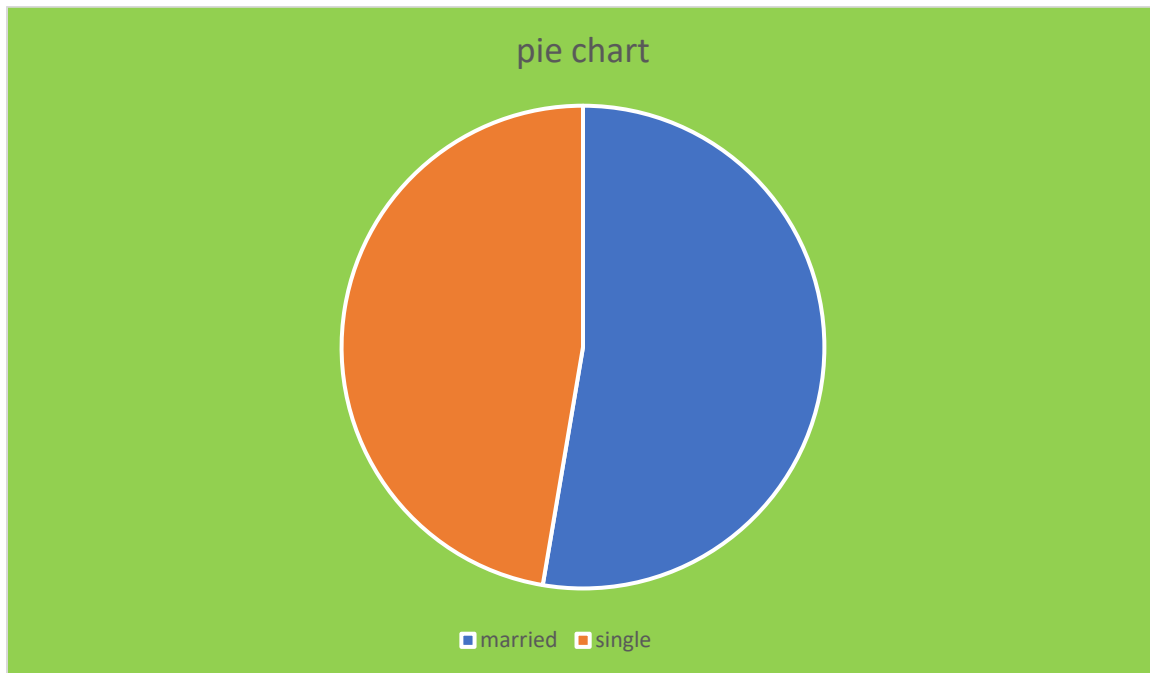
options	%	Count
---------	---	-------

Married	52.67	79
single	47.33	71

4.1.3 BAR CHART FOR MARITAL STATUS



4.1.3 PIE CHART FOR MARITAL STATUS



INTERPRETATION:

From the above table 52% are married and 48% are single.

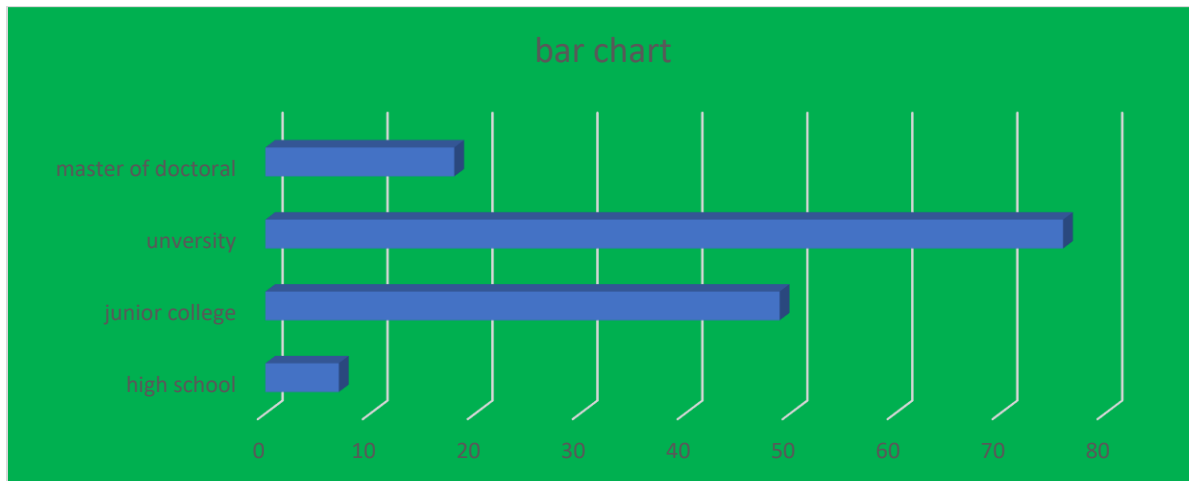
INFERENCE:

Majority 52% of my responds are married.

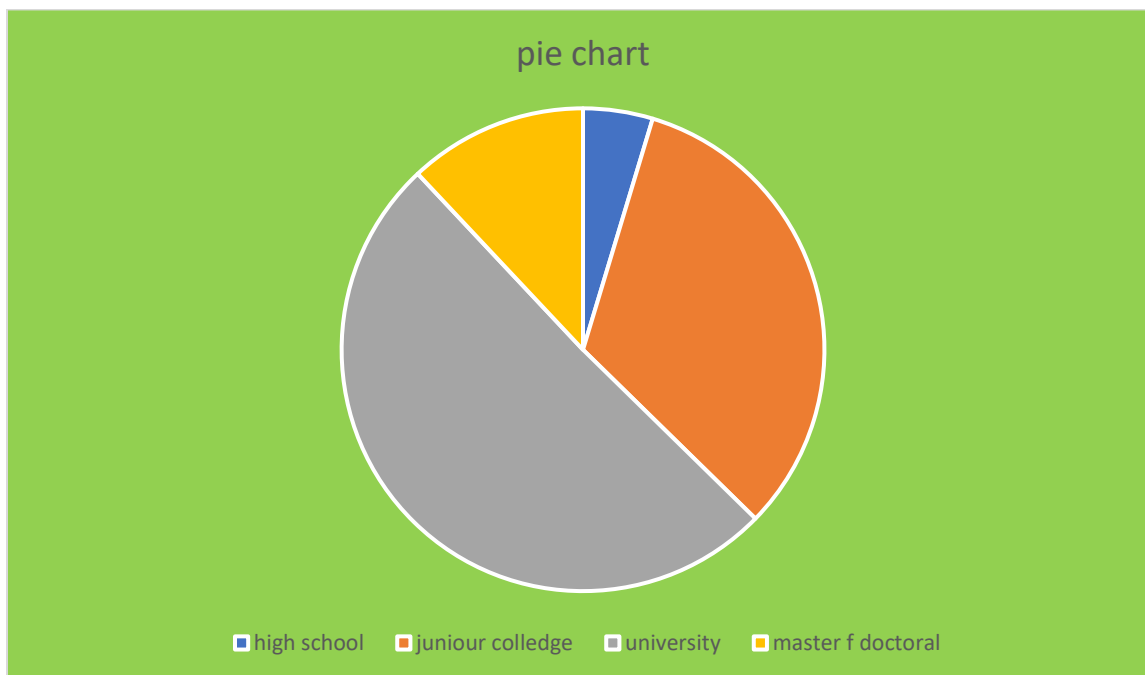
4.1.4 TABLE FOR LEVEL OF EDUCATION

option	%	Count
High school or less	4.67	7
Junior colledge	32.67	49
University	50.67	76
Master of doctoral	12.00	18

4.1.4 BAR CHART FOR LEVEL OF EDUCATION



4.1.4 PIE CHART FOR LEVEL OF EDUCATION



INTERPRETATION:

From the above table 50% are university and remain 50% said other options.

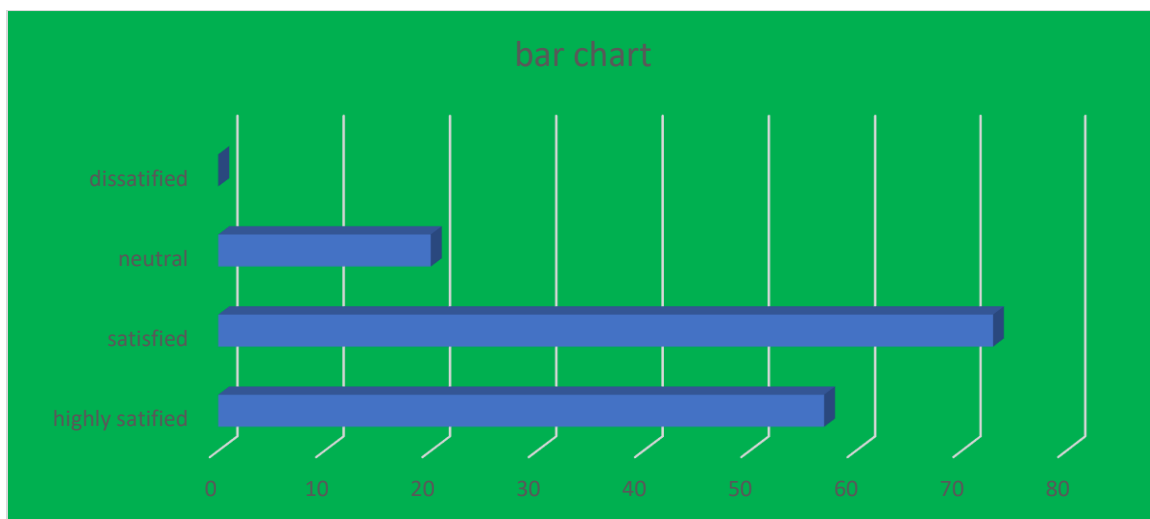
INFERENCE:

Majority 50% of my responds said as university.

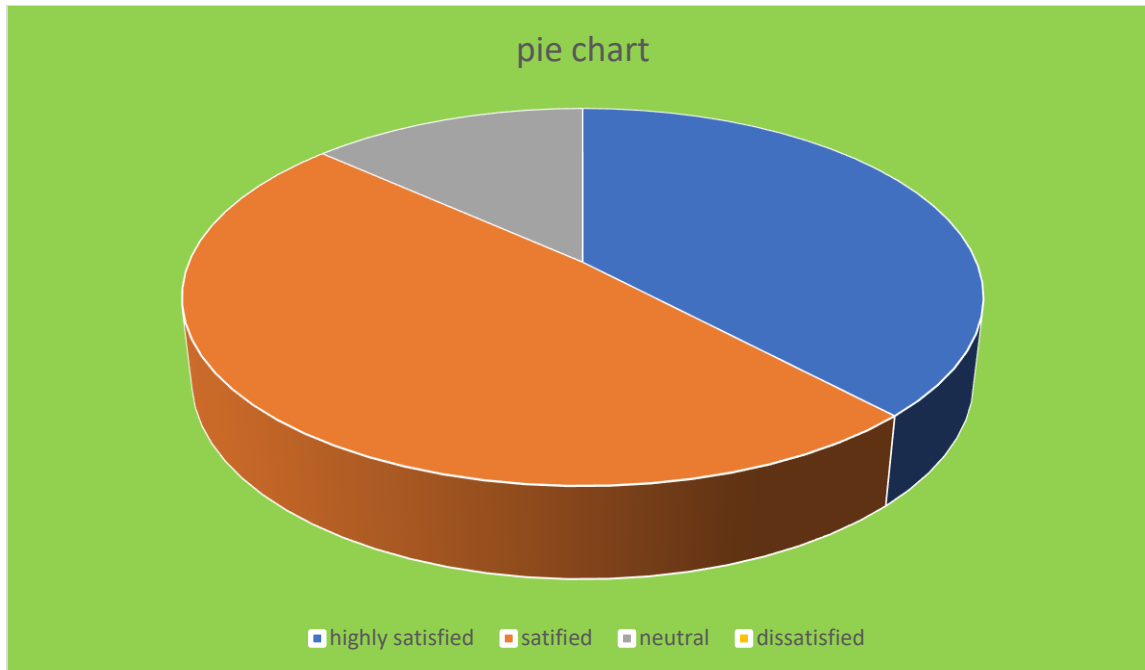
4.1.5 TABLE FOR RESPONSE ABOUT THE SUPPORT FROM THE HR DEPARTMENT.

options	%	Count
Highly satisfied	38.00	57
Satisfied	48.67	73
Neutral	13.33	20
dissatisfied	0.00	0

4.1.5 BAR CHART FOR RESPONSE ABOUT THE SUPPORT FROM THE HR DEPARTMENT.



4.1.5 PIE CHART FOR RESPONSE ABOUT THE SUPPORT FROM THE HR DEPARTMENT.



INTERPRETATION:

From the above table 48% said satisfied.

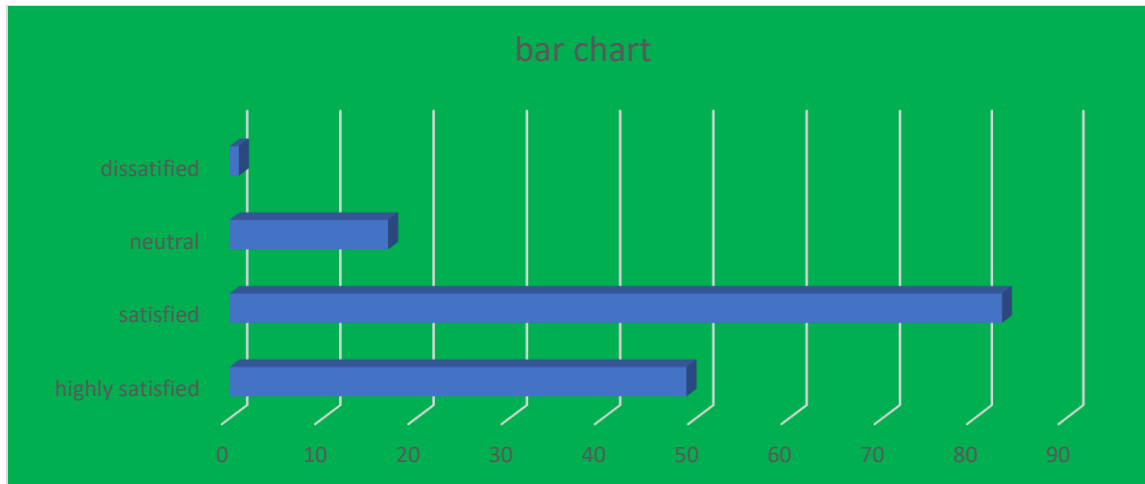
INFERENCE:

Majority 48% said satisfied.

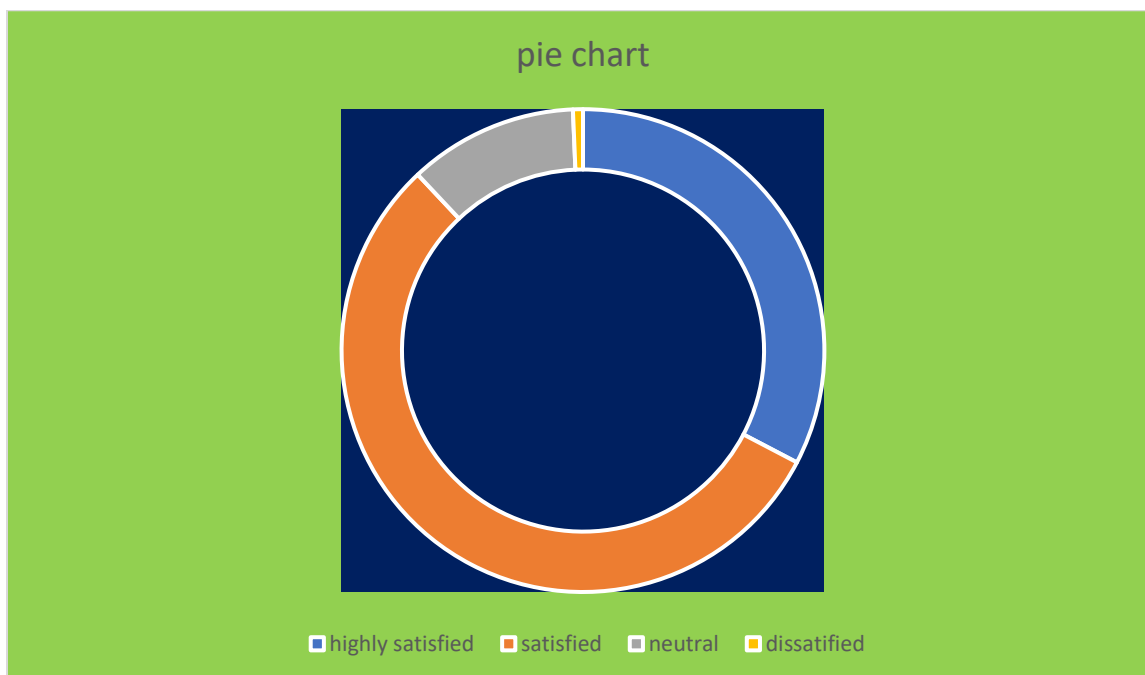
4.1.6 TABLE FOR GOOD RELATION WITH THE CO-WORKERS

options	%	Count
Highly satisfied	32.67	49
Satisfied	55.33	83
Neutral	11.33	17
dissatisfied	0.67	1

4.1.6 BAR CHART FOR GOOD RELATION WITH THE CO-WORKERS.



4.1.6 PIE CHART FOR GOOD RELATION WITH THE CO-WORKERS.



INTERPRETATION:

From the above table 55% said satisfied for good relation with co-workers.

INFERENCE:

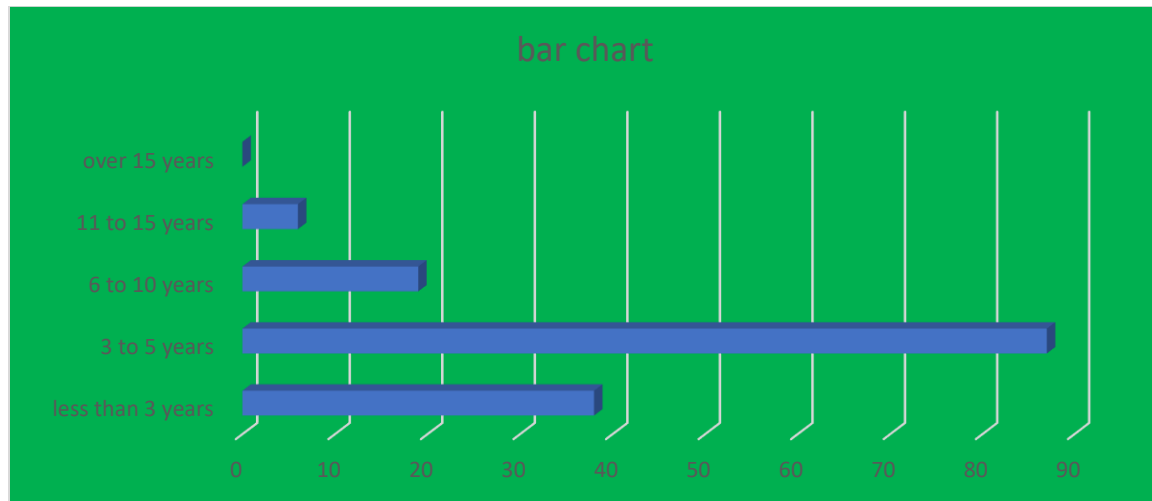
Majority 55% said satisfied.

4.1.7 TABLE FOR WORK EXPERIENCE OF RESPONDENTS

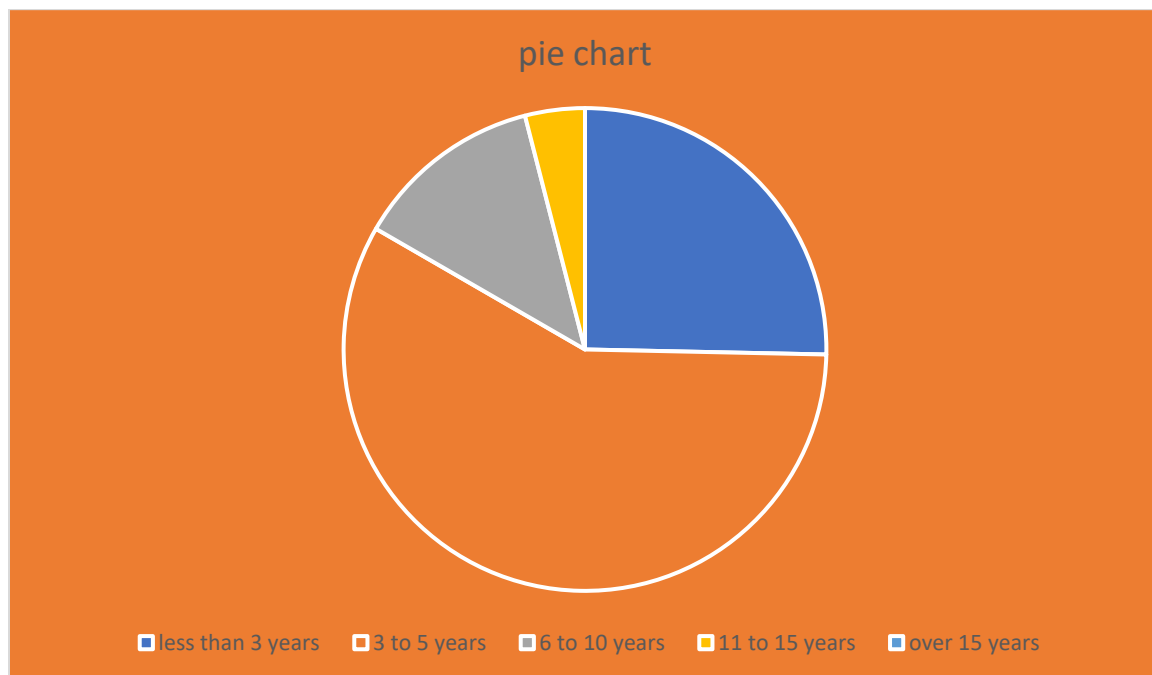
options	%	Count
Less than 3 years	25.33	38

3 to 5 years	58.00	87
6 to 10 years	12.67	19
11 to 15 years	4.00	6
Over 15 years	0.00	0

4.1.7 BAR CHART FOR WORK EXPERIENCE OF RESPONDENTS



4.1.7 PIE CHART FOR WORK EXPERIENCE OF RESPONDENTS



INTERPRETATION:

Above the table 58% of my responds are having experience of 3 to 5 years.

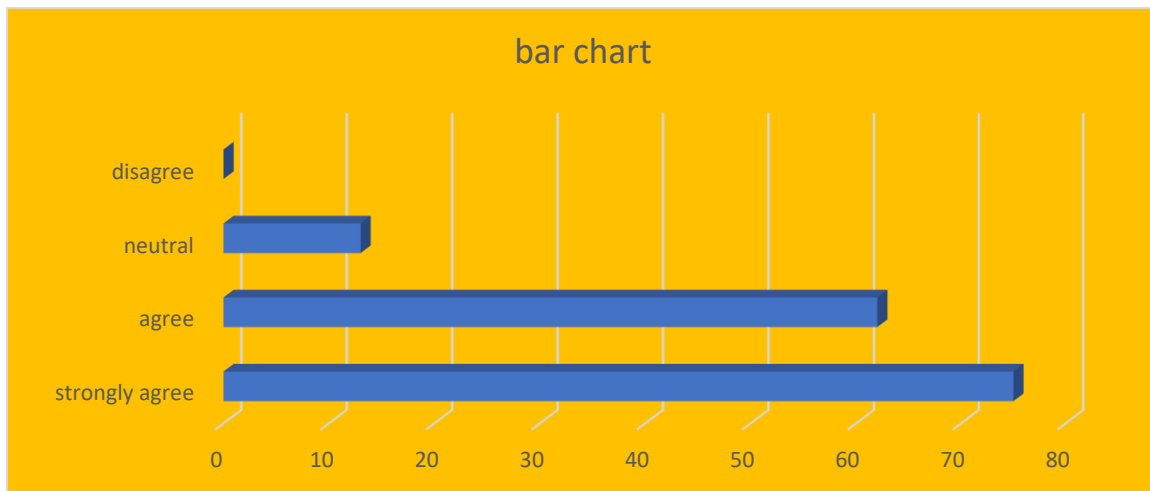
INFERENCE:

Majority 58% of responds experienced 3to5 years.

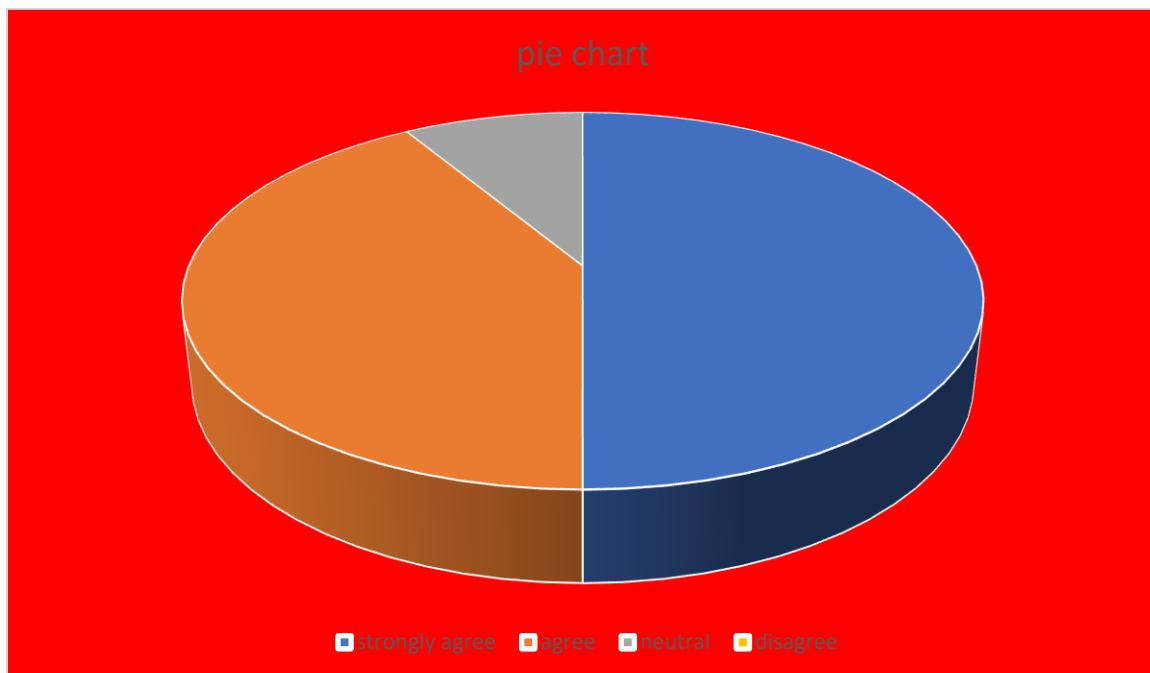
4.1.8 TABLE FOR GOODS SAFETY MEASURE EXISTING IN THE ORGANIZATION

options	%	Count
Strongly agree	50.00	75
Agree	41.33	62
Neutral	8.67	13
Disagree	0.00	0

4.1.8 BAR CHART FOR GOODS SAFETY MEASURE EXISTING IN THE ORGANISATION.



4.1.8 PIE CHART FOR GOODS SAFETY MEASURE EXISTING IN THE ORGANISATION.



INTERPRETATION:

Above the table 50% said strongly agree for good safety.

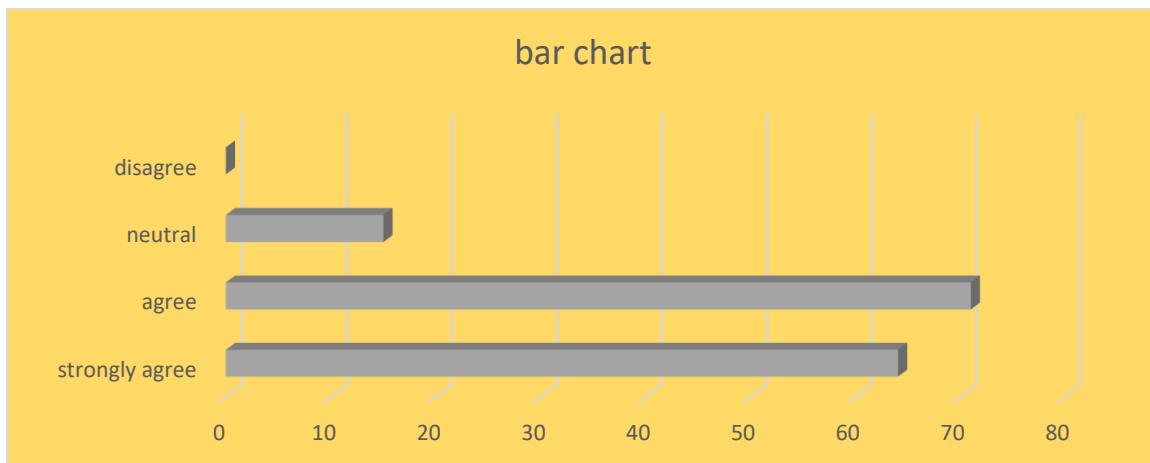
INFERENCE:

Majority 50% are strongly agree.

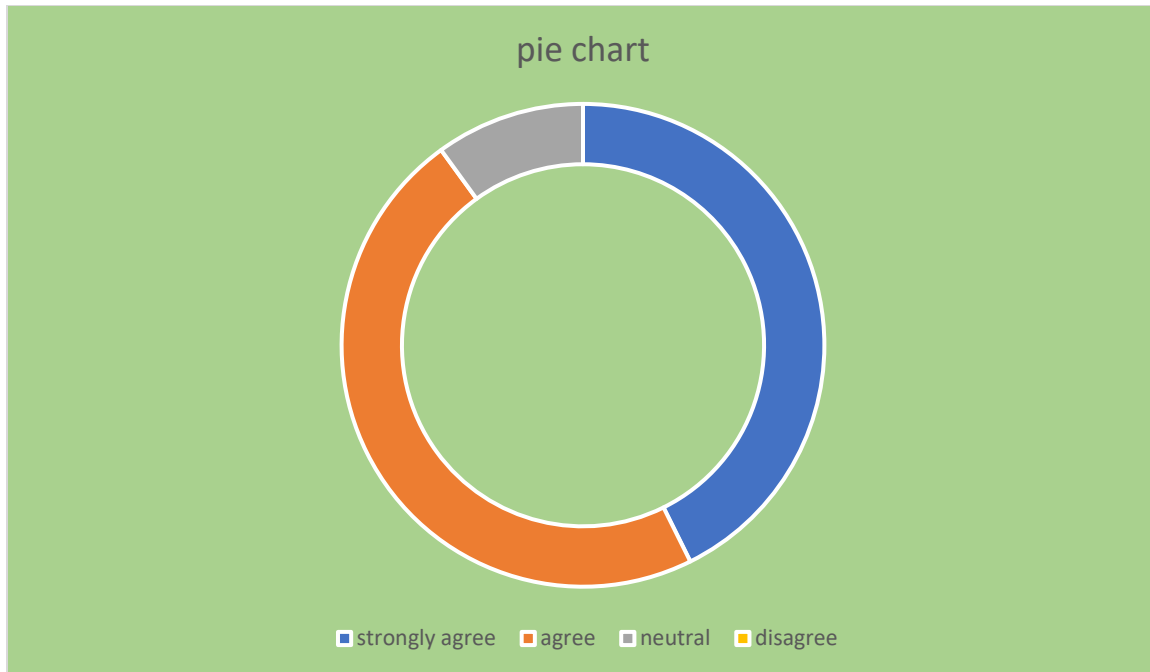
4.1.9 TABLE FOR SUPPORT FROM THE CO-WORKER IS HELPFUL TO GET MOTIVATED.

options	%	Count
Strongly agree	42.67	64
Agree	47.33	71
Neutral	10.00	15
Disagree	0.00	0

4.1.9 BAR CHART FOR SUPPORT FROM THE CO-WORKERS IS HELPFUL TO GET MOTIVATED.



4.1.9 PIE CHART FOR SUPPORT FROM THE CO-WORKERS IS HELPFUL TO GET MOTIVATED.



INTERPRETATION:

Above the table 47% are agreed for helpful for support from co-workers.

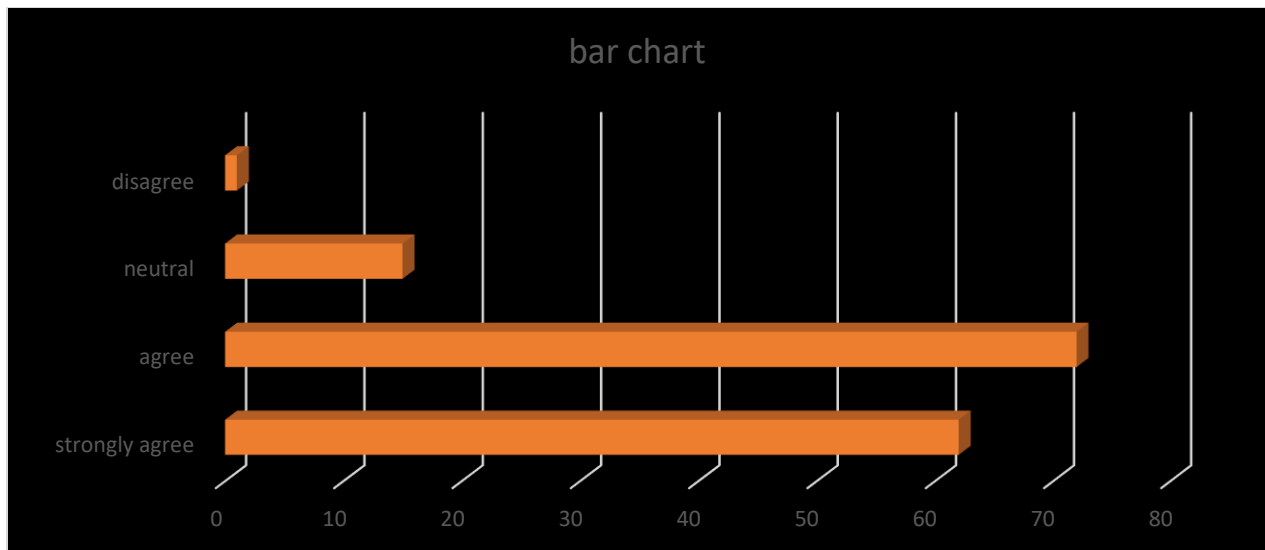
INFERENCE:

Majority 47% of my responds said agree.

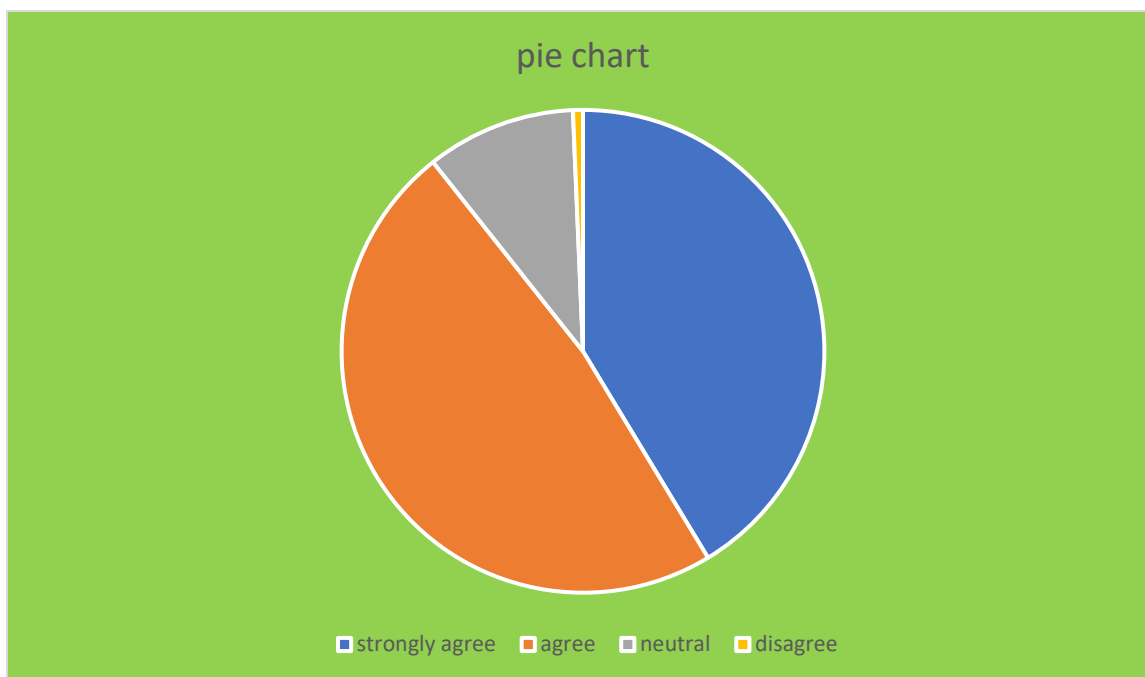
4.1.10 TABLE FOR CARRER DEVLOPMENT OPPORTUNITIES ARE HELPFUL TO GET MOTIVATED.

options	%	Count
Strongly agree	41.33	62
Agree	48.00	72
Neutral	10.00	15
disagree	0.67	1

4.1.10 BAR CHART FOR CARRER DEVOLPMENT OPPORUNITIES ARE HELPFUL TO GET MOTIVATED.



4.1.10 PIE CHART FOR CARRER DEVOLPMENT OPPORUNITIES ARE HELPFUL TO GET MOTIVATED.



INTERPRETATION:

Above the table 48% agreed for carrear devolpment opportunity.

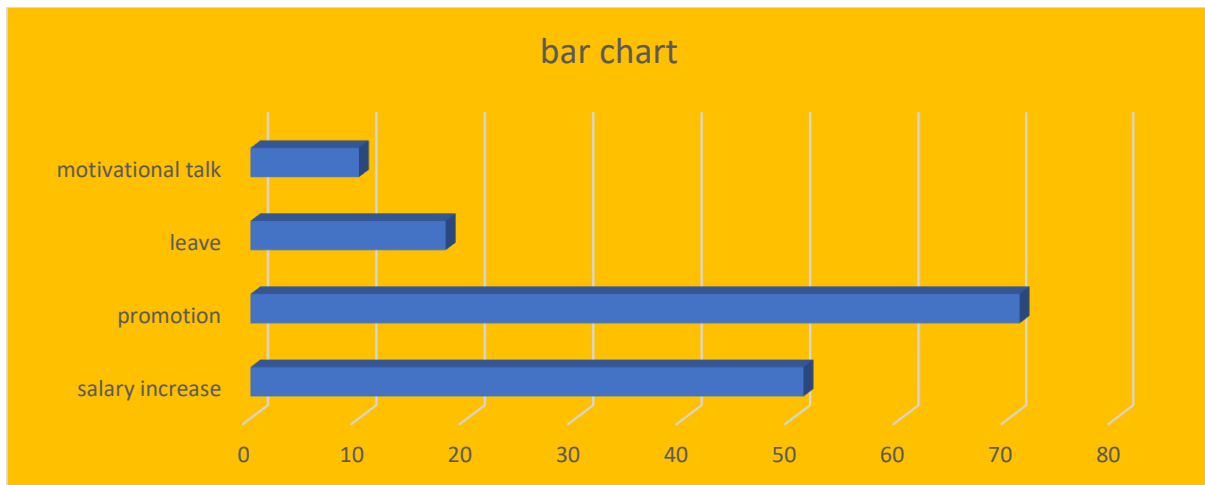
INFERENCE:

Majority 48% of my responds said agreed.

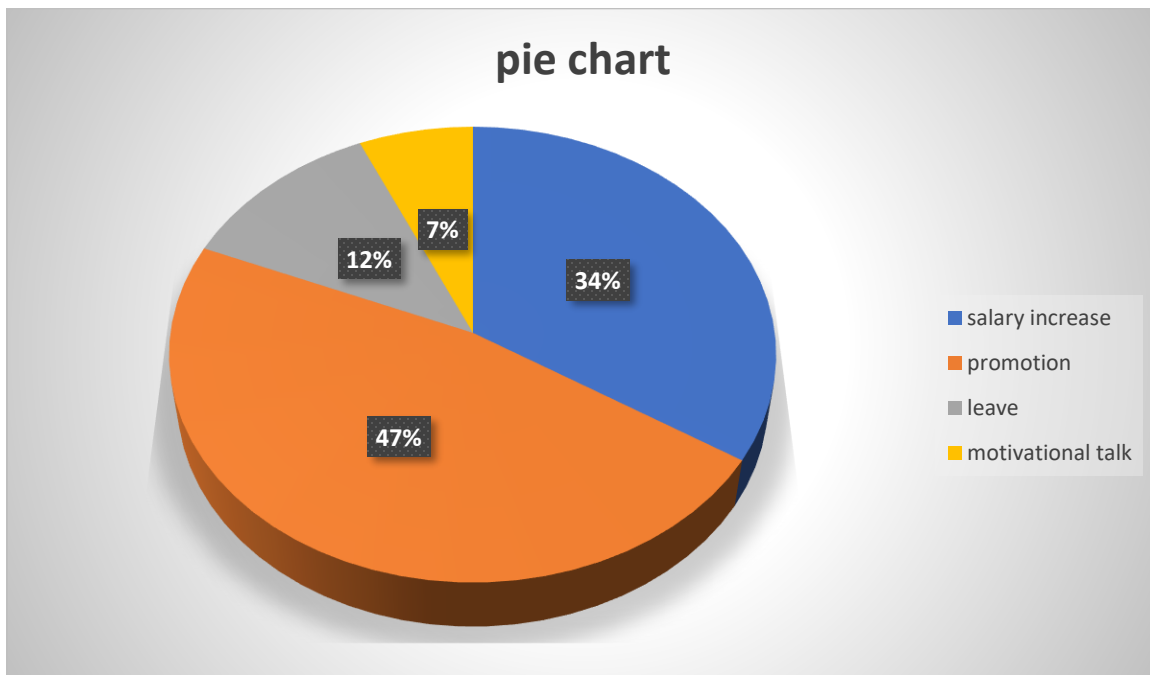
4.1.11 TABLE FOR FACTORS WHICH MOTIVATES YOU THE MOST

options	%	Count
Salary increase	34.00	51
Promotion	47.33	71
Leave	12.00	18
Motivational talk	6.67	10

4.1.11 BAR CHART FOR FACTORS WHICH MOTIVATES YOU THE MOST



4.1.11 PIE CHART FOR FACTORS WHICH MOTIVATES YOU THE MOST



INTERPRETATION:

Above the table 47% said promotion helps to get motivated.

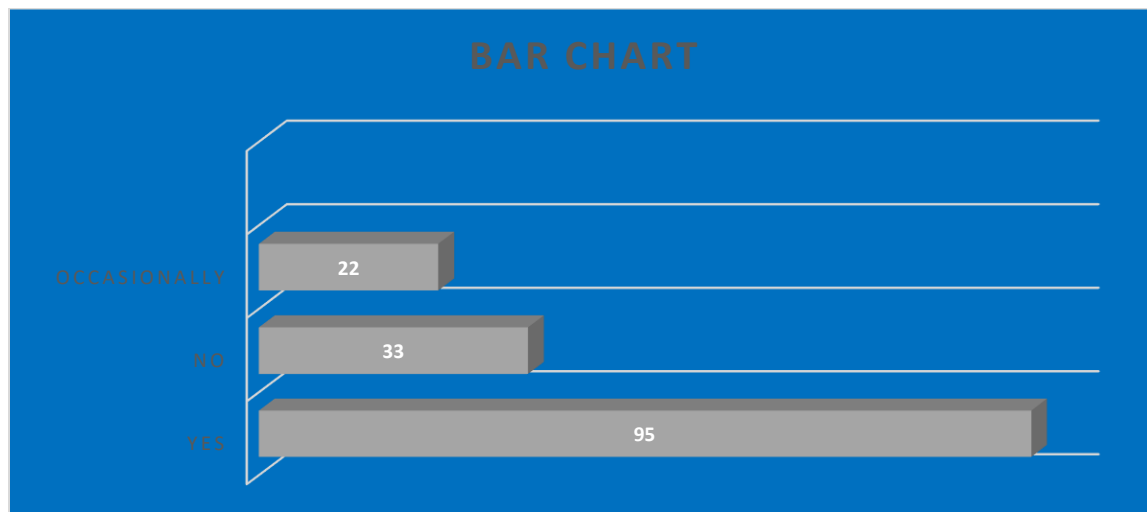
INFERENCE:

Majority 47% of my responds said promotion.

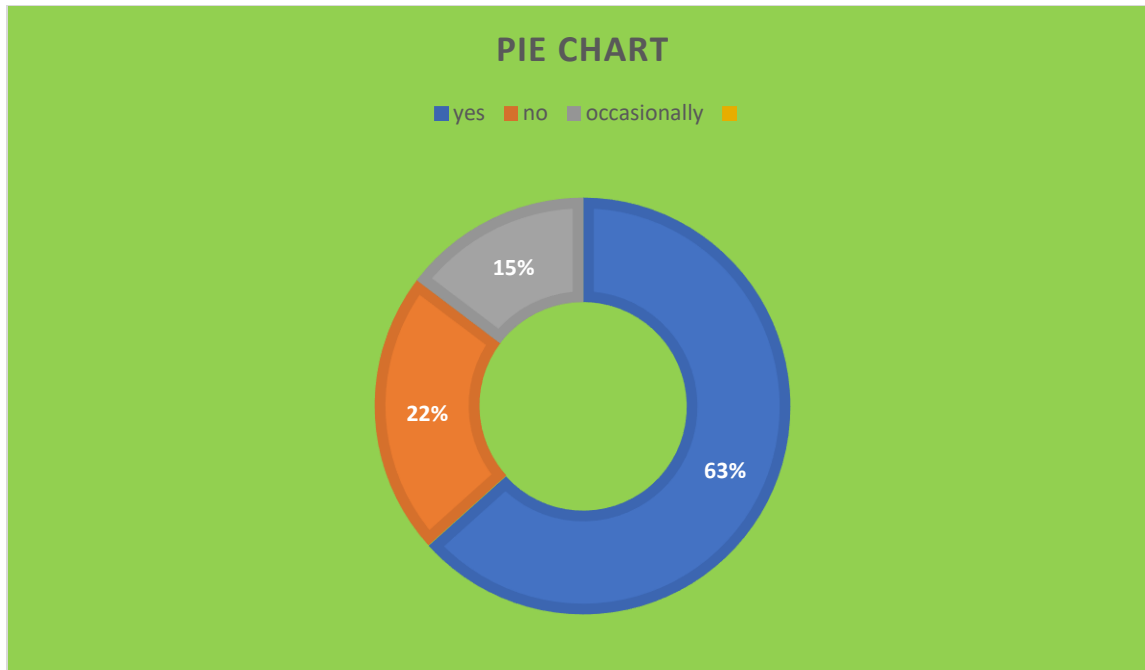
4.1.12 TABLE FOR MANAGEMENT INVOLVES YOU IN DECISION MAKING WHICH ARE CONNECTED TO YOUR DEPARTMENT.

options	%	Count
Yes	63.33	95
No	22.00	33
occasionally	14.67	22

4.1.12 BAR CHART FOR MANAGEMENT INVOLVES YOU IN DECISION MAKING WHICH ARE CONNECTED TO YOUR DEPARTMENT



4.1.12 PIE CHART FOR MANAGEMENT INVOLVES YOU IN DECISION MAKING WHICH ARE CONNECTED TO YOUR DEPARTMENT.



INTERPRETATION:

Above the table 63% said yes in involving in decision making.

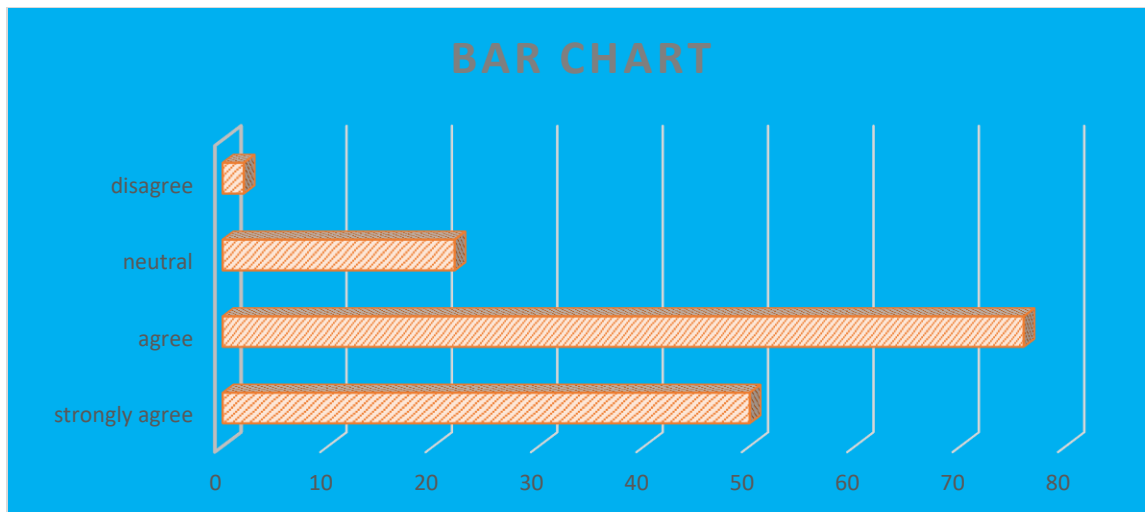
INFERENCE:

Majority 63% said yes.

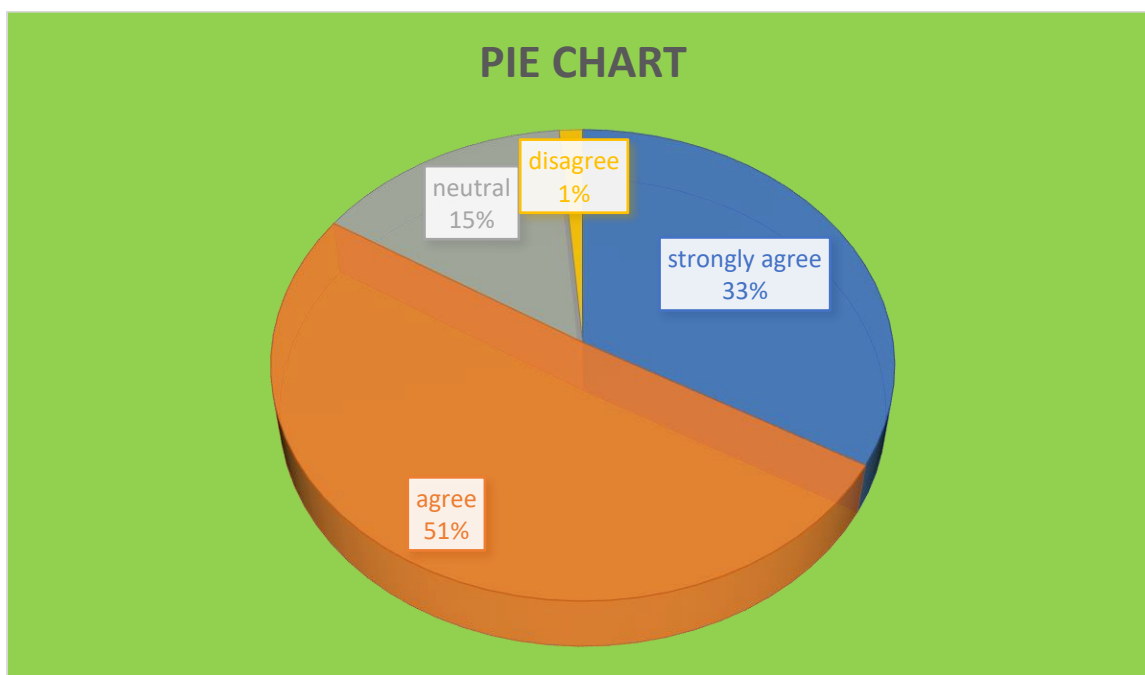
4.1.13 TABLE FOR PERFORMANCE APPRAISAL ACTIVITIES ARE HELPFUL TO GET MOTIVATED.

options	%	Count
Strongly agree	33.33	50
Agree	50.67	76
Neutral	14.67	22
disagree	1.33	2

4.1.13 BAR CHART FOR PERFORMANCE APPRAISAL ACTIVITIES ARE HELPFUL TO GET MOTIVATED.



4.1.13 PIE CHART FOR PERFORMANCE APPRAISAL ACTIVITIES ARE HELPFUL TO GET MOTIVATED.



INTERPRETATION:

Above the table 51% said agree for performance appraisal activities.

INFERENCE:

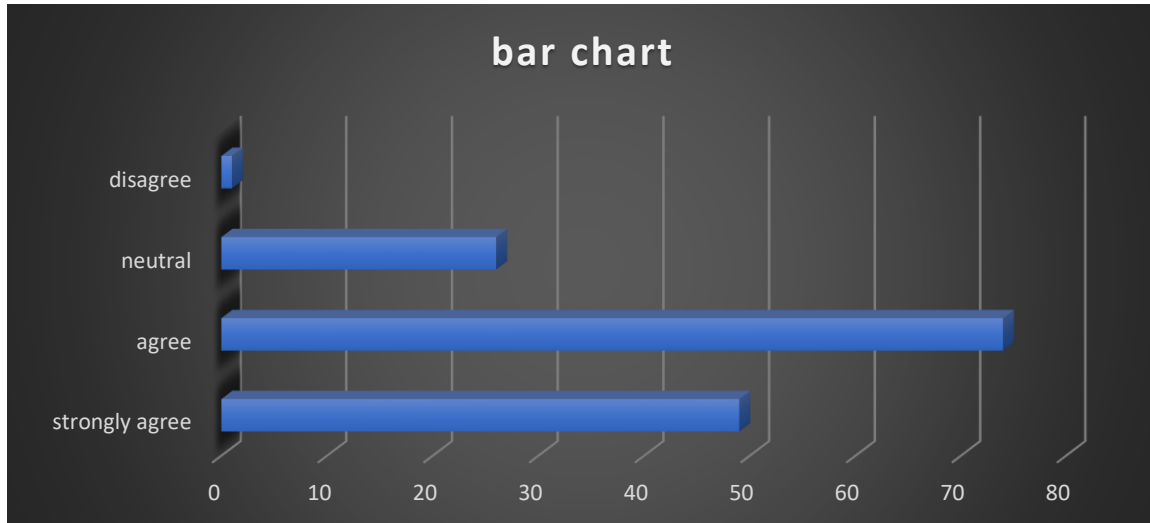
Majority 51% said agree.

4.1.14 TABLE FOR JOB SECURITY EXISTING IN THE COMPANY.

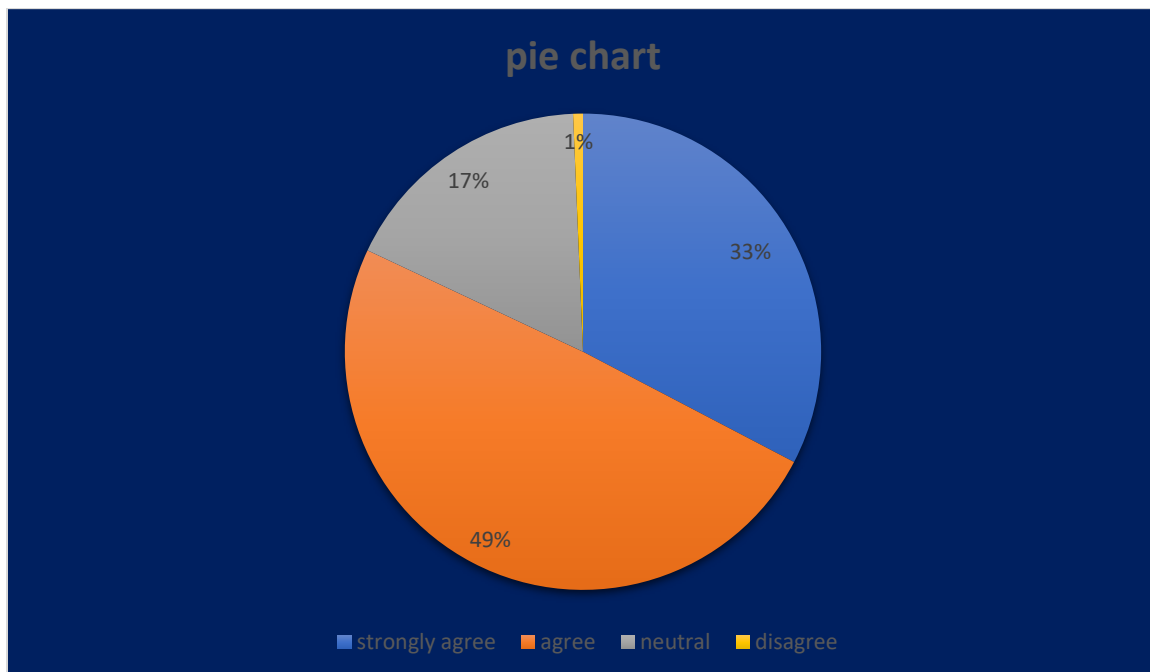
options	%	Count
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Strongly agree	32.67	49
Agree	49.33	74
Neutral	17.33	26
disagree	0.67	1

4.1.14 BAR CHART FOR JOB SECURITY EXISTING IN THE COMPANY



4.1.14 PIE CHART FOR JOB SECURITY EXISTING IN THE COMPANY.



INTERPRETATION:

Above the table 49% agreed for job security in the company.

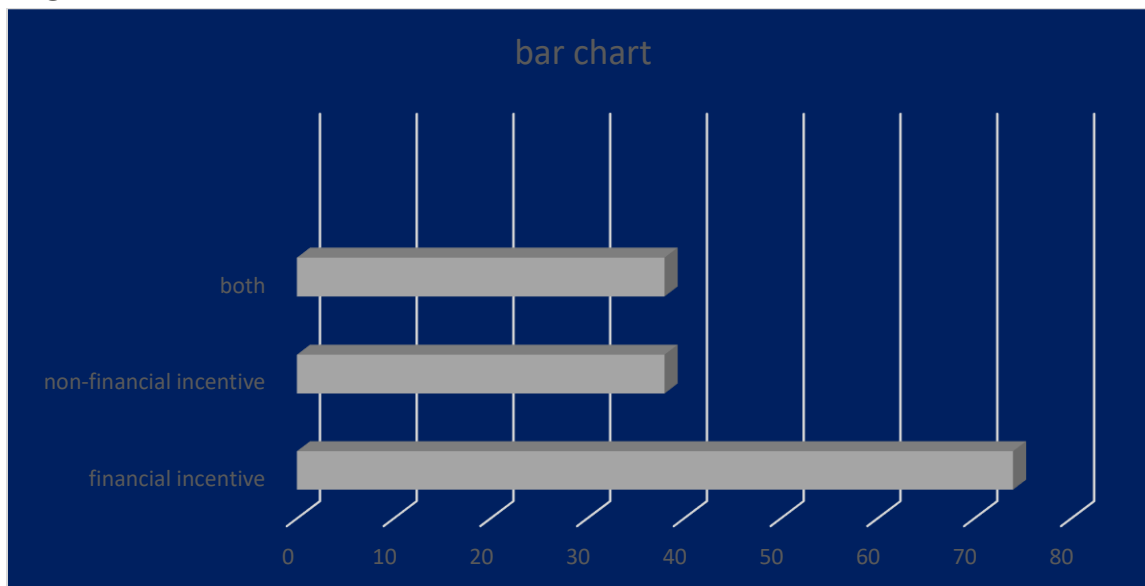
INFERENCE:

Majority 49% said agree.

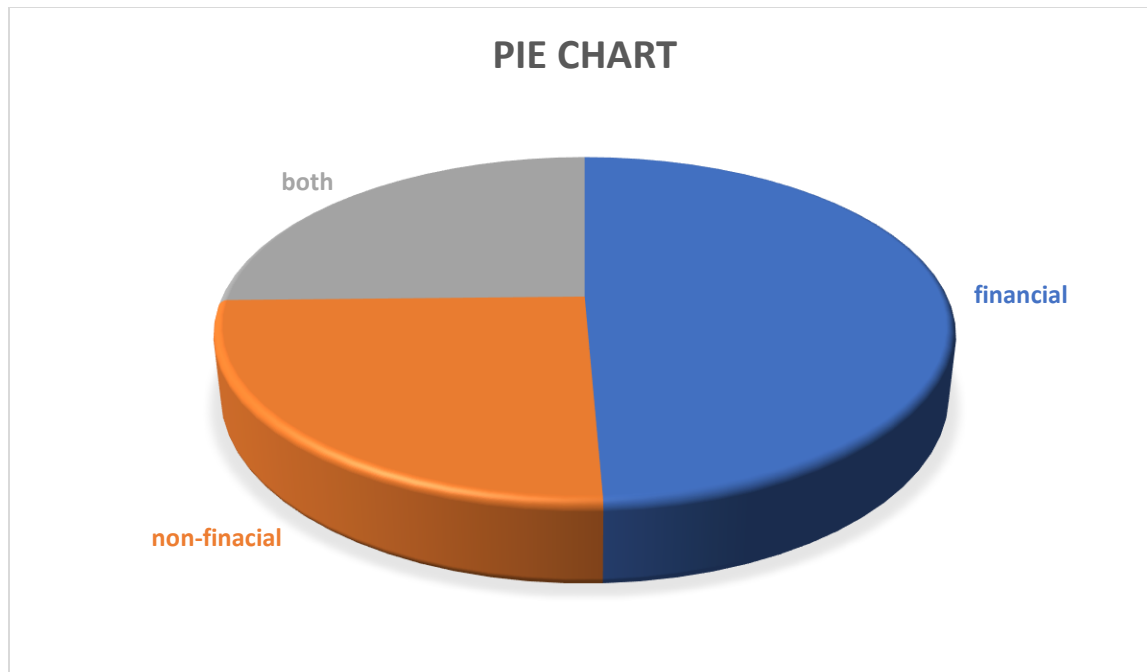
4.1.15 TABLE FOR THE TYPE OF INCENTIVE MOTIVATES YOU MORE.

options	%	Count
Financial incentive	49.33	74
Non-financial incentive	25.33	38
both	25.33	38

4.1.15 BAR CHART FOR THE TYPE OF INCENTIVE MOTIVATES YOU MORE.



4.1.15 PIE CHART FOR THE TYPE OF INCENTIVE MOTIVATES YOU MORE.



INTERPRETATION:

Above the table 49% of my responds choose financial type of incentive.

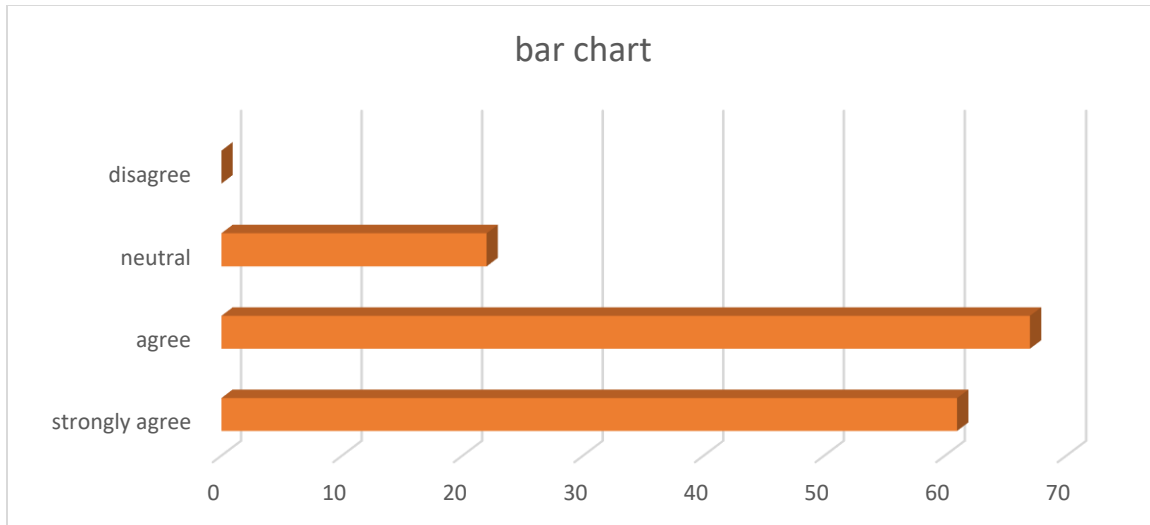
INFERENCE:

Majority 49% said financial incentive.

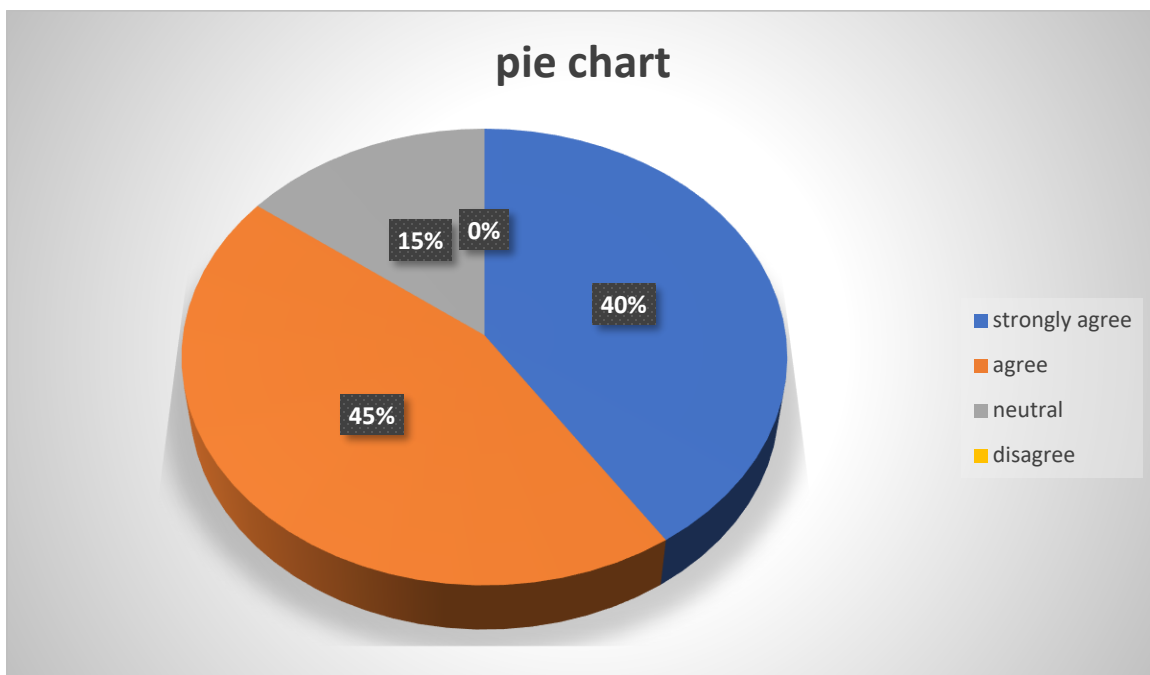
4.1.16 TABLE FOR APPRECIATION FOR THE WORK PERFORMANCE AS THE MOTIVATIONAL FACTORS TO EMPLOYEE PERFORMANCE.

options	%	Count
Strongly agree	40.67	61
Agree	44.67	67
Neutral	14.67	22
disagree	0.00	0

4.1.16 BAR CHART FOR APPRECIATION FOR THE WORK PERFORMANCE AS THE MOTIVATIONAL FACTORS TO EMPLOYEE PERFORMANCE.



4.1.16 PIE CHART FOR APPRECIATION FOR THE WORK PERFORMANCE



INTERPRETATION:

Above the table 45% are agree for appreciation from the work performance.

INFERENCE:

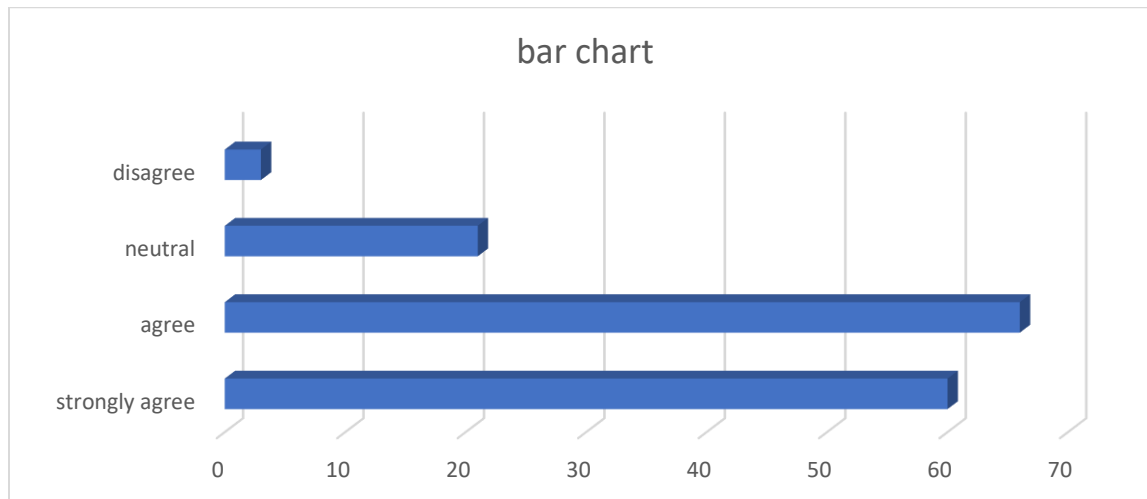
Majority 45% said agree.

4.1.17 TABLE FOR LEARNING OPPORTUNITY AS THE MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE.

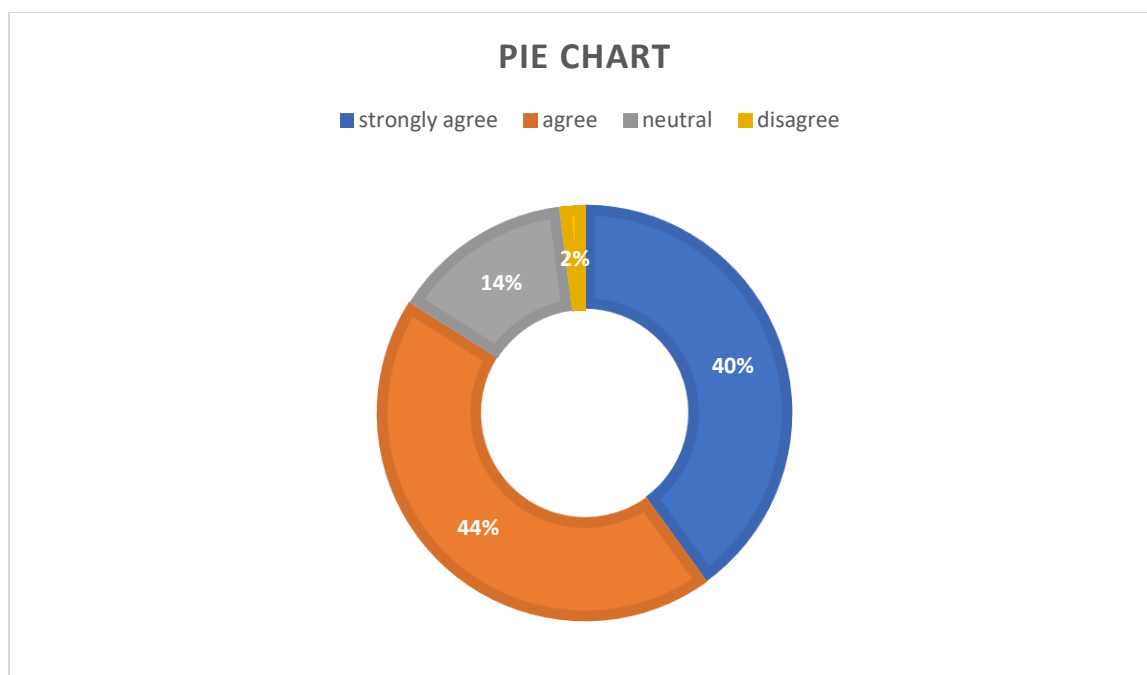
options	%	Count
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Strongly agree	40.00	60
Agree	44.00	66
Neutral	14.00	21
disagree	2.00	3

4.1.17 BAR CHART FOR LEARNING OPPORTUNITY AS THE MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE.



4.1.17 PIE CHART FOR LEARNING OPPORTUNITY AS THE MOTIVATIONAL FACTOR TO EMPLOYEE PERFORMANCE.



INTERPRETATION:

Above the table 44% said agree for learning opportunities.

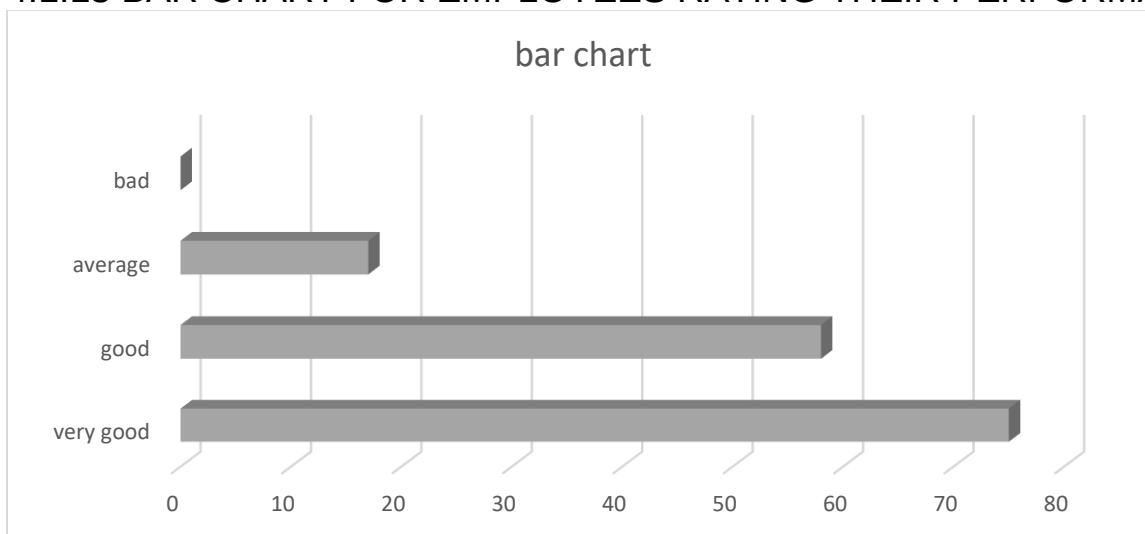
INFERENCE:

Majority 44% said agree.

4.1.18 TABLE FOR EMPLOYEES RATING THEIR PERFORMANCE ON THE BASIS OF STANDARDS SET BY THE ORGANISATION.

options	%	Count
Very good	50.00	75
Good	38.67	58
Average	11.33	17
bad	0.00	0

4.1.18 BAR CHART FOR EMPLOYEES RATING THEIR PERFORMANCE



4.1.18 PIE CHART FOR EMPLOYEES RATING THEIR PERFORMANCE.



INTERPRETATION:

Above the table 50% said very good for employee performance.

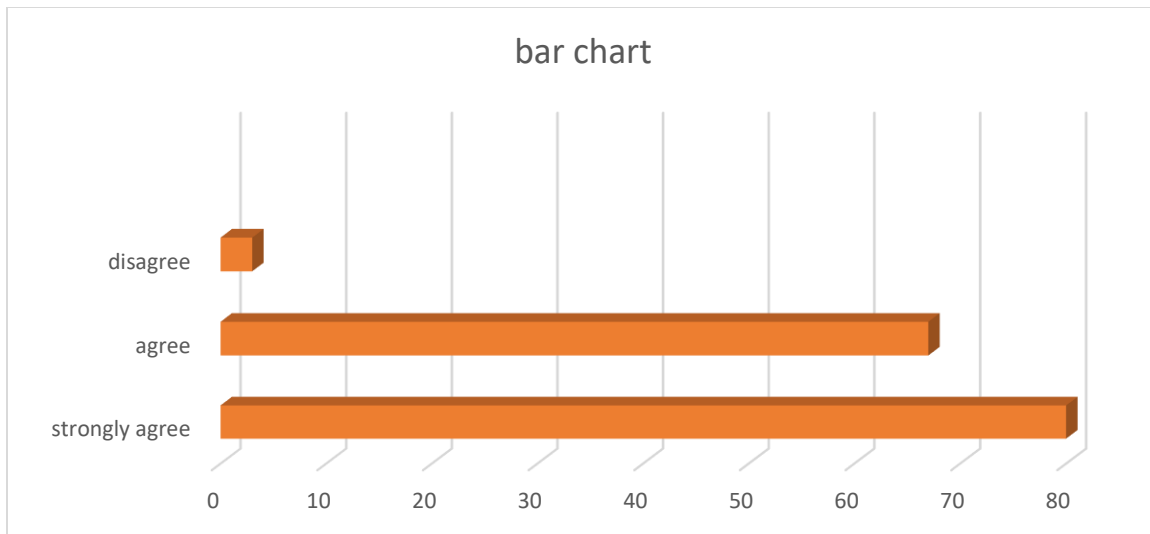
INFERENCE:

Majority 50% said very good.

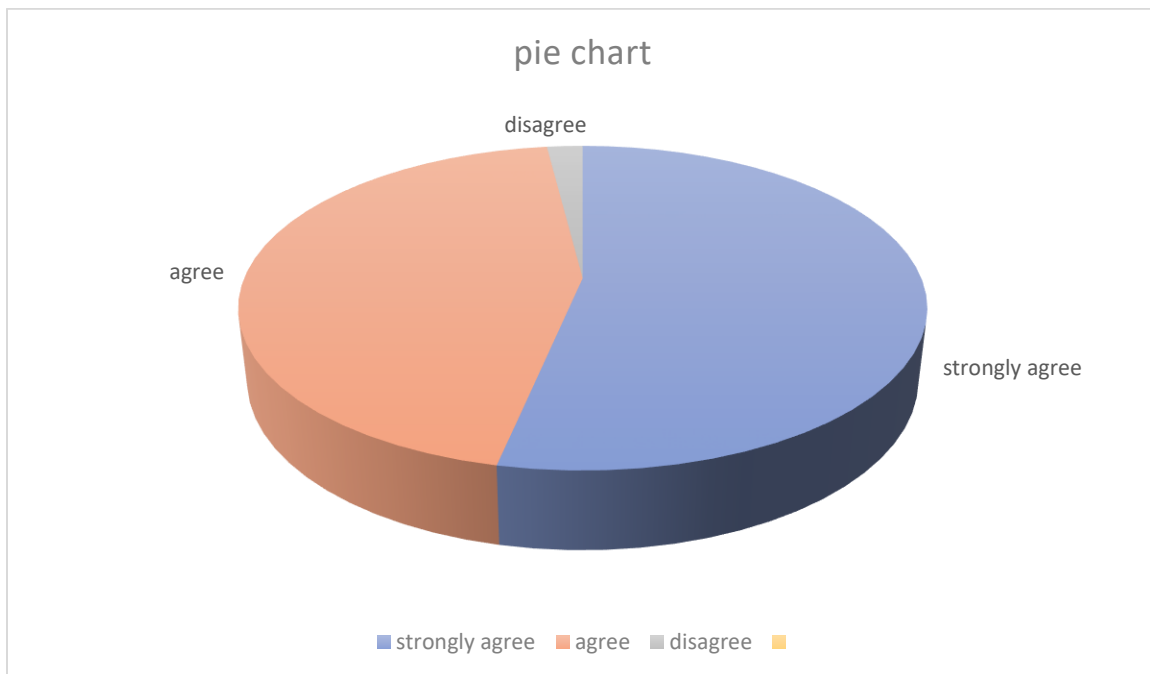
4.1.19 TABLE FOR I HAVE THE FREEDOM TO USE MY OWN JUDGEMENT.

options	%	Count
Strongly agree	53.33	80
Agree	44.67	67
disagree	2.00	3

4.1.19 BAR CHART FOR I HAVE FREEDOM TO USE MY OWN JUDGEMENT.



4.1.19 PIE CHART FOR I HAVE FREEDOM TO USE MY OWN JUDGEMENT.



INTERPRETATION:

Above the table 53% said strongly agree for having freedom for there judgements.

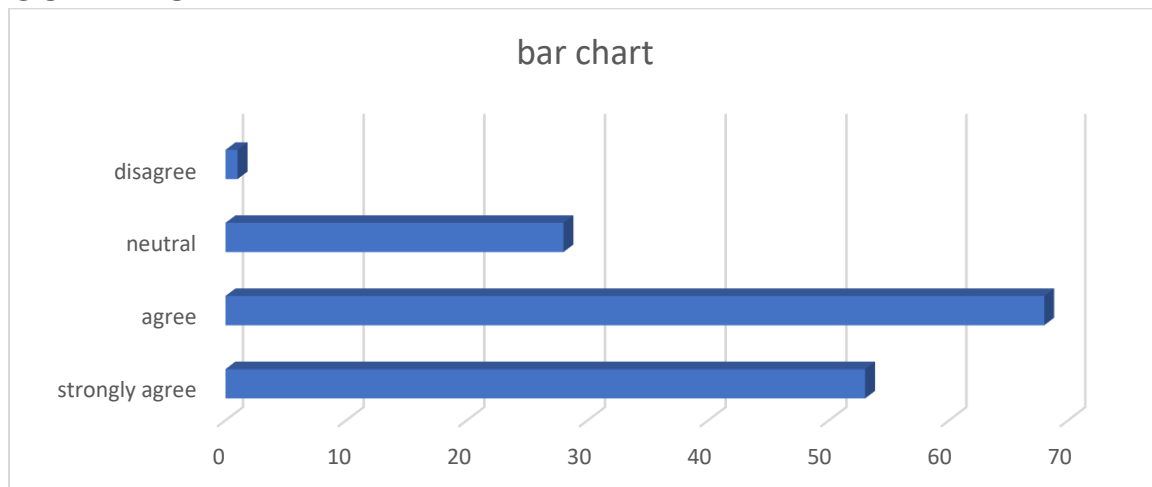
INFERENCE:

Majority 53% said strongly agree.

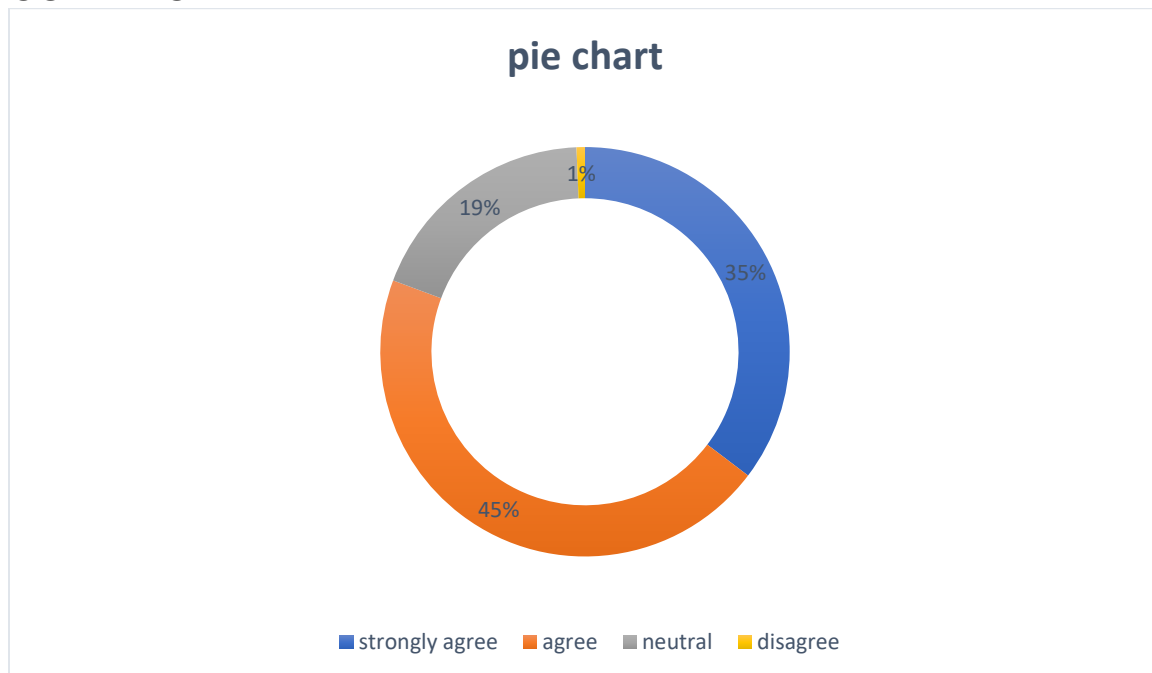
4.1.20 TABLE FOR I AM SATISFIED WITH MY WORKING CONDITION.

options	%	Count
Strongly agree	35.33	53
Agree	45.33	68
Neutral	18.67	28
disagree	0.67	1

4.1.20 BAR CHART FOR I AM SATISFIED WITH MY WORKING CONDITION.



4.1.20 PIE CHART FOR I AM SATISFIED WITH MY WORKING CONDITION.



INTERPRETATION:

Above the table 45% said agree for working conditions.

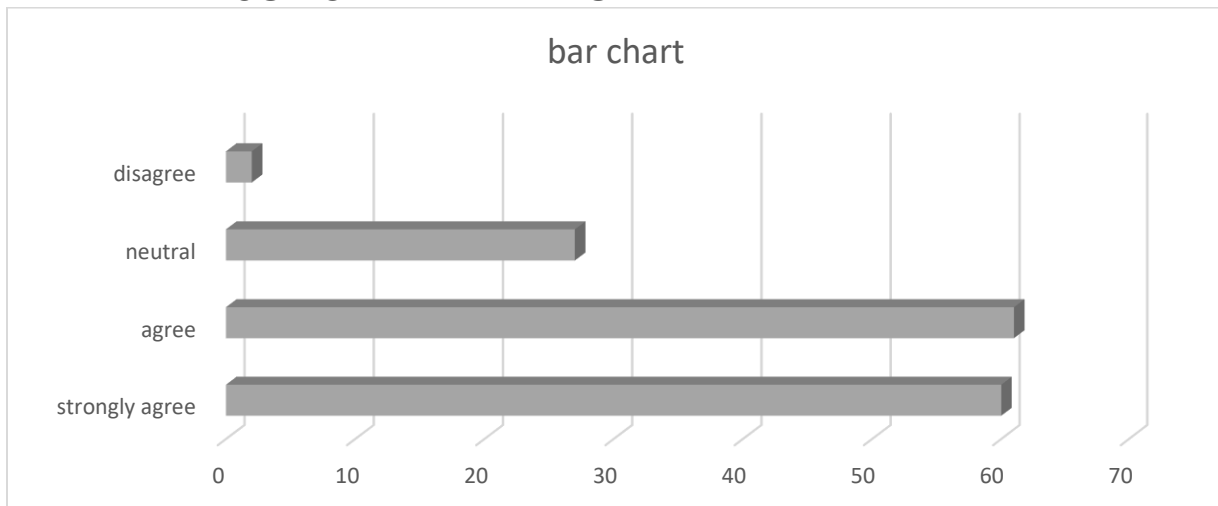
INFERENCE:

Majority 45% said agree.

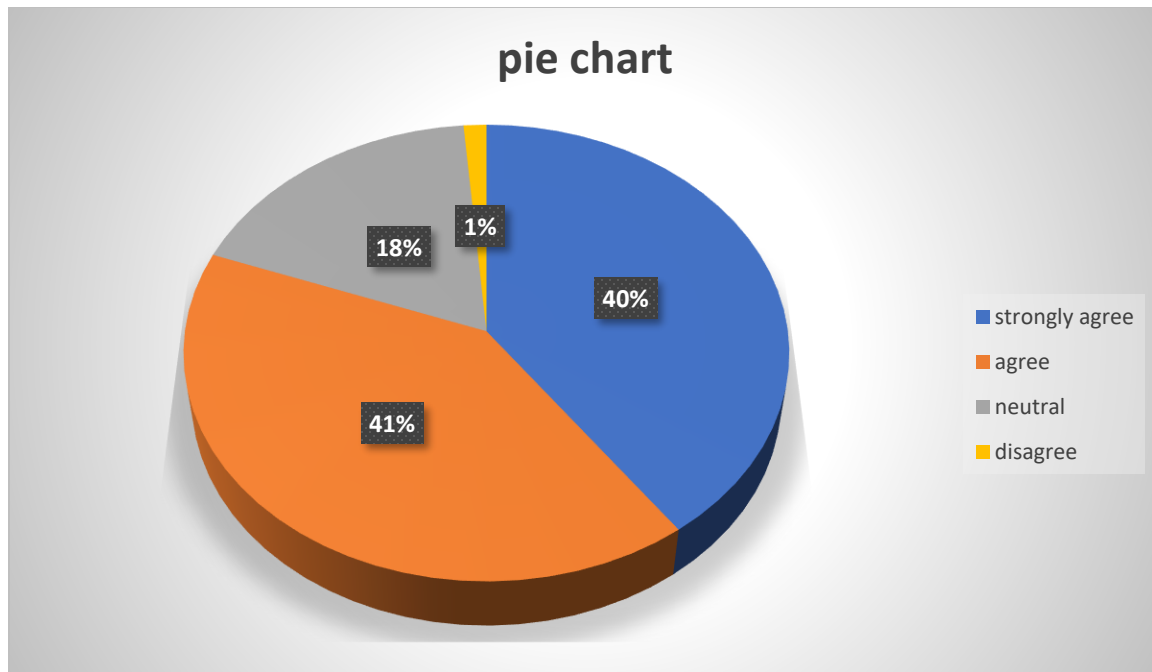
4.1.21 TABLE FOR I GET THE CHANCE TO DO SOMETHING THAT MAKE USE OF MY ABILITIES.

options	%	Count
Strongly Agree	40.00	60
Agree	40.67	61
Neutral	18.00	27
disagree	1.33	2

4.1.21 BAR CHART FOR I GET THE CHANCES TO DO SOMETHING THAT MAKE USE OF MY ABLITIES.



4.1.21 PIE CHART FOR I GET THE CHANCES TO DO SOMETHING THAT MAKE USE OF MY ABLITIES.



INTERPRETATION:

Above the table 41% said agree for chance to do work that fits my ability.

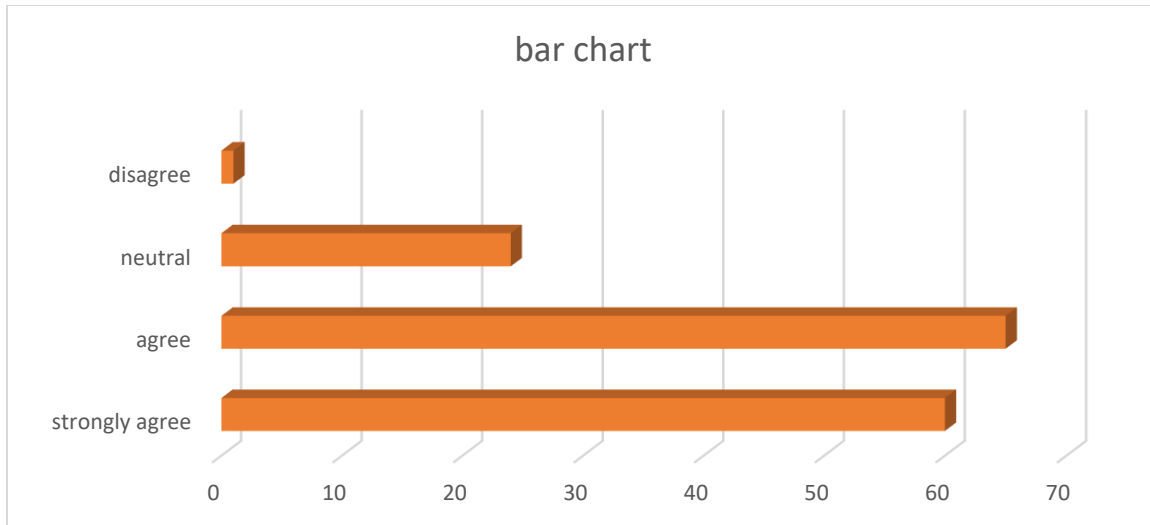
INFERENCE:

Majority 41% said agree.

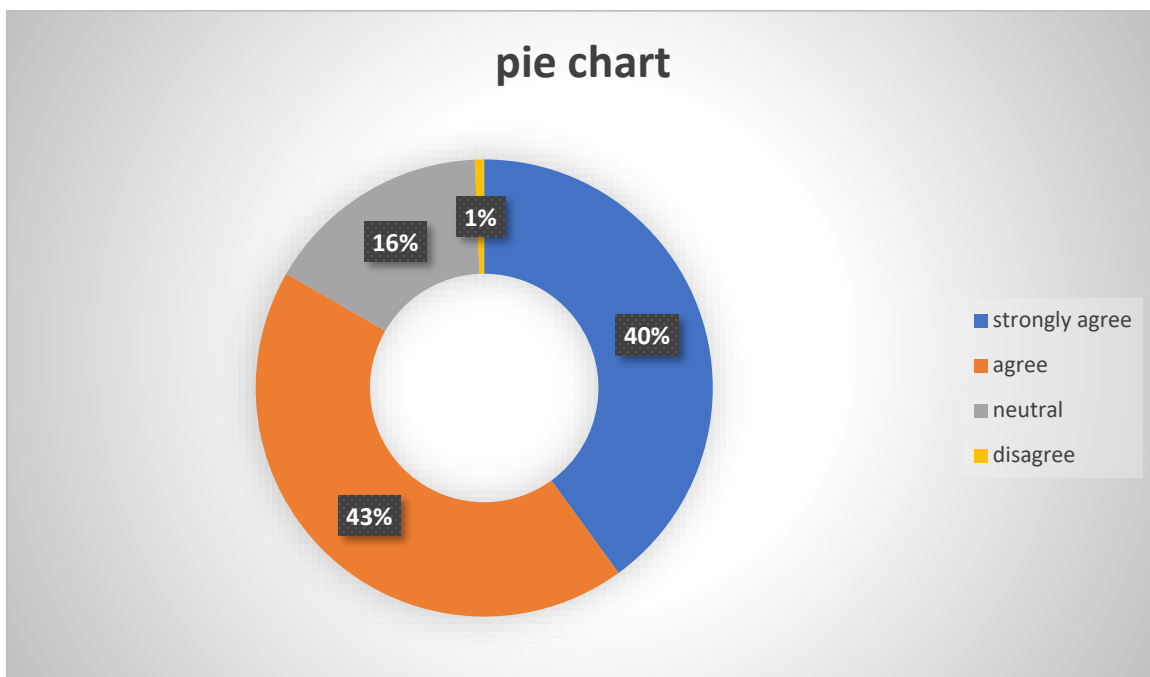
4.1.22 TABLE FOR MANAGEMENT IS INTRESTED IN MOTIVATING THE EMPLOYEES.

options	%	count
Strongly agree	40.00	60
Agree	43.33	65
Neutral	16.00	24
disagree	0.67	1

4.1.22 BAR CHART FOR MANAGEMENT IS INTRESTED IN MOTIVATING THE EMPLOYEES.



4.1.22 PIE CHART FOR MANAGEMENT IS INTRESTED IN MOTIVATING THE EMPLOYEES.



INTERPRETATION:

Above the given table 43% are said agree interested in motivating.

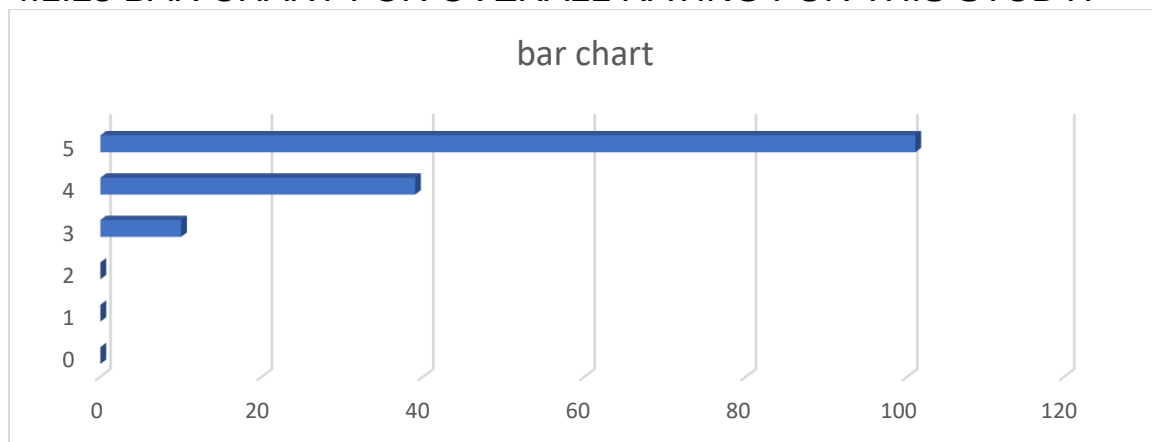
INFERENCE:

Majority 43% said agree.

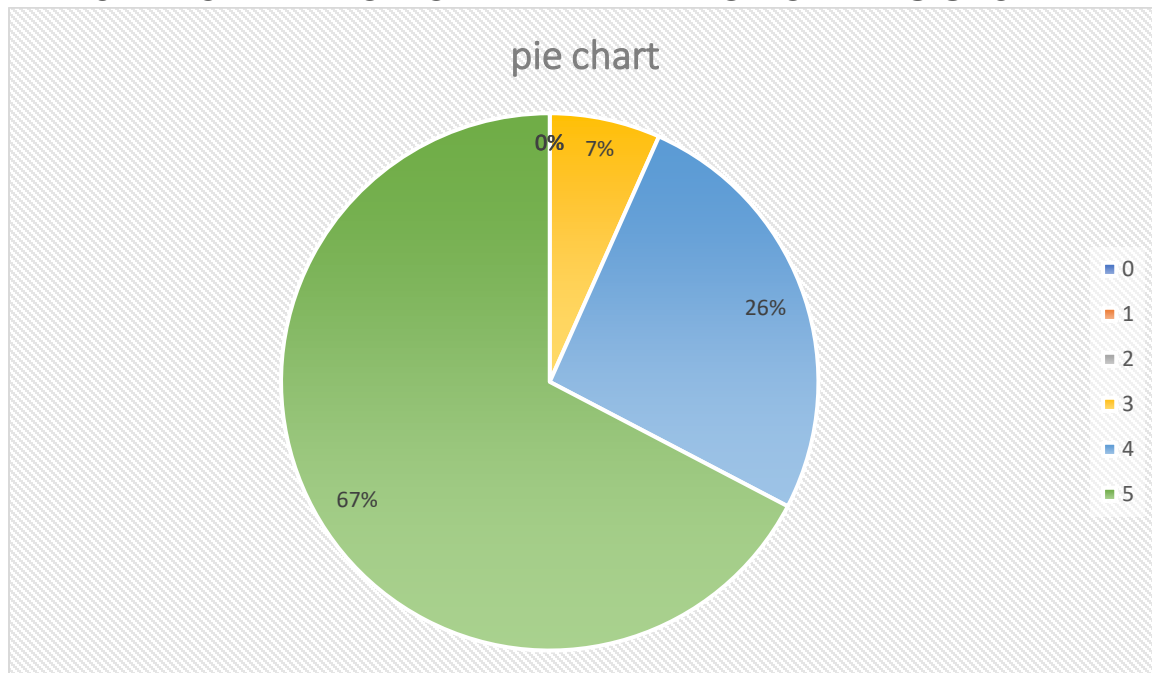
4.1.23 TABLE FOR OVERALL RATING FOR THIS STUDY.

options	%	count
0	0.00	0
1	0.00	0
2	0.00	0
3	6.67	10
4	26.00	39
5	67.33	101

4.1.23 BAR CHART FOR OVERALL RATING FOR THIS STUDY.



4.1.23 PIE CHART FOR OVERALL RATING FOR THIS STUDY.



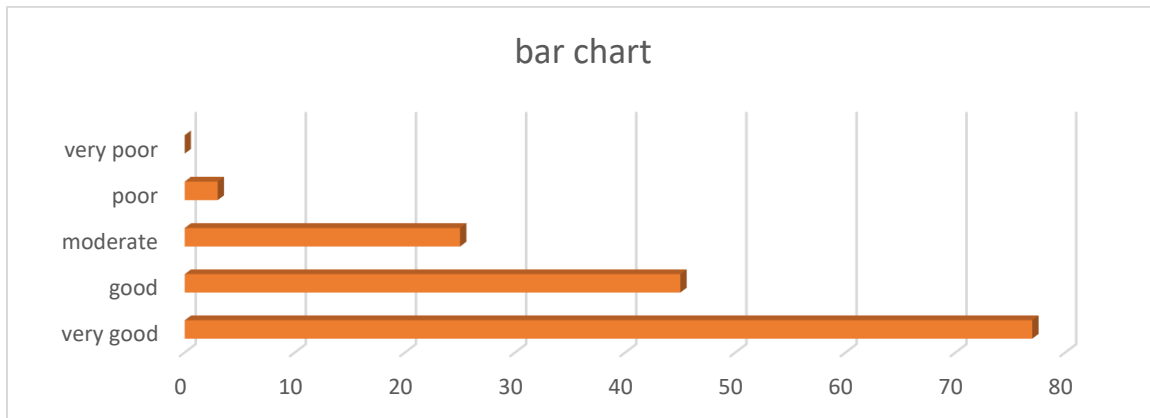
INTERPRETATION:

Above the table of overall rating 63% of my respondents given 5.
 INFERENCE:
 Majority 63% given responds as 5.

4.1.24 TABLE FOR FEEDBACK

options	%	Count
Very good	51.33	77
Good	30.00	45
Moderate	16.67	25
Poor	2.00	3
Very poor	0.00	0

4.1.24 BAR CHART FOR FEEDBACK



4.1.24 PIE CHART FOR FEEDBACK



INTERPRETATION:

Above the table 51% said very good as my project feedback.

INFERENCE:

Majority 51% said very good for feedback.

CHAPTER 5:

5.1 SUGGESTION:

- In this study I can suggest that the positive atmosphere in the organization will motivate the employee in all the fields.
- The organizations must try to support, encourage the new ideas of the employees and sometimes they must implement the new ideas.

- 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.
- Non financial incentive plans should also be implemented; it can improve the productivity level of the employees.
- Organization should give importance to communication between employees and gain co-ordination through it.
- Skills of the employees should be appreciated.
- Better career development opportunities should be given to the employees for their improvement.
- If the centralized system of management is changed to a decentralized one, then there would be active and committed participation of staff for the success of the organization.

5.2 FINDINGS:

- Majority 80% of my respondents are male.
- Majority 54% are age under 25-35.
- Majority 52% of my respondents are married.
- Majority 48% of my respondents about support from the hr.
- Majority 55% responds have said with relation with co workers.
- Majority 58% has work experience of 3 to 5 years.
- Majority 50% said strongly agree for goods safety.
- Majority 47% agreed with the help from co-workers.
- Majority 47% said for promotion is helpful for promotion.
- Majority 53% has respondent that strongly agree for freedom to use their own judgement.
- Majority 47% of respondents agreed for support from co-workers.
- Majority 48% of respondents agreed for career development .
- Majority 63% said yes for involving in decision making.
- Majority 50% said agree for performance appraisal.
- Majority 49% agreed for job security.
- Majority 49% selected financial incentive.
- Majority 44% agreed for appreciation for work.
- Majority 44% agreed for learning opportunity as motivation.
- Majority 50% given very good for standard set by organization.
- Majority 45% agreed for satisfaction of work condition.
- Majority 40% agreed for using own ability.

- Majority 43% agreed for interested in motivating.
- Majority 67% given 5 star rating for the study.
- Majority 51% given very good for my feedback.

5.3 CONCLUSION:

The study concludes that, the motivational program procedure in EUROLIFE HEALTH CARE PVT.ltd. is found effective but not highly effective. The study on employee motivation highlighted so many factors which will help to motivate the employees. The study was conducted among 150 employees and collected information through structured questionnaire. The study helped to findings which were related with employee motivational programs which are provided in the organization.

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QUESTIONAR:

1. NAME.

2. GENDER

a. MALE b. FEMALE

3. AGE

a. 24 or under

b. 25-34

c. 35-44

d. 45-54

e. 55 or above

4. MARITAL STATUS

a. single b. married

5. LEVEL OF EDUCATION

a. high school or less

b. junior college

c. university

d. masters of doctoral

6. RESPONSE ABOUT THE SUPPORT FROM THE HR DEPARTMENT.

a. highly satisfied b. satisfied c. neutral d. dissatisfied

7. GOOD RELATIONS WITH THE CO-WORKERS.

a. strongly agree b. agree c. neutral d. disagree

8. WORK EXPERIENCE OF RESPONDENTS.

a. less than 3 years b. 3 to 5 years c. 6 to 10 years d. 11 to 15 years e. over 15 years

9. GOOD SAFETY MEASURES EXISTING IN THE ORGANISATION.

a. strongly agree b. agree c. neutral d. disagree

10. SUPPORT FROM THE CO-WORKER IS HELPFUL TO GET MOTIVATED.

a. strongly agree b. agree c. neutral d. disagree

10. CARRER DEVELOPMENT OPPORTUNITIES ARE HELPFUL TO GET MOTIVATED.

a. strongly agree b. agree c. neutral d. disagree

11. FACTORS WHICH MOTIVATES YOU THE MOST.

a. salary increase b. promotion c. leave d. motivational talk

12. MANAGEMENT INVOLVES YOU IN DECISION MAKING WHICH ARE CONNECTED TO YOUR DEPARTMENT.

a. yes b. no c. occasionally

13. PERFORMANCE APPRAISAL ACTIVITIES ARE HELPFUL TO GET MOTIVATED.

a. strongly agree b. agree c. neutral d. disagree

14. JOB SECURITY EXISTING IN THE COMPANY.

a. strongly agree b. agree c. neutral d. disagree

15. THE TYPE OF INCENTIVES MOTIVATES YOU MORE

a. financial incentives b. non-financial incentives c. both

16. APPRECIATION FOR THE WORK PERFORMED AS THE MOTIVATIONAL FACTORS TO EMPLOYEE PERFORMANCE.

a. stroglee agree b. agree c. neutral d. disagree

17. LEARNING OPPORTUNITY AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE.

a. strongly agree b. agree c. neutral d. disagree

18. EMPLOYEES RATING THEIR PERFORMANCE ON THE BASIS OF STANDARD SET BY THE ORGANSATION.

a. very good b. good c. average d. bad

19. I HAVE THE FREEDOM TO USE MY OWN JUDGEMENT.

a. strongly agree b. agree c. neutral d. disagree

20. I AM SATISFIED WITH MY WORKING CONDITIONS.

a. strongly agree b. agree c. neutral d. disagree.

21. I GET THE CHANCE TO DO SOMETHING THAT MAKE USE OF MY ABILITIES.

a. strongly agree b. agree c. neutral d. disagree

22. MANAGEMENT IS INTERESTED IN MOTIVATING THE EMPLOYEES.

a. strongly agree b. agree c. neutral d. disagree

23. THE COMPANY IS EAGERNESS IN RECOGNIZING AND ACKNOWLEDGING EMPLOYEES WORK.

a. strongly agree b. agree c. neutral d. disagree

24. OVERALL RATING FOR THIS STUDY.

1 2 3 4 5

25. FEEDBACK

a. very good b. good c. moderate d. poor

BIOGRAPHY

NAME: SHARAN.R

REG NO: 40410163

EMAIL ID: sharanravi1999@gmail.com

PROFILE SUMMARY

To complete my research thesis and to gain good knowledge and to publish my article regarding my thesis.

EDUCATIONAL QUALIFICATION:

B.COM	B.S.ABDUR RAHMAN INSTITUTE OF SCIENCE AND TECHNOLOGY	2017-2020	76%
12TH	B.K.M MATRICULATION HIGHER SECONDARY SCHOOL	2016-2017	69%
10TH	ST.JOSEPH MATRICULATION HIGHER SECONDARY SCHOOL	2014-2015	74%

A Study On Employee Motivation in Eurolife Healthcare Pvt.Ltd at Alathur

Mr.R.Sharan.B.Com., MBA.,

*School of Management Studies, Sathyabama Institute of Science and Technology, Chennai
sharanravi1999@gmail.com*

Dr.M.Lavanya M.B.A., M.Com., M.Phil., Ph.D.,

*Assistant Professor, Sathyabama Institute Of Science And Technology, Chennai
lavanya3081@gmail.com*

ABSTRACT:

The purpose of this study is to determine the level of employee motivation at Eurolife Healthcare Private Limited. We employed a quantitative survey approach with a sample of 150 respondents in our study, utilising a Google Forms form from the target individuals, Employees. Employees are an organization's most valuable asset. Furthermore, in today's highly competitive market, workers are the variables that determine whether a company succeeds or fails. They are the ones that deal with customers on a daily basis and manage the entire company. As a result, businesses must place a greater emphasis on employee satisfaction. Furthermore, as excellent human resources become increasingly scarce, businesses must pay greater attention to employee happiness. In addition to the employee's happiness, the employer plays a part in the employee's motivation. If a person is enthusiastic about their work, they are more likely to provide better outcomes. All businesses must put a premium on employee happiness in order to keep employees engaged. The topic takes on increased relevance in project-based businesses since projects involve a variety of restrictions and demand quality labour and effort on the part of employees. As a result, the research is extremely useful to project managers. The goal of this research is to learn more about the importance of work satisfaction and the impact it has on employee motivation in project-based companies.

Keywords: employee motivation, Unsatisfied Need, Desire, Willingness, Stimulus, Job Satisfaction.

I. INTRODUCTION

Every human activity stems from a desire or necessity. As long as that desire is unmet, one feels a certain amount of mental anguish. He makes an attempt to get over the discomfort as soon as the activity is started. So, what motivates someone to act is a need or a want. The stimulation is what triggers a craving. As a result, it is the manager's responsibility to provide the stimulus that produces a need, which then leads to action, which leads to fulfilment. For the action to continue, it must be a repeatable process. All of this is referred to as "Motivation" in the management world. The term motivation comes from the word motive. "A motivation is an interior condition that energises, activates, or pushes action toward goals and directs or channels it."

II. PROBLEM STATEMENT:

The problem is serious since organisations endure poorer production and output, and it's possible that the company will miss critical targets as well.

III. REVIEW OF LITERATURE

Orpen(2001) The stronger the bond between mentors and mentees in a structured mentoring programme, the more driven and devoted mentees are to their company. Similarly, Malina and Selto used the balance score card (BSC) approach to perform a case study in a single corporate environment and discovered that positive motivation improves organisational outcomes.

Decoene and Bruggeman(2006) in their study In a BSC setting, researchers constructed and demonstrated a model of the link between strategic alignment, motivation, and organisational performance, and discovered that

successful strategic alignment empowers and motivates working executives (2006).

Smith and Rupp(2008) stated that human motivation, organisational strategy, and structure, as well as resistance to change, play a part in organisational success, is an empirical role relating motivation in the organisation. Similarly, in the human resource and sales performance fields, development of human resources through rewards, monetary incentives, and organisational behaviour modification has sparked a lot of discussion.

Kunz and Pfaff(2002) stated There's no need to be concerned about extrinsic rewards hurting intrinsic drive. By allowing for the evaluation of actual performance versus operations-based objectives, the formulation of operations-based targets will aid in the providing of strategic feedback. Organizational performance is predicted to improve as a result of goal-directed behaviour and strategic feedback.

IV. MATERIALS AND METHODS:

A. RESEARCH DESIGN

Descriptive research design was employed for data collection, analysis and testing of research model used in this research.

B. OBJECTIVES OF THE RESEARCH

- 1) To Study The Important Factors Which Are Needed To Motivate The Employees In Eurolife Health Care.
- 2) To Study The Effect Of Monetary Benefits Provided By The Organization On The Employee's Motivation In Eurolife Health Care.
- 3) To Study The Effect Of Non- Monetary Benfits Provided By The Organisation On Employee's Motivation In Eurolife Health Care.

C. SAMPLING DESIGN

The employees of Eurolife Health Care Pvt.Ltd., were taken as the population for the research in Alathur. Convenient Sampling Technique was employed. The sample size was 150 surveyed collected directly and through google form.

D. DATA COLLECTION DESIGN

- ❖ Primary data collection method comprised survey method while primary data collection instruments was structured questionnaire data.
- ❖ Secondary data collection method comprised of websites and online journals, Published reports & Review of literature from published articles.

E. STATISTICAL TOOLS

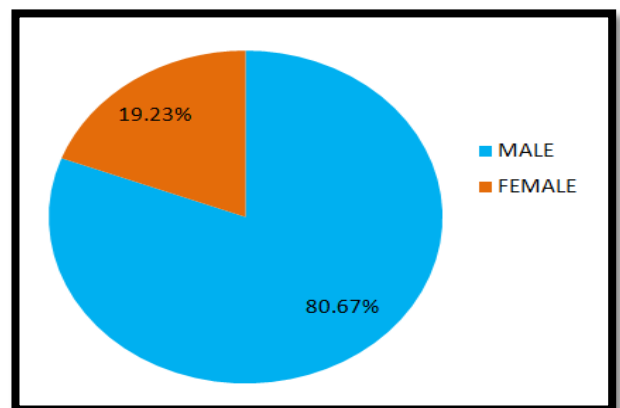
The main tools used for statistical analysis is hypothesis testing analytical tools such as Chi Square Test.

V. DATA ANALYSIS:

TABLE.1. GENDER

EDUCATIONAL QUALIFICATION	FREQUENCY	PERCENTAGE
MALE	121	80.67%
FEMALE	29	19.23%
TOTAL	150	100%

FIG. 1. GENDER

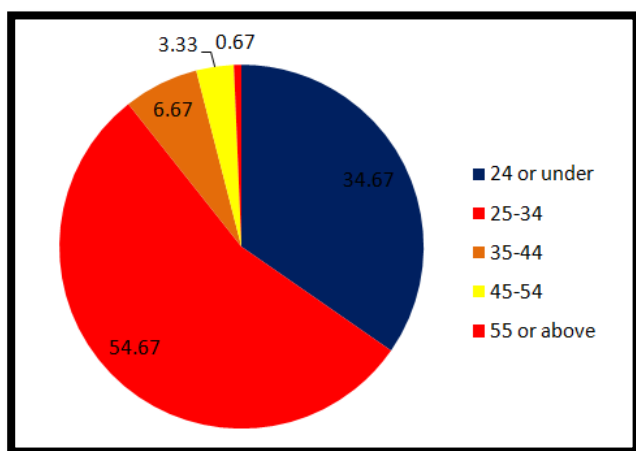


It is inferred from table and fig 1 that Majority 80% of my respondents are male.

TABLE.2. AGE

AGE	FREQUENCY	PERCENTAGE
24 or under	52	34.67
25-34	82	54.67
35-44	10	6.67
45-54	5	3.33
55 or above	1	0.67
TOTAL	150	100%

FIG. 2. AGE

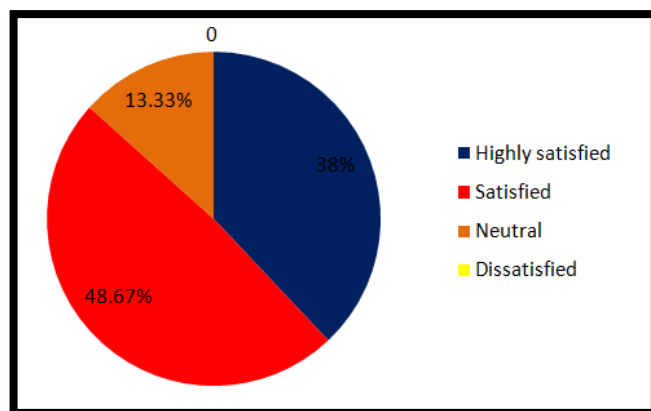


It is inferred from table and figure 2 that Majority 54% of my responds are aged 25-34.

TABLE 3. TABLE INDICATING THE SUPPORT BY HR TO EMPLOYEES

LEVEL	FREQUENCY	PERCENTAGE
Highly satisfied	57	38%
Satisfied	73	48.67%
Neutral	20	13.33%
Dissatisfied	0	0
TOTAL	150	38%

FIG. 3. TABLE INDICATING THE SUPPORT BY HR TO EMPLOYEES

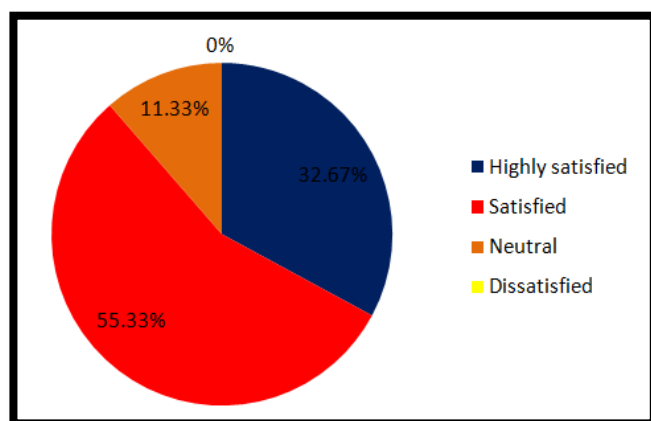


It is inferred from table 3 that Majority (48.67%) said satisfied with the support by HR to employees.

TABLE 4. TABLE INDICATING THE GOOD RELATION WITH THE COWORKERS

LEVEL	FREQUENCY	PERCENTAGE
Highly satisfied	50	32.67%
Satisfied	83	55.33%
Neutral	17	11.33%
Dissatisfied	0	0%
TOTAL	150	100

FIG. 4. TABLE INDICATING THE GOOD RELATION WITH THE COWORKERS



It is inferred from table 4 that Majority (55.33%) of them satisfied with the good relation among coworkers

TABLE 5. CHI SQUARE TEST:

H₀₁(Null hypothesis) = There is no Significant Difference between good relation among coworkers and employee motivation.

H₁₁(Alternate Hypothesis) = There is a Significant Difference between good relation among coworkers and employee motivation.

TABLE.5. CHI SQUARE TEST

Chi-Square Tests			
	Value	df	Asump. Sig. (2-sided)
Pearson Chi-Square	65.829a	6	.000
Likelihood Ratio	56.902	6	.000
Linear-by-Linear Association	52.1	2	.000
No of Valid Cases	150		
a. 0 cells (0%) have expected count less than 5. The minimum expected count is 3.14.			

It is inferred from table 5, Since p value is less than 0.05. we reject null hypothesis & accept alternate hypothesis. Hence , there is a significant difference between good relation among coworkers and employee motivation.

VI. RECOMMENDATIONS:

In this study I can suggest that the positive atmosphere in the organization will motivate the employee in all the fields. The organizations must try to support, encourage the new ideas of the employees and sometimes they must implement the new ideas.

VII. LIMITATIONS:

It is a sample study of 150 respondents only. The study is targeted at Employees serving in Eurolife healthcare private limited in Alathur & other zones are not under its purview; The study uses a structured predetermined questions. It is an objective study.

VIII. CONCLUSION:

The study finds that EUROLIFE HEALTH CARE PVT.LTD motivating technique is successful but not very effective. Employee motivation was the subject of a study, and it revealed a slew of characteristics that might assist encourage workers. A systematic questionnaire was used to obtain information from 150 employees for the study. As a result, the importance of motivation and encouraging people continues to be a challenge for management. Despite the fact that times have changed, the most up-to-date technology is still unable to solve the problem of employee motivation. The situation gets considerably more serious in the changing global landscape. As a result, it might be described as a never-ending problem for managers. The problem gets even more serious given the shifting global landscape, and the personnel are on the verge of losing their motivation. The various requirements of workers and the employer's attitudes toward them might help businesses recover from being unmotivated.

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