

A STUDY ON EMPLOYEE MOTIVATION

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

VISHAL.V

Register No.40410199



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



SATHYABAMA

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

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

www.sathyabama.ac.in

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **VISHAL.V 40410199** who carried out the project entitled "**A STUDY ON EMPLOYEE MOTIVATION**" under my supervision from January 2022 to March 2022.

Dr Ms. M. SUDHA PAULIN MBA PhD.,

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 **VISHAL.V (40410199)** hereby declare that the Project Report entitled “**A STUDY ON EMPLOYEE MOTIVATION**” done by me under the guidance of **MS.M.SUDHA PAULIN** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

PLACE:

VISHAL.V

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. SUDHA PAULIN** 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.

VISHAL.V



MANUFACTURERS & RECONDITIONER OF ITALIAN TANNERY MACHINES
#42-A, SIPCOT Industrial Complex, (Opp. I.R.E.C. Bldg) Ranipet - 632 403,
Vellore Dist. Tamil Nadu, India.

Ph : 04172 - 246754
Fax : 04172 - 246755
Mobile : 9361727455, 9842915600
Email : o/r.cegopi@gmail.com
gopinidasales@gmail.com

GSTIN : 337AADFG5996N1ZS

Ref.

Date : 09/03/2022

Subject : Internship Completion Letter

WHOMSOEVER IT MAY CONCERN

This is to certify that VISHAL.V Reg No. 20S415166 MBA Course Final Year Student of Sathyabama Institute of Science and Technology, Jeppiar Nagar, Rajiv Gandhi Salai, Chennai-600 119. He had undergone Internship Training in our organization from 03/01/2022 to 07/03/2022. During the said training period his conduct and efficiency are satisfactory to the company.

For GOPI ENGINEERING & SONS

GOPI Engineering & Sons

#42-A, SIPCOT Industrial Complex,
RANIPET- 632 403,
Vellore Dist., Tamil Nadu.

TABLE OF CONTENTS

CHAPTER NO.	TITLE	PAGE NO.
	ABSTRACT	VII
	LIST OF TABLES	VIII
	LIST OF CHARTS	IX
	PERMISSION LETTER	V
1	INTRODUCTION	
	1.1 .Introduction	1
	1.2 .Company profile	3
	1.3.Objectives of the study	3
	1.4.Need for study	4
2	REVIEW OF LITERATURE	
	2.1 Review of Literature	5
3	RESEARCH METHODOLOGY	
	3.1 Research Methodology	8
	3.2. Structure of questionnaire	8
	3.3. Sources of Data	8
	3.4. Sample Size	8
	3.5. Hypothesis	8
4	DATA ANALYSIS AND INTERPRETATION	
	4.1 Percentage Analysis	10
	4.2.ANOVA	31
	4.3.CHI SQUARE	33
5	FINDINGS,SUGGESTIONS AND CONCLUSION	
	5.1. Findings of the Study	35
	5.2. Suggestions & Recommendations	36
	5.3. Conclusion	36
	REFERENCES	37
	ANNEXURE I – QUESTIONNAIRE	40

ABSTRACT

Employee Motivation is the key factor to help up the capacity of an association. In the globalization stage, each organization needs to continue itself in a furiously focused market. Representatives are the fundamental elements to show the business objectives into the real world. Subsequently, in the present world each association attempts to deal with its human asset office to keep its representatives inspired. In that specific circumstance, some of the administration speculations have been rehearsing by them. Business work or their presentation in the market can be assessed by surveying the degree of inspiration of representatives. Inspiration can assume a lead job to get the expert achievement in each budgetary year in a less exertion way. While trying to find what inspires representatives, representative inspiration inquire about papers report that what spurs laborers today is fundamentally connected to the qualities and objectives of the person. Starting in the 1970's, it appears that there was a sensational move in the qualities and needs of the ordinary laborer. As individuals turned out to be progressively taught and the economy saw a sharp decay of the Protestant hard working attitudes, what representatives needed from their managers changed also.

LIST OF TABLE

TABLE NO.	PARTICULARS	PAGE NO.
4.1.1	Age of the respondents	10
4.1.2	Gender of the respondents	11
4.1.3	Marital status of the respondents	12
4.1.4	Education of the respondents	13
4.1.5	Experience of the respondents	14
4.1.6	Factor which increase the motivation level at work place	15
4.1.7	Type of approaches motivates you more	16
4.1.8	Which of the following factor motivates you most	17
4.1.9	Are you motivated by officers	18
4.1.10	Do you get the opportunity to express your view in the company	19
4.1.11	Salary as the motivational factor to employees performance	20
4.1.12	Increment as the motivational factor to employees performance	21
4.1.13	Working condition as the motivational factor to employees performance	22
4.1.14	Flexible time as the motivational factor to employees performance	23
4.1.15	Promotional as the motivational factor to employees performance	24
4.1.16	Appreciation for the work performance as the motivational factor to employees performance	25
4.1.17	Compensation as the motivational factor to employees performance	26

4.1.18	Are you satisfied with the company management	27
4.1.19	Opinion regarding participation in decision making	28
4.1.20	Relation with superior as the motivational factor to employees performance	29
4.1.21	What is your satisfaction level at your workplace	30

TABLE NO.	PARTICULARS	PAGE NO.
4.1.1	Age of the respondents	10
4.1.2	Gender of the respondents	11
4.1.3	Marital status of the respondents	12
4.1.4	Education of the respondents	13
4.1.5	Experience of the respondents	14
4.1.6	Factor which increase the motivation level at work place	15
4.1.7	Type of approaches motivates you more	16
4.1.8	Which of the following factor motivates you most	17
4.1.9	Are you motivated by officers	18
4.1.10	Do you get the opportunity to express your view in the company	19
4.1.11	Salary as the motivational factor to employees performance	20
4.1.12	Increment as the motivational factor to employees performance	21
4.1.13	Working condition as the motivational factor to employees performance	22
4.1.14	Flexible time as the motivational factor to employees performance	23
4.1.15	Promotional as the motivational factor to employees performance	24
4.1.16	Appreciation for the work performance as the motivational factor to employees performance	25

4.1.17	Compensation as the motivational factor to employees performance	26
4.1.18	Are you satisfied with the company management	27
4.1.19	Opinion regarding participation in decision making	28
4.1.20	Relation with superior as the motivational factor to employees performance	29
4.1.21	What is your satisfaction level at your workplace	30

CHAPTER 1

1.1 INTRODUCTION

The efficiency of a person depends on two factors, firstly, the level of ability to do a certain work, secondly, the willingness to do the work. So far as the first factor is concerned it can be acquired by education and training, but the second factor can be created by motivation. A person may have several needs and desires. It is only strongly felt needs which becomes motives.

Thus motives are a product of needs and desires motives are many and keep on changing with time motives are invisible and directed towards certain goals.

Motivation means that process which creates an inspiration in a person to motivation is derived from the word 'motive' which means the latest power in a person which impels him to do a work.

Motivation is the process of steering a person's inner drives and actions towards certain goals and committing his energies to achieve these goals. It involves a chain reaction starting with felt needs, resulting in motives which give rise to tension which causes action towards goals. It is the process of stimulating people to strive willingly towards the achievement of organizational goals motivation may be defined as the work a manager performs in order to induce subordinates to act in the desired manner by satisfying their needs and desires.

Thus motivation is concerned with how behaviour gets started, is energized, sustained and directed. Motivation results from the interaction of both conscious and unconscious factors such as the intensity of desire or need, incentive or reward value of the goal, and expectations of the individual and of his or her peers. These factors are the reasons one has for behaving a certain way.

An example is a student that spends extra time studying for a test because he or she wants a better grade in the class. Internal and external factors that stimulate desire and energy in people to be continually interested and committed to a job, role or subject, or to make an effort to attain a goal. Most employees need motivation to feel good about their jobs and perform optimally.

Some employees are money motivated while others find recognition and rewards personally motivating.

Motivation levels within the workplace have a direct impact on employee productivity. Workers who are motivated and excited about their jobs carry out their responsibilities to the best of their ability and production numbers increase as a result. An incentive is a motivating influence that is designed to drive behavior and motivate employees to be produce quality work. Employers use several types of incentives to increase production numbers. Employee incentives come in a variety of forms including paid time off, bonuses, cash and travel perks. Incentives drive employee motivation because they offer workers more to strive for than a regular paycheck.

Many employees need recognition from their employers to produce quality work. Recognition and employee reward systems identify employees who perform their jobs well. Acknowledging a job well done makes employees feel good and encourages them to do good things. Employers recognize workers by tracking progress and providing feedback about how they have improved over time. Public recognition is also a motivating factor that drives worker productivity.

1.2.COMPANY PROFILE

Gopi Engineering & Sons in Ranipet Vellore, Vellore

Gopi Engineering & Sons in Ranipet Vellore, Vellore is known to satisfactorily cater to the demands of its customer base. The business came into existence in 2013 and has, since then, been a known name in its field. It stands located at 141, M.B.T. Road, Ranipet-632509. The business strives to make for a positive experience through its offerings. The accepted modes of payment such as Cash make every business transaction easy and seamless, contributing to making the entire process even more effective.

Customer centricity is at the core of Gopi Engineering & Sons in Ranipet Vellore, Vellore and it is this belief that has led the business to build long-term relationships. Ensuring a positive customer experience, making available goods and/or services that are of top-notch quality is given prime importance.

India's leading B2B market place, Jd Mart ensures engaging in business activities is a seamless process for small and medium enterprises as well as large businesses. In a wake to enable these businesses to reach their audience, this portal lets them showcase their offerings in terms of the products and/or services through a digital catalogue. This business has a wide range of product offerings and the product/catalogue list includes Leather Machinery etc.

1.3.OBJECTIVES

- 1.To study the effect of job promotions on employees.
- 2.To learn the employee's satisfaction on the interpersonal relationship exists in the organization.
3. To provide the practical suggestion for the improvement of organization's performance.

1.4.NEED FOR STUDY

1. Every successful organization is backed by a committed employee base, and the commitment is the outcome of motivation and job satisfaction.
2. It is the energy that compels employees towards organizational objective. It would be impossible for the organization to generate performance without commitment.
3. In order to create a competitive advantage organization need to have a competitive employee policies and practices.

CHAPTER 2

2.1.REVIEW OF LITRATURE

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 tern. 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 unlization of resources and workers abilities and capacities.Job satisfaction is a fulfilling or optimistic expression consequential of the consideration of one's activity (Azash et al, 2011).

Organizations today have realized the importance of motivated and satisfied employees as important contributors towards long term objectives. It has made organizations to cater to the expectations and needs of the employees and could expect the similar response. Motivation also positively influences performance at individual and group level ultimately affecting the organizational performance (Risambessy et al 2012).

It has been long thought that learning new things and competency development opportunities raises the morale and satisfaction of the employees but it is also realized that the significant effect on the motivation and job satisfaction is created by goal achievement (Lather and Jain, 2005).

Also the managers and the supervisors support towards encouraging employee participation, mutual commitment, and understanding of the diversity issues play a significant role in motivating and enabling performance (Snyder et al, 2004).

The prerogative lies with the organization management, in order to extract performance should create an alignment between the organizational and employee goals and objective. It is the organizational behavior represented by the organizational senior management which effects the level motivation and satisfaction through its beliefs, principle and underlying values which are closely followed by organization (Roos, Van Eeden, 2008).

Organizations core potential lies in its motivated and satisfied employees who consistently contribute towards organization goals and objective. Effective HRM system could be a great deal of assistance in keeping employee morale high (Kumar and Garg, 2011).

It is not possible for any division to solely motivate and satisfy employees without support of the senior management active participation and interest (K R. Solanki, 2013Elizabeth Boye et al (2016) focussed on the risk factors associated with the mining industry, management has to ensure that employees are well motivated to curb the rate at which employees embark on industrial unrest which affect performance, and employees are to comply with health and safety rules because the industry contribute hugely to the Gross Domestic Product (GDP) of the country.

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

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

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

Ismajli et al. (2015) identified that the factors that motivate employees as human resources in local government serve as a basis for increasing the service quality. He found that salary of workers, professional advancement and opportunity for promotion appear to be among the most important factors of motivation. The other important factor that the study revealed are work conditions, as well as the evaluation and the objective assessment of performance measurement.

Muogbo U.S (2013) found that there existed relationship between employee motivation and the organizational performance. The study reveals that extrinsic motivation given to workers in an organization has a significant influence on the workers performance.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the customer satisfaction based on product. This time research methodology is framed for the purpose of finding the level of “A STUDY ON EMPLOYEE MOTIVATION”

3.2. STRUCTURE OF QUESTIONNAIRE

Questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained the **respondent's opinions about employees**

3.3 SOURCES OF DATA

PRIMARY DATA: Are collected by the investigator conducting the research.

SECONDARY DATA: Is collected from various articles ,published research and review papers , magazines ,published statistics,

3.4. SAMPLE SIZE: 102

3.5. HYPOTHESIS

One way anova test

- **Null hypothesis H0:** There is no significant difference between age of the respondents and satisfaction level with the company management.
- **Alternative hypothesis H1:** There is significant difference between age of the respondents and satisfaction level with the company management

Chi square test

- **Null Hypothesis H0:** There is no significant relationship between the experience of the respondents and salary as the motivational factor to employee performance.
- **Alternate Hypothesis H1:** There is significant relationship between the experience of the respondents and salary as the motivational factor to employee performance.

CHAPTER 4 – DATA ANALYSIS AND INTERPRETATION

4.1.PERCENTAGE ANALYSIS

4.1.1.Age of the respondents

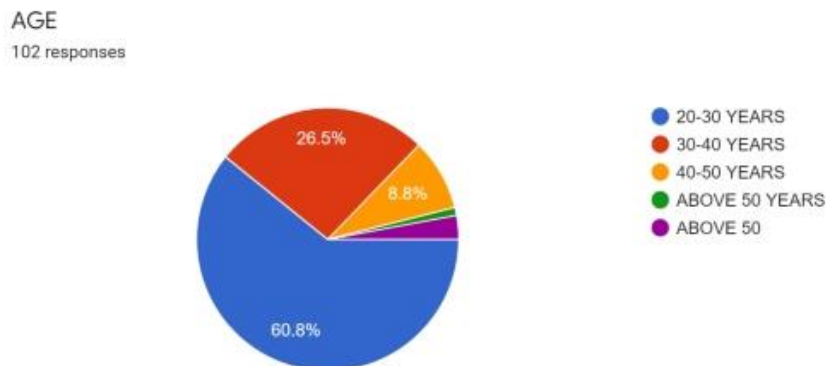
PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
20-30	62	60.8
30-40	27	26.5
40-50	9	8.8
ABOVE 50	4	3.9

INTERPRETATION:

- In the table 60.8% maximum in 20-30
- And 3.9 minimum in Above 50

INFERENCE: Maximum 60.8% in 20-30

Chart 4.1.1.Age of the respondents



4.1.2 Gender of respondents

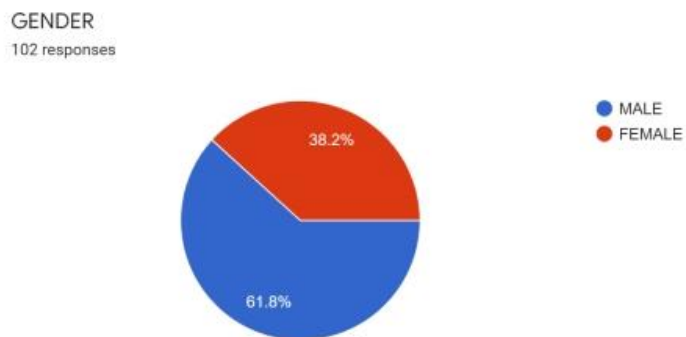
PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
MALE	63	61.8%
FEMALE	39	38.2%

INTERPRETATION:

- In the table 61.8% maximum in Male
- And 38.2% minimum in Female.

INFERENCE : Maximum 61.8% in male

Chart 4.1.2 Gender of respondents



4.1.3. Marital status of respondents

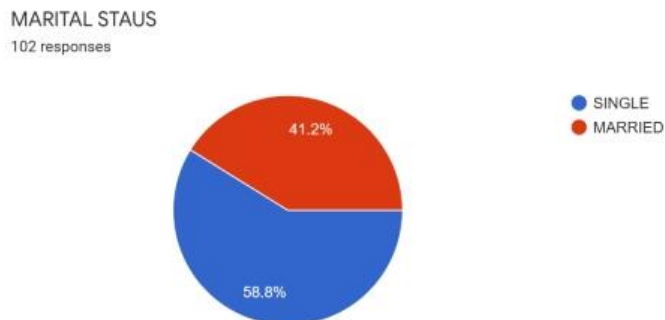
PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
SINGLE	60	58.2%
MARRIED	42	41.8%

INTERPRETATION:

- In the table 58.8% maximum in Single
- And 41.2% minimum in Married

INFERENCE : Maximum 58.8% are in single

Chart 4.1.3. Marital status of respondents



4.1.4 Education of the respondents

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
BELOW MATRIC	0	0%
MATRIC	0	0%
INTERMEDIATE	2	2%
GRADUATE	74	72.5%
POST GRADUATE	26	25.5%

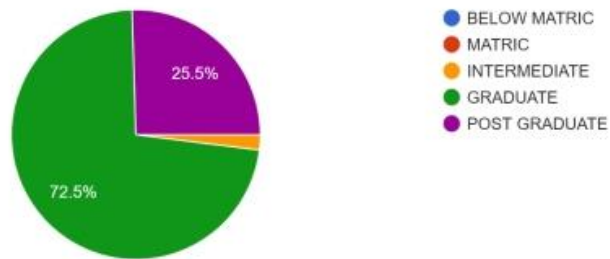
INTERPRETATION:

- In the table 72.5% maximum in Graduate
- And 0% minimum in Below matric and Matric.

INFERENCE: Maximum 72.5% are graduate

Chart 4.1.4 Education of the respondents

EDUCATIONAL QUALIFICATION
102 responses



4.1.5 Experience of the respondents

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
0-5 YEARS	52	51%
5-10 YEARS	23	22.5%
10-15 YEARS	18	17.6%
15-20 YEARS	8	7.6%
20-25 YEARS	0	0%
ABOVE 25 YEARS	1	1%

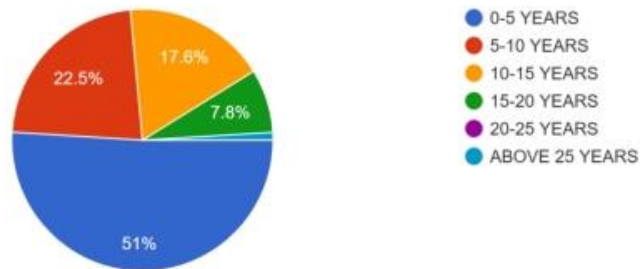
INTERPRETATION:

- In the table 51% maximum in 0-5 years
- And 0% minimum in 20-25 years.

INFERENCE : Maximum 51% in 0-5years

Chart 4.1.5 Experience of the respondents

EXPERIENCE
102 responses



4.1.6. Factors which increase the motivation level at workplace

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
AWARDS	21	20.6%
REWARDS	14	13.7%
PROMOTION	51	50%
RECOGNITION	16	15.7%

INTERPRETATION:

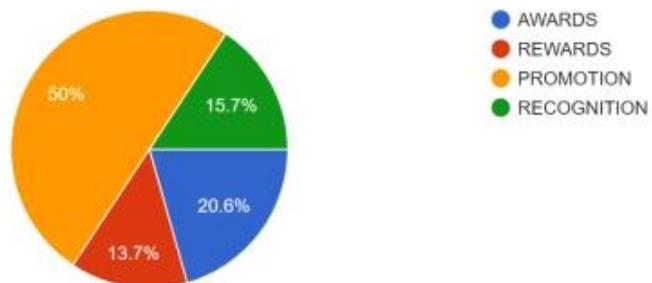
- In the table 50% maximum in Promotion
- And 13.7% minimum in Rewards.

INFERENCE : Maximum 50% in promotion

Chart 4.1.6. Factors which increase the motivation level at workplace

FACTORS WHICH INCREASE THE MOTIVATION LEVEL AT WORKPLACE

102 responses



4.1.7. Types of approaches motivates you more

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
PHYSIOLOGICAL	19	18.6%
BEHAVIORAL	29	28.4%
COGNITIVE	28	27.5%
SOCIAL	18	17.6%
PROMOTIONS	4	3.9%
JOB SECURITY	2	2%
CAREER	1	1%
BEHAVIORAL	1	1%

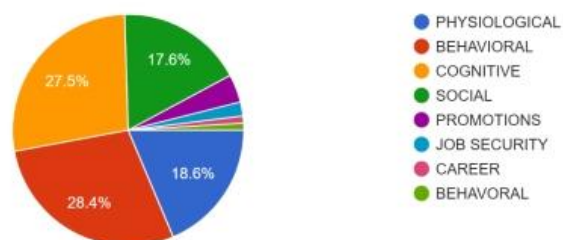
INTERPRETATION:

- In the table 28.4% maximum in Behavioral
- And 1% minimum in Career.

INFERENCE : Maximum 28.4% in behavioral

Chart 4.1.7. Types of approaches motivates you more

TYPE OF APPROACHES MOTIVATES YOU MORE
102 responses



4.1.8 Which of the following factors motivates you most

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
SALARY INCREASE	39	38.2
PROMOTION	43	42.2
LEAVE	4	3.9
MOTIVATIONAL TALKS	10	9.8
RECOGNITION	6	5.9

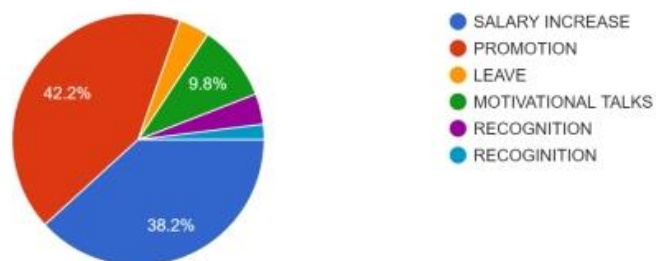
INTERPRETATION:

- In the table 42.2% maximum in Promotion
- And 3.9% minimum in Leave.

INFERENCE : Maximum 42.2% in promotion

Chart 4.1.8 Which of the following factors motivates you most

WHICH OF THE FOLLOWING FACTORS MOTIVATES YOU MOST
102 responses



4.1.9. Are you motivated by the officers

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
YES	86	84.3
NO	16	15.7

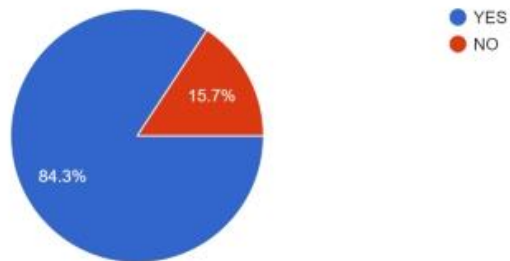
INTERPRETATION:

- In the table 84.3% maximum in Yes
- And 15.7% minimum in No.

INFERENCE : Maximum 84.3% in yes.

Chart 4.1.9. Are you motivated by the officers

ARE YOU MOTIVATED BY THE OFFICERS
102 responses



4.1.10. Do you get the opportunity to express your view in the company

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
YES	82	80.4
NO	20	19.6

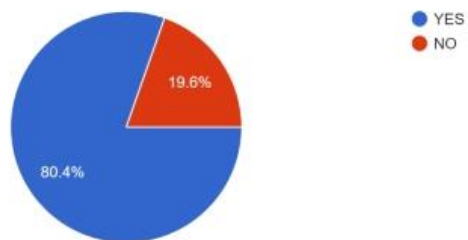
INTERPRETATION:

- In the table 80.4% maximum in Yes
- And 19.6% minimum in No.

INFERENCE : Maximum 80.4% in yes.

Chart 4.1.10. Do you get the opportunity to express your view in the company

DO YOU GET THE OPPORTUNITY TO EXPRESS YOUR VIEW IN THE COMPANY
102 responses



4.1.11. Salary as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	0	0
DISAGREE	3	2.9
NEUTRAL	19	18.6
AGREE	61	59.8
STRONGLY AGREE	19	18.6

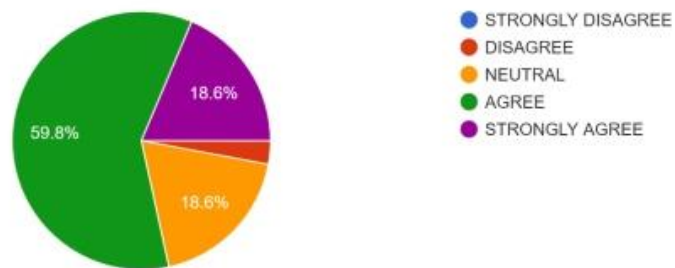
INTERPRETATION:

- In the table 59.8% maximum in Agree
- And 0% minimum in Strongly Di

INFERENCE : Maximum 59.8% in agree

Chart 4.1.11. Salary as the motivational factor to employees performance

SALARY AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE
102 responses



4.1.12. Increment as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	0	0
DISAGREE	0	0
NEUTRAL	16	15.7
AGREE	64	62.7
STRONGLY AGREE	22	21.6

INTERPRETATION:

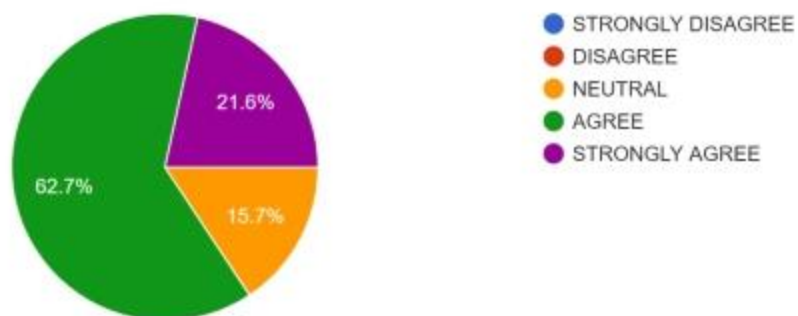
- In the table 62.7% maximum in Agree
- And 0% minimum in Strongly Disagree and Disagree.

INFERENCE : Maximum 62.7% in agree

Chart 4.1.12. Increment as the motivational factor to employees performance

INCREMENT AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE

102 responses



4.1.13. Working condition as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	0	0
DISAGREE	2	2
NEUTRAL	20	19.6
AGREE	71	69.6
STRONGLY AGREE	9	8.8

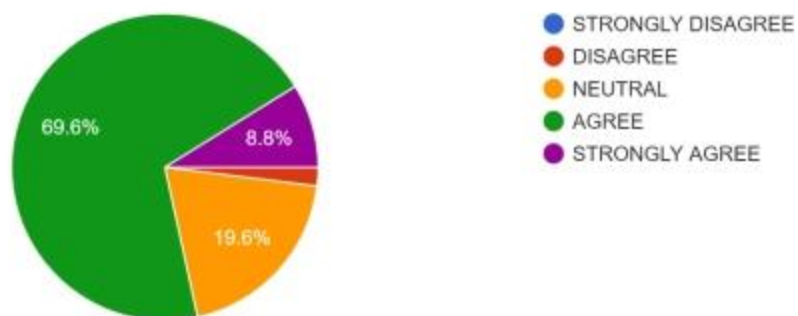
INTERPRETATION:

- In the table 0% maximum in Strongly Disagree
- And 69.6% minimum in Agree.

INFERENCE : Maximum 69.6% in agree

Chart 4.1.13. Working condition as the motivational factor to employees performance

WORKING CONDITON AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE
102 responses



4.1.14. Flexible time as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	0	0
DISAGREE	2	2
NEUTRAL	35	34.3
AGREE	58	56.9
STRONGLY AGREE	7	6.9

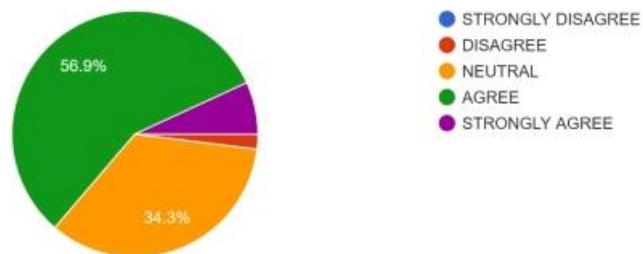
INTERPRETATION:

- In the table 56.9% maximum in Agree
- And 0% minimum in Strongly Disagree.

INFERENCE : Maximum 56.9% in agree

Chart 4.1.14. Flexible time as the motivational factor to employees performance

FLEXIBLE TIME AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE
102 responses



4.1.15. Promotion as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	1	1
DISAGREE	1	1
NEUTRAL	15	14.7
AGREE	67	65.7
STRONGLY AGREE	18	17.6

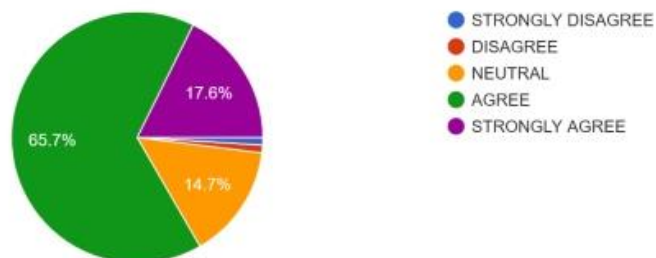
INTERPRETATION:

- In the table 65.7% maximum in Agree
- And 1% minimum in Strongly Disagree and Disagree.

INFERENCE : Maximum 65.7% in agree

Chart 4.1.15. Promotion as the motivational factor to employees performance

PROMOTION AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE
102 responses



4.1.16. Appreciation for the work performed as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	0	0
DISAGREE	0	0
NEUTRAL	25	24.5
AGREE	61	59.8
STRONGLY AGREE	16	15.7

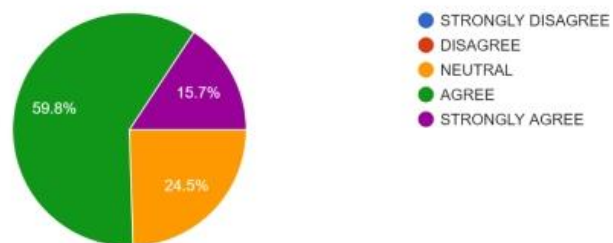
INTERPRETATION:

- In the table 59.8% maximum in Agree
- And 0% minimum in Strongly Disagree and Disagree.

INFERENCE : Maximum 59.8% in agree

Chart 4.1.16. Appreciation for the work performed as the motivational factor to employees performance

APPRECIATION FOR THE WORK PERFORMED AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE
102 responses



4.1.17. Compensation as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY DISAGREE	0	0
DISAGREE	2	2
NEUTRAL	35	34.3
AGREE	55	53.9
STRONGLY AGREE	10	9.8

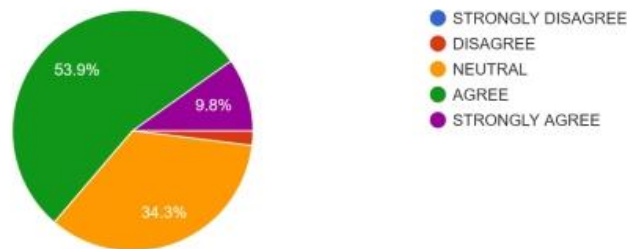
INTERPRETATION:

- In the table 53.9% maximum in Agree
- And 0% minimum in Strongly Disagree.

INFERENCE : Maximum 53.9% in agree

Chart 4.1.17. Compensation as the motivational factor to employees performance

COMPENSATION AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE
102 responses



4.1.18. Are you satisfied with the company management

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	9	8.8
SATISFIED	36	35.3
NEUTRAL	52	51
DISSATISFIED	5	4.9
HIGHLY DISSATISFIED	0	0

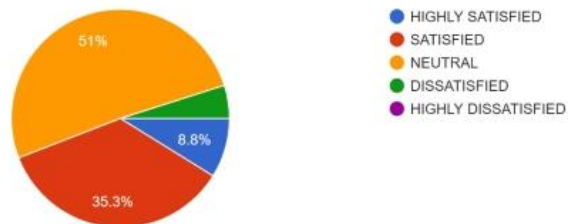
INTERPRETATION:

- In the table 51% maximum in Neutral
- And 0% minimum in Highly Dissatisfied.

INFERENCE : Maximum 51% in neutral

Chart 4.1.18 Are you satisfied with the company management

ARE YOU SATISFIED WITH THE COMPANY MANAGEMENT
102 responses



4.1.19. Opinion regarding participation in decision making

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	9	8.8
SATISFIED	29	28.4
NEUTRAL	57	55.9
DISSATISFIED	7	6.9
HIGHLY DISSATISFIED	0	0

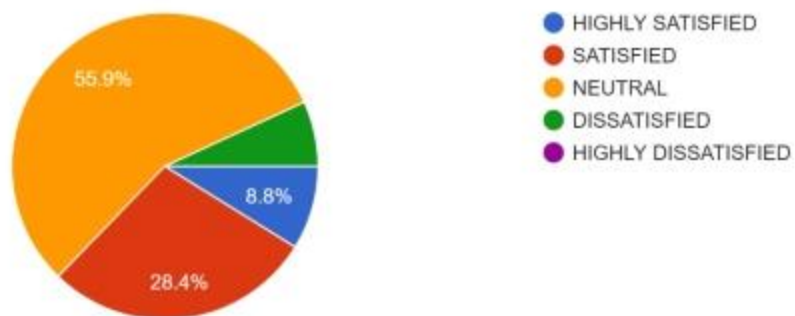
INTERPRETATION:

- In the table 55.9% maximum in Neutral
- And 0% minimum in Highly Dissatisfied.

INFERENCE : Maximum 55.9% in neutral

Chart 4.1.19. Opinion regarding participation in decision making

OPINION REGARDING PARTICIPATION IN DECISION MAKING
102 responses



4.1.20. Relation with superior as the motivational factor to employees performance

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
HIGHLY SATISFIED	9	8.8
SATISFIED	44	43.1
NEUTRAL	48	47.1
DISSATISFIED	1	1
HIGHLY DISSATISFIED	0	0

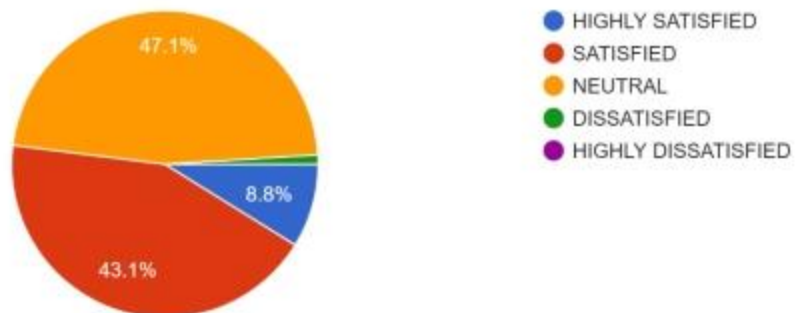
INTERPRETATION:

- In the table 47.1% maximum in Neutral
- And 0% minimum in Highly Dissatisfied.

INFERENCE : Maximum 47.1% in neutral

Chart 4.1.20. Relation with superior as the motivational factor to employees performance

RELATION WITH SUPERIOR AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE
102 responses



4.1.21.What is your satisfactional level at your workplace

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
1	0	0
2	0	0
3	9	8.8
4	72	70.6
5	21	20.6

INTERPRETATION:

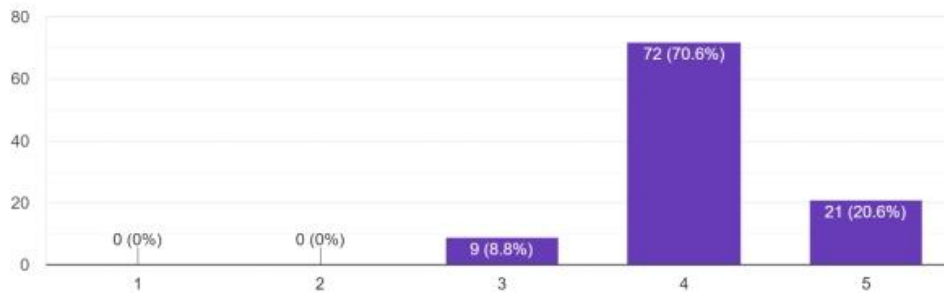
- In the table 70.6% maximum in 4
- And 0% minimum in 1,2.

INFERENCE : Maximum 70.6% in 4

Chart 4.1.21.What is your satisfactional level at your workplace

WHAT IS YOUR SATISFACTONAL LEVEL AT YOUR WORKPLACE

102 responses



4.2. ANOVA

One-way Anova Test:

Null Hypothesis H0: There is no significant difference between age of the respondents and satisfaction level with the company management.

Alternate Hypothesis: There is significant difference between age of the respondents and satisfaction level with the company management.

ONEWAY

Descriptives

age

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
HS	9	1.00	.000	.000	1.00	1.00	1	1
S	36	1.00	.000	.000	1.00	1.00	1	1
N	52	1.83	.678	.094	1.64	2.02	1	3
D	5	3.80	.447	.200	3.24	4.36	3	4
Total	102	1.56	.815	.081	1.40	1.72	1	4

ANOVA

age

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	42.905	3	14.302	57.814	.000
Within Groups	24.242	98	.247		
Total	67.147	101			

Post Hoc Tests

Homogeneous Subsets

age

Duncan^{a,b}

satisfaction_level_wit h_company_manage ment		Subset for alpha = 0.05		
	N	1	2	3
HS	9	1.00		
S	36	1.00		
N	52		1.83	
D	5			3.80
Sig.		1.000	1.000	1.000

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 11.169.

b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.

INTERPRETATION:

Since p value is 0.000 is less than 0.05 so the null hypothesis is rejected and alternate hypothesis is accepted.

4.3 CHI-SQUARE TEST:

Null Hypothesis H0: There is no significant relationship between the experience of the respondents and salary as the motivational factor to employee performance.

Alternate Hypothesis H1: There is significant relationship between the experience of the respondents and salary as the motivational factor to employee performance.

Crosstabs

Case Processing Summary

	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
salary_as_motivational_factor * experience	102	100.0%	0	0.0%	102	100.0%

salary_as_motivational_factor * experience Crosstabulation

			experience				Total
			0-5	5-10	10-15	15-25	
salary_as_motivational_factor	SA	Count	19	0	0	0	19
		Expected Count	9.7	4.3	3.4	1.7	19.0
	A	Count	33	23	5	0	61
		Expected Count	31.1	13.8	10.8	5.4	61.0
	N	Count	0	0	13	6	19
		Expected Count	9.7	4.3	3.4	1.7	19.0
	D	Count	0	0	0	3	3
		Expected Count	0	0	0	1.7	1.7
		Count	0	0	0	0	0
		Expected Count	0	0	0	0	0
		Count	0	0	0	0	0
		Expected Count	0	0	0	0	0

	Expected Count	1.5	.7	.5	.3	3.0
Total	Count	52	23	18	9	102
	Expected Count	52.0	23.0	18.0	9.0	102.0

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	116.946 ^a	9	.000
Likelihood Ratio	110.600	9	.000
Linear-by-Linear Association	63.736	1	.000
N of Valid Cases	102		

a. 10 cells (62.5%) have expected count less than 5.

The minimum expected count is .26.

INTERPRETATION:

Since p value is 0.000 is less than 0.05 so the null hypothesis is rejected and alternate hypothesis is accepted.

CHAPTER 5

FINDINGS, SUGGESTION, CONCLUSION

5.1.FINDINGS

1. Maximum 60.8% in 20-30
2. Maximum 61.8% in male
3. Maximum 58.8% are in single
4. Maximum 72.5% are graduate
5. Maximum 51% in 0-5years
6. Maximum 50% in promotion
7. Maximum 28.4% in behavioral
8. Maximum 42.2% in promotion
9. Maximum 84.3% in yes.
10. Maximum 80.4% in yes.
11. Maximum 59.8% in agree
12. Maximum 62.7% in agree
13. Maximum 69.6% in agree
14. Maximum 56.9% in agree
15. Maximum 65.7% in agree
16. Maximum 59.8% in agree
17. Maximum 53.9% in agree
18. Maximum 51% in neutral
19. Maximum 55.9% in neutral
20. Maximum 47.1% in neutral
21. Maximum 70.6% in 4

5.2.SUGGESTION

- More financial benefits should be given.
- Promotion system should be communicated among the workers.
- Today, as there is a atmosphere of worker participation in the decisions regarding organization worker should have given opportunity to express their views in the company.
- Money incentives should be given more
- Management policies and practices should be communicated so that workers could understand them easily.

5.3.CONCLUSION

- On the basis of the data analysis and interpretations the research come to know that following points :
- Respondents get opportunity to express their views.
- There is a cooperative relationship between workers and management.Motivation is abstract quality, for which measurement become to difficult task because of the non-availability of standardized test for it.
- Attitude of workers towards supervisor and co-workers is also extremely favourable.
- Attitude of workers towards organization is extremely favourable.

REFERENCES

- [1] Elizabeth Boye Kuranchie-Mensah and Kwesi Amponsah-Tawiah (2016), "Employee motivation and work performance: A comparative study of Mining companies in Ghana", *Journal of Industrial Engineering and Management*, vol. 9, no: 2, Pg: 255-309.
- [Navaneetha et. al., Vol.5 (Iss.5): May 2018] ISSN: 2454-1907 DOI: 10.5281/zenodo.1255343 [Http://www.ijetmr.com](http://www.ijetmr.com)©International Journal of Engineering Technologies and Management Research [25]
- [2] Hackman, J.R., & Oldham, G.R. (1980). *Work redesign*. Readings, MA: Addison-Wesley.
- [3] Hafiza, S.N., Shah, S.S., Jamsheed, H., & Zaman, K. (2011), "Relationship between rewards and employee's motivation in the non-profit organizations of Pakistan", *Business Intelligence Journal*, vol. 4, no: 2, Pg: 327-329, ISSN: 2013-8423.
- [4] Ioan Moise Achim, Larisa Dragolea and George Balan (2013), "The importance of employee motivation to increase organisational performance", *Annales Universitatis Apulensis Series Oeconomica*, vol.15, no: 2, Pg: 685 – 691.
- [5] Naim Ismajli, Jusuf Zekiri, Ermira Qosja and Ibrahim Krasniqi. (2015), "The importance of motivational factors on Employee performance at Kosovo Municipalities", *Journal of Political Sciences Public Affairs*, DOI: 10.4172/2332-0761.1000152.
- [6] Muogbo U.S (2013), "The influence of motivation on employee's performance: A study on selected firms in Anambra state", *The International Journal of Engineering and Science*, Vol. 2 no. 7, Pg: 70 – 80, ISSN (p): 2319 – 1805.
- [7] Rajeswari Devadass (2011), "Employee motivation in organizations: An integrative literature review", *International Conference on Sociality and Economics Development IACSIT Press, Singapore IPEDR*, Vol.10, no.2, Pg: 560 – 570.
- [8] Stephen A. Furlich, (2016), "Understanding employee motivation through Managerial communication through Expectancy-valence theory", *Journal of Integrated Social*

Sciences, Vol. 6, no: 1, Pg: 17-37. [9] Vinay Chaitanya Ganta (2014), "Motivation in the workplace to improve the Employee Performance", International Journal of Engineering Technology, Management and Applied Sciences, Vol.2, no.6, Pg: 221 -230, ISSN 2349-4476.

ANNEXURE

4/21/22, 12:29 PM

A STUDY ON EMPLOYEE MOTIVATION

A STUDY ON EMPLOYEE MOTIVATION

GOPI ENGINEERING & SONS

* Required

Untitled Section

1. NAME *

2. AGE *

Mark only one oval.

☐ 20-30 YEARS

☐ 30-40 YEARS

☐ 40-50 YEARS

☐ ABOVE 50 YEARS

3. GENDER *

Mark only one oval.

☐ MALE

☐ FEMALE

4. MARITAL STATUS *

Mark only one oval.

- ☐ SINGLE
- ☐ MARRIED

5. EDUCATIONAL QUALIFICATION *

Mark only one oval.

- ☐ BELOW MATRIC
- ☐ MATRIC
- ☐ INTERMEDIATE
- ☐ GRADUATE
- ☐ POST GRADUATE

6. EXPERIENCE *

Mark only one oval.

- ☐ 0-5 YEARS
- ☐ 5-10 YEARS
- ☐ 10-15 YEARS
- ☐ 15-20 YEARS
- ☐ 20-25 YEARS
- ☐ ABOVE 25 YEARS

7. FACTORS WHICH INCREASE THE MOTIVATION LEVEL AT WORKPLACE *

Mark only one oval.

- ☐ AWARDS
- ☐ REWARDS
- ☐ PROMOTION
- ☐ RECOGNITION

8. TYPE OF APPROACHES MOTIVATES YOU MORE *

Mark only one oval.

- ☐ PHYSIOLOGICAL
- ☐ BEHAVIORAL
- ☐ COGNITIVE
- ☐ SOCIAL

9. WHICH OF THE FOLLOWING FACTORS MOTIVATES YOU MOST *

Mark only one oval.

- ☐ SALARY INCREASE
- ☐ PROMOTION
- ☐ LEAVE
- ☐ MOTIVATIONAL TALKS
- ☐ RECOGNITION

10. ARE YOU MOTIVATED BY THE OFFICERS *

Mark only one oval.

☐ YES

☐ NO

11. DO YOU GET THE OPPORTUNITY TO EXPRESS YOUR VIEW IN THE COMPANY *

Mark only one oval.

☐ YES

☐ NO

12. SALARY AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

☐ STRONGLY DISAGREE

☐ DISAGREE

☐ NEUTRAL

☐ AGREE

☐ STRONGLY AGREE

13. INCREMENT AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

- ☐ STRONGLY DISAGREE
☐ DISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

14. WORKING CONDITON AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

- ☐ STRONGLY DISAGREE
☐ DISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

15. FLEXIBLE TIME AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

- ☐ STRONGLY DISAGREE
☐ DISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

16. PROMOTION AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

- ☐ STRONGLY DISAGREE
☐ DISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

17. APPRECIATION FOR THE WORK PERFORMED AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

- ☐ STRONGLY DISAGREE
☐ DISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

18. COMPENSATION AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

- ☐ STRONGLY DISAGREE
☐ DISAGREE
☐ NEUTRAL
☐ AGREE
☐ STRONGLY AGREE

19. ARE YOU SATISFIED WITH THE COMPANY MANAGEMENT *

Mark only one oval.

- ☐ HIGHLY SATISFIED
☐ SATISFIED
☐ NEUTRAL
☐ DISSATISFIED
☐ HIGHLY DISSATISFIED

20. OPINION REGARDING PARTICIPATION IN DECISION MAKING *

Mark only one oval.

- ☐ HIGHLY SATISFIED
☐ SATISFIED
☐ NEUTRAL
☐ DISSATISFIED
☐ HIGHLY DISSATISFIED

21. RELATION WITH SUPERIOR AS THE MOTIVATIONAL FACTOR TO EMPLOYEES PERFORMANCE *

Mark only one oval.

- ☐ HIGHLY SATISFIED
☐ SATISFIED
☐ NEUTRAL
☐ DISSATISFIED
☐ HIGHLY DISSATISFIED

22. WHAT IS YOUR SATISFACTONAL LEVEL AT YOUR WORKPLACE *

Mark only one oval.

1	2	3	4	5
☐	☐	☐	☐	☐

This content is neither created nor endorsed by Google.

Google Forms

WPS Office