

TO INCREASE THE PRODUCTIVITY AND EFFECIENCY OF WORKERS USING THE MOTIVATION AS A MANAGEMENT TOOL

Submitted in partial fulfillment of the requirements for the award of

Bachelors of Business Administration

By

NAGESHWARI M (39280071)



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

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade "A" by NAAC

JEPPIAR NAGAR, RAJIV GANDHI SALAI, CHENNAI-600119.

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Accredited with "A" grade by NAAC

Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai - 600 119

www.sathyabama.ac.in



DEPARTMENT OF BUSINESS ADMINISTRATION

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **NAGESHWARI M(39280071)** who carried out the project entitled **“TO INCREASE THE PRODUCTIVITY AND EFFICIENCY OF WORKERS USING MOTIVATION AS A MANAGEMENT TOOL”** student of Sathyabama Institute Of Science and Technology under my supervision from January 2022 to March 2022.

Internal Guide

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

Dean – School of Management Studies

Submitted for Viva voce Examination held on_____

Internal Examiner

External Examiner

DECLARATION

I **NAGESHWARI M (39280071)** hereby declare that the project report entitled “ **TO INCREASE THE PRODUCTIVITY AND EFFICIENCY OF WORKERS USING MOTIVATION AS A MANAGEMENT TOOL**” done by me under guidance of **Ms.S.SHANTHINI .M.COM.NET..**, Assistant Professor of the department at **SATHYABAMA INSTITUTE OF SCIENCE AND TECHNOLOGY, CHENNAI** is submitted in partial fulfillment of the requirements for the award of bachelor of business administration.

DATE:

SIGNATURE OF THE CANDIDATE

PLACE :CHENNAI

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NAGESHWARI M

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ABSTRACT

The important of this work is to investigate motivation as a management tool for increasing the productivity of worker in an organization.

This research is divided into five chapters. Chapter one deal with statement of the problem, purpose of study, statement of hypothesis, scope of the study limitation of study, motivation and management decision making, management respective in increasing productivity of worker and summer of literature review.

However chapter three deals with research metrology and design. Population of study and research instrument chapter four concerns with data presentation and analysis and test of hypothesis.

Whereas the last chapter five deal with summary of finding, conclusion and recommendation. Bibliography and sample questionnaires include.

In conclusion, management should appreciate the partnership role of their worker and also management should recognize the work of internal audit.

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CHAPTER – 1

INTRODUCTION

1.1 INTRODUCTION

(1) MOTIVATION: This simply means ensuring appreciate behaviors of workers is an organization by providing an environment in which people can satisfy their human need through their work and working environments

(2) TRAINING OR SEMINAR: The importance of staff development in any organization cannot be over emphasized. For an accurate, account, ability and skill acquired by any staff depends on the mode of training given to him which will be applied to the teaching of the relevance duty and to motivate other staff.

(3) WAGES OR SALARY: - Employees consider wages/salary as the most important way of motivating worker. These wages/salary are paid according to their grade level and steps and also provide for an effective and efficient source of motivation for employees after adding other allowance or increase of their salary generally by government.

(4) LEAVE ALLOWANCE: - This allowance is paid once annually whether you are on leave or not provided you are a public servant and in exception those that is retired from service.

(5) FREE MEDICAL TREATMENT: This treatment only allocate to public servant by given them medical report from signed by direct to go to any government hospital for treatment.

(6) SALARY IN ADVANCE: - This is another way of helping a staff who need help. The office will grant a salary in advance for him or her to solve his/her problem and specify how he/she is given to pay back from this his/her salary .

(7) STUDY LEAVE WITHOUT PAY :- Management also allow such study to exist in the organization which help staff to acquire additional certificate when he/her is still working but will not be receiving any salary till he/her finish the study and present the certificate which will attract arrears the salary .

(8) CAR LOAN :- This kind of loan have its own category of staff that can allocate to it . It belongs to grade & level.10 and above officer who can be paying back installment according to the way specify.

(9) STUDY LEAVE WITH PAY: -This is also one of the instrument used to motivate staff by allowing them to acquire more additional certificate. With the above mentioned subject matter, staff are allowed to go school while there are in service in service and collect their salary and other allowance attached to it.

(10) PROMOTION: -This very essential to all public se4rvants.it involve increment of once state and the high in promotion demands a lot of responsibilities and it involve a lots of arrears of fund .

Promotion are of different types:-

- (a) Conversation
- (b) Advancement
- (c) Internal transfer
- (d) Transfer of service.

(11) OVER TIME:- Management take control of over time which are paid to some people who are serving the top government officer .These people don't office except the time their boss directed them to leave the office. From that time spend after work will be calculate for the based on their grade level and steps.

1.2PURPOSE OF THE STUDY:

The main aim 'of this research is to specialize and discuss some factors which determine the effectiveness of Enugu state. Housing Development Corporation and its general impact to both government and management decision policy in an organization. This study is carried out to examine the motivation tools employed by the management

to improve productivity of workers in Enugu state housing development corporation (ESHOC). Motivation is crucial to human being and survival of any enterprise. Management by virtual of their position as decision makers in the corporation view a massive influence in the operation of the organization and this determine what direction the firm should go.

Therefore the researcher does not limits itself to only investigation into the motivational tools the management uses to motivate its human reseach but how management achieve their motivation by following the required method of a good motivation.

Some requirements are:

(a) Security is vital element

(b) A good system must be comprehensive in providing for

The satisfaction of all need.

(c) Subordinate must Included to work and produce more

(d) Provision must be made for financial opportunities

Particularly those given more person freedom

Another important finding of the study is that when employees are highly motivated they have a high tolerance for dissatisfaction arising from the maintains factors.

CHAPTER- 2

REVIEW OF LITERATURE

.

2.2 LIST OF REVIEWS:

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. Smith and Rupp (2003) 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, Luthans and Stajkovic (1999) concluded that advancement of human resources through rewards, monetary incentives, and organizational behavior modification has generated a large volume of debate in the human resource and sales performance field. According to Orpen (1997) 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 (2001) conducted a case study in one corporate setting by using balance score card (BSC) method and found out that organizational outcomes would be greater if employees are provided with positive motivation. 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 behavior and strategic feedback are expected to enhance organizational performance (Chenhall 2005). Kunz and Pfaff (2002) stated no substantive reason to fear an undermining effect of extrinsic rewards on intrinsic motivation. Decoene and Bruggeman (2006) in their study developed and illustrated a model of the relationship between strategic alignment, motivation and organizational performance in a BSC context and find that effective strategic alignment empowers and motivates working executives. 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. Aguinis et al. (2013) stated that monetary rewards can be a very powerful determinant of employee motivation and achievement which, in turn, can advance to important returns in terms of firm-level performance. Garg and Rastogi (2006) 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 (2012) 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. Den and Verburg (2004) found the impact of high performing work systems, also called human resource practices, on perceptual measures of firm performance. Ashmos and Duchon (2000) 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.

CHAPTER – 3

RESEARCH METHODOLOGY

3.1 STATEMENT OF THE PROBLEM

In a work place individual employees have different aim and aspiration for instance some worker would prefer to work very hard and yet be satisfied at least for working just to contribute to the job. Other might have aims of showing appearance in the office or place of work and would not like to be usefully engaged but like to collect their salary as is when due still some would prefer working for short periods hence their aim would be to reduce the time they spend in the workplace to a minimum level since they were not interested with what they are doing.

Therefore, the determination roles of management goals in an organization and their activities are not always taken for granted. However, due to the co-ordination of human and

material resources in an organization in both sectors of their economy are able to establish a company. Management going to increase the productivity of worker are not just a process by which people (manger) crests direct, maintains and operated an organization rather it is through systematic co-operative human effort and control measure it also involves making suggestion for improved performance and prevention of future short coming if any .

We now want to asses how effectiveness manager are and relation to productive and constructive services that offer to management therefore the question we want to ask is how the manager maintains the high performances to increase the management tools answer to the above question will go along way in clarifying and explaining what the manager does or is all about and how effective the management decision policy .the overall purpose Is to assist management in achieving the most effective administration of the operations of the operation of organization that will attract the incentive of increasing the productivity of worker in public sector.

3.2 NEED FOR THE STUDY:

- ✓ Employee motivation is key to an organisation's success. It's the level of commitment, drive and energy that a company's workers bring to the role everyday. Without it, companies experience reduced productivity, lower levels of output and it's likely that the company will fall short of reaching important goals too.
- ✓ Motivation results in increased productivity since its basic object is to achieve the goals of the enterprise. The workers give their best performances which helps in increasing the productivity of the organisation.

3.3 OBJECTIVES OF THE STUDY:

- ☐ To Examine the effect of motivation in increasing employee.
- ☐ To identify the motivating factor that can make employee increase their level of performances.
- ☐ To identify the problem and constraints against effective employee motivation in an organization.
- ☐ To examine the personal administrative system, policy and procedure that can

assist organization to highly remunerate their workforce and reduction in the labour turnover.

3.4 SCOPE OF THE STUDY:

- The purpose of motivation is to create condition in which people are willing to work with Zeal, initiative. Interest, and enthusiasm, with a high personal and group moral satisfaction with a sense of responsibility. To increase loyalty against company.
- High level employee motivation will impact employee productivity by simulating the production of better and higher quantity work. A motivated employee is more likely to have a high level of job satisfaction and increase long term employee retention.
- 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 .

3.5 LIMITATIONS OF THE STUDY:

- The study is confined to chennai District only The data collected for the research is fully on primary data given by the respondents.
- There is a chance for personal bias.
- So accurately is not true. Due to shortage of time and other const the study has been limited respondents only.

3.6 RESEARCH DESIGN

3.6.1 Descriptive research design:

The study is purely descriptive research as it sought to identify the Employee Satisfaction level based on the respondent responses. Descriptive research involves data in order to answer research questions concerning the current status of the study.

3.7 SOURCE OF DATA:

The data are collected from the primary data and data collection is the term used to describe a process of data collecting.

Primary Data – Questionnaire was prepared and given to 70 respondents

Secondary Data – online journals and websites & review of literature from published articles.

3.8 STRUCTURE OF QUESTIONNAIRE:

The questionnaire was divided into two parts. The first part was prepared to know the basic general information of the respondents. The second part contained the questions about the Employee satisfaction of their working environmental problems and advantages of the respondents.

3.9 SAMPLING TECHNIQUE:

3.9.1 convenience sampling method

Convenience sampling is a type of sampling where the first available primary data source will be used for the research without additional requirements. It is also an easy sampling method to collect data from the people without any hurdles.

SAMPLE UNIVERSE : The Sample Universe includes the people of Chennai region.

SAMPLE SIZE : The Sample size of the participants was of 70people

3.10 PERIOD OF STUDY:

The duration of this study is from January 2022 to March 2022 which is three months of study.

3.11 ANALYTICAL TOOLS:

PERCENTAGE ANALYSIS – It refers to a special kind of rates, percentage are used in making comparison between two or more series of data. A percentage is used to determine relationship between the series.

PIE CHART – A **pie chart** is a type of graph that represents the data in the circular graph. The slices of pie show the relative size of the data, and it is a type of pictorial representation of data. A pie chart requires a list of categorical variables and numerical variables. Here, the term “pie” represents the whole, and the “slices” represent the parts of the whole.

CHAPTER - 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS.

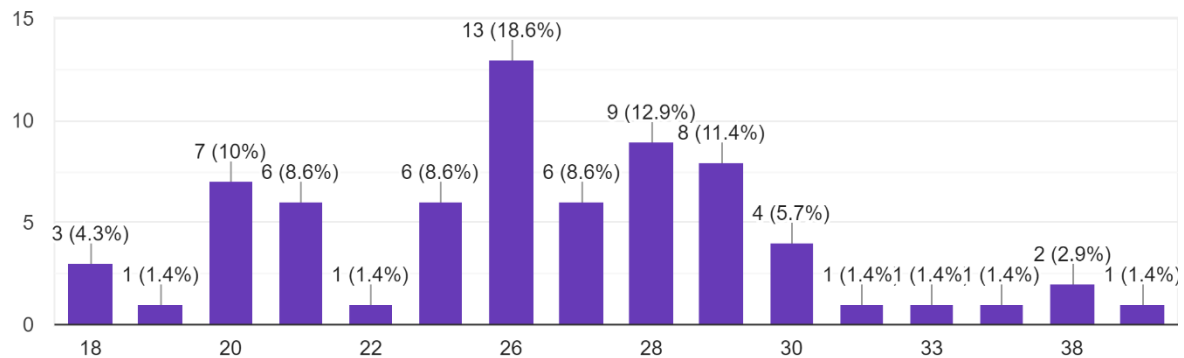
TABLE 4.1.1 AGE OF RESPONDENTS.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Below 18	0	0%
2	18-19	04	26.4%
3	20-30	60	59%
4	31- 40	6	10.7%
5	41 and above	0	1.9%
	TOTAL	70	100%

SOURCE :- Primary Data

Age

70 responses



(Fig:4.1.1)

INTERPRETATION: From the above analysis (0.9%) of respondents belongs to age of below 18, (26.4%) respondents to the age (18-20 yrs) , 59% of respondents belongs to 20-38 yrs, (10.7%) belongs to 38-48 yrs and (1.9%) of respondents belongs to 48 and above years of age

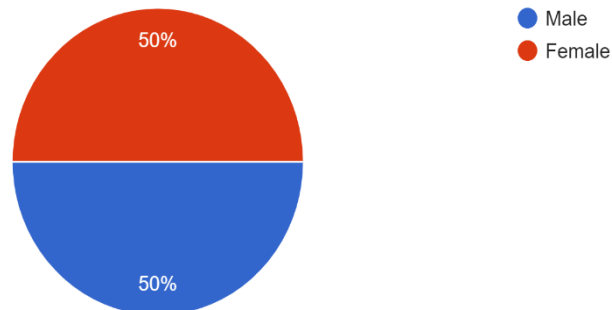
INFERENCE :- Majority (59%) respondents are age between 20-38.

TABLE 4.1.2 GENDER OF RESPONDENTS.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Male	55	76%
2	Female	15	23.5%
	TOTAL	70	100%

SOURCE:-Primary Data

Gender
70 responses



(Fig 4.1.2)

INTERPRETATION:-From the above analysis (76%) of respondents are male and (23.5%) of the respondents are Female.

INFERENCE :-Majority (76%) of the respondents are Male.

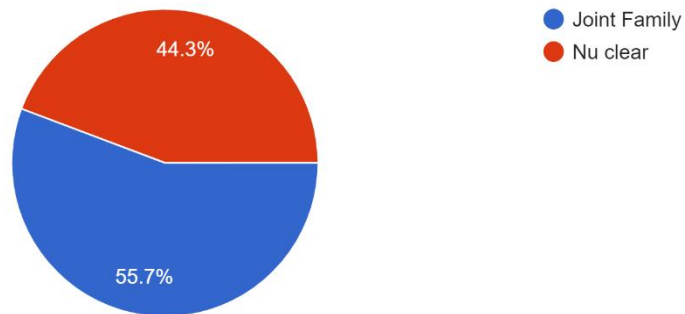
TABLE 4.1.3 FAMILY TYPE OF RESPONDENTS.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Joint Family	39	55.7%
2	Nuclear	31	44.3%
	TOTAL	70	100%

SOURCE:-Primary Data

FAMILY TYPE

70 responses



(FIG 4.1.3)

INTERPRETATION:-From the above analysis (55.7%) of respondents are Joint Family and(44.3%) of the respondents are Nuclear.

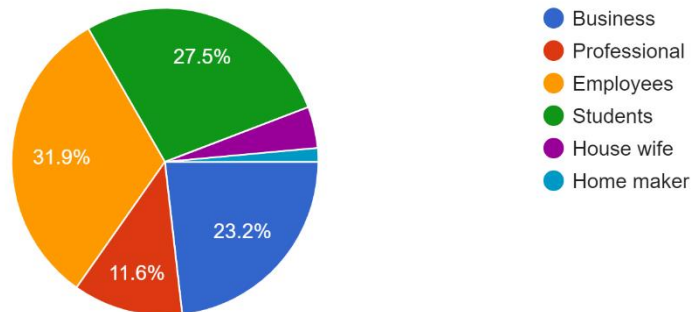
INFERENCE:-Majority (55.7%) of respondents are Joint Family.

TABLE 4.1.4 OCCUPATION OF RESPONDENTS.

S.NO	PARTICULARS	NO.OF RESPONENTS	PERCENTAGE
1	Business	16	23.2%
2	Professional	8	11.6%
3	Employee	22	31.9%
4	Students	19	27.5%
5	House wife	3	3.5%
6	Home maker	2	2.3%
	TOTAL	70	100%

SOURCE:-Primary Data

Occupation status
69 responses



(FIG 4.1.4)

INTERPRETATION:-From the above analysis (23.2%) of respondents have doing business, (11.6 %) of respondents are doing Professional , (31.9%) of respondents are doing Employee ,(27.5%) of respondents are Students ,(3.5%) of respondents are house wife and (2.3%) of respondents are home maker .

INFERENCE:-Majority (31.9%) respondents are doing employee.

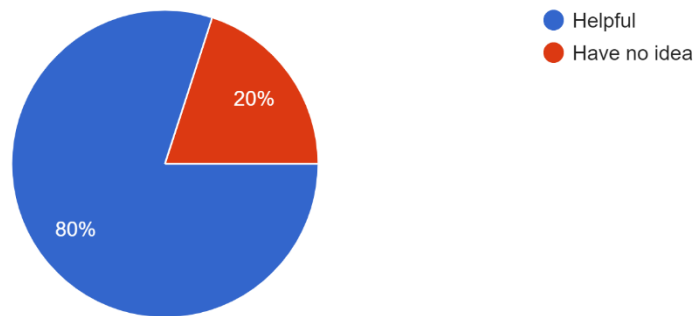
TABLE 4.1.5 IS THERE A CLEAR UNDERSTANDING OF THE STRATEGIC OBJECTIVES OF THE ORGANIZATION .

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Helpful	53	80%
2	Have no idea	17	20%
	TOTAL	70	100%

SOURCE:-Primary Data

1. Is there a clear understanding of the strategic objectives of the organization?

70 responses



(FIG 4.1.5)

INTERPRETATION:-From the above analysis (80%) of respondents are helpful and (20%) of respondents are help no idea .

INFERENCE:-Majority (80%) of respondents are helpful.

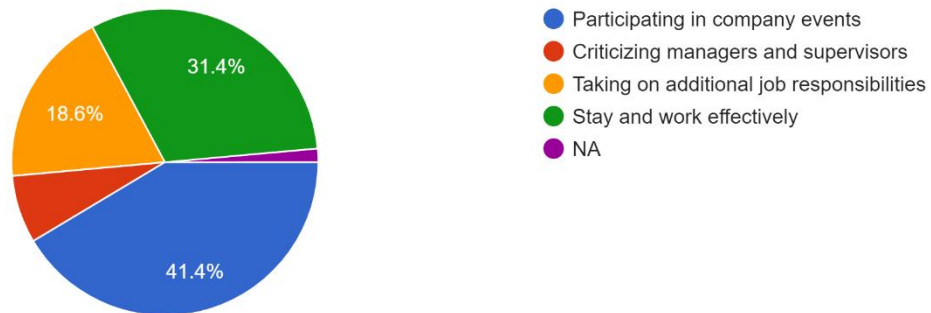
TABLE 4.1.6 SIGNS OF EMPLOYEE SATISFACTION INCLUDE.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Participating in company events	35	41.4%
2	Criticizing managers and supervisors	03	7.1%
3	Taking on additional job responsibilities	09	18.6%
4	Stay and work effectively	22	31.4%
5	NA	01	1.5%

	TOTAL	70	100%
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SOURCE:-Primary Data

2. Signs of employee satisfaction include
70 responses



(FIG 4.1.6)

INTERPRETATION:- From the above analysis (41.4%) of respondents are participating in company events , (7.1%) of respondents are criticizing managers and supervisors (18.6%) of respondents are taking on additional job responsibilities, (31.4%) of respondents are stay and work effectively and (1.5%) of respondents are in NA.

INFERENCE:- Majority (41.4%) of respondents are Participating in company events.

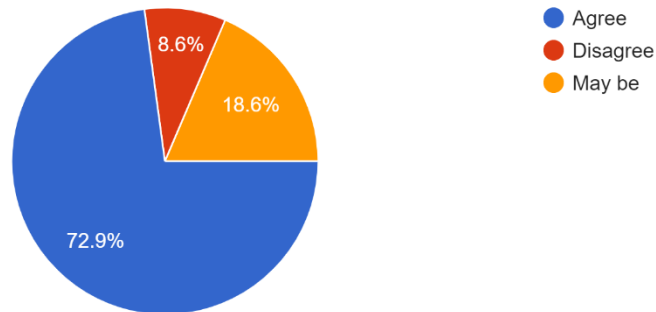
TABLE 4.1.7 DO YOU BELIEVE THAT THERE IS AN OPPORTUNITY FOR INDIVIDUAL CAREER GROWTH AND DEVELOPMENT WITH THE COMPANY.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Agree	50	72.9%
2	Disagree	05	8.6%
3	May be	15	18.6%
	TOTAL	70	100%

SOURCE:-Primary Data

3. Do you believe that there is an opportunity for individual career growth and development within the company?

70 responses



(FIG 4.1.7)

INTERPRETATION:-From the above analysis (72.9%) of respondents are agree, (8.6%) of respondents are disagree and (18.6%) of respondents are maybe.

INFERENCE:-Majority (72.9%) of respondents are Agree.

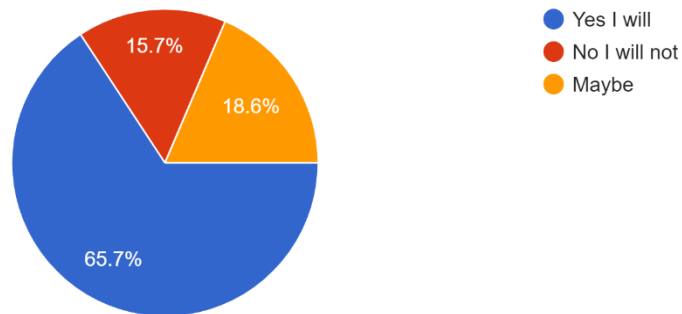
TABLE 4.1.8 WILL YOU BE WORKING FOR THE SAME ORGANIZATION IN THE NEXT 2YEAR IF IT IS MOTIVATING .

S.NO	PARTICULARS	NO.OF RESPONDENTS	PARTICULARS
1	Yes I will	48	65.7%
2	No I will Not	7	15.7%
3	Maybe	15	18.6%
	TOTAL	70	100%

SOURCE:-Primary Data

4. Will you be working for the same organization in the next 2 years if it is Motivating

70 responses



(FIG 4.1.8)

INTERPRETATION:-From the above analysis (65.7%) of resp, (33.3%) of respondents are Yes I will , (15.7%) of respondents are No I will Not , (18.6%) of respondents are Maybe .

INFERENCE:-Majority (65.7%) of respondents are Yes I Will .

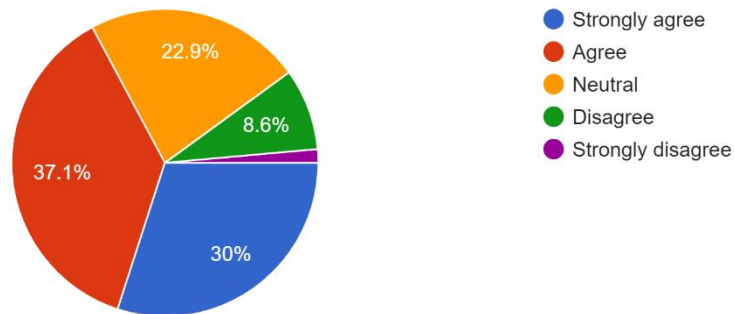
TABLE 4.1.9 MANAGEMENT IS REALLY INTERESTED IN MOTIVATING THE EMPLOYEE.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Strongly agree	21	30%
2	Agree	25	37.1%
3	Neutral	18	22.9%
4	Disagree	05	8.6%
5	Strongly Disagree	01	1.4%
	TOTAL	70	100%

SOURCE:-Primary data

5. Management is really interested in motivating the employees?

70 responses



(FIG 4.1.9)

INTERPRETATION:-From the above analysis (30%) of respondents are strongly agree, (37.1%) of respondents are Agree, (22.9%) of respondents are Neutral , (8.6%) of respondents are Disagree and (1.4%) of respondents are strongly disagree.

INFERENCE :-Majority (37.1%) of respondents are Agree.

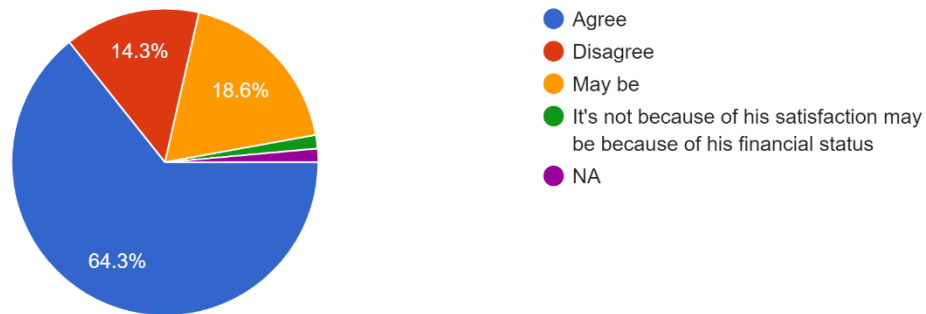
TABLE 4.1.10 A SATISFIED EMPLOYEE WILL SPEND A LITTLE BIT MORE TIME AT WORK THAN ONE WHO IS UNHAPPY.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Agree	47	64.3%
2	Disagree	07	14.3%
3	Maybe	14	18.6%
4	It's not because of his satisfaction may be because of his financial status	01	1.4%

5	NA	01	1.4%
	TOTAL	70	100%

SOURCE:-Primary Data

6.A satisfied employee will spend a little bit more time at work than one who is unhappy.
70 responses



(FIG 4.1.10)

INTERPRETATION:-From the above analysis (64.3%) of respondents are Agree, (14.3%) of respondents are Disagree, (18.6%) of respondents are Maybe , (1.4%) of respondents are it's not because of his satisfaction may be because of his financial status and (1.4%)of respondents are NA.

INFERENCE:-Majority (64.3%) of respondents are Agree.

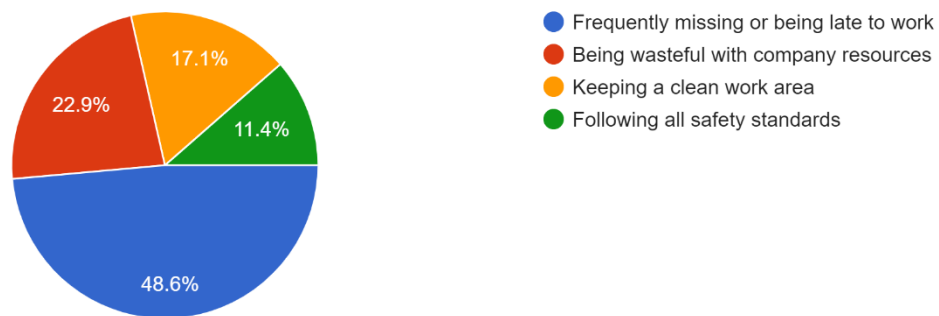
TABLE 4.1.11 SIGNS OF UNHAPPY EMPLOYEES INCLUDE.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Frequently missing or being late to work	37	48.6%
2	Being wasteful with company resources	12	22.9%
3	Keeping a clean work	13	17.1%

	area		
4	Following all safety standards	08	11.4%
	TOTAL	70	100%

SOURCE:- Primary Data

7. Signs of unhappy employees include
70 responses



(FIG 4.1.11)

INTERPRETATION:-From the above analysis (48.6%) of respondents are frequently missing or being late to work , (22.9%) of respondents are being wasteful with company resources ,(17.1%) of respondents are keeping a clean work area and (11.4%) of respondents are following all safety standards .

INFERENCE:- Majority (48.6%) of respondents are frequently missing or being to work.

TABLE 4.1.12 DOES YOUR TEAM PROVIDE YPU SUPPORT AT WORK WHENEVER NEEDED .

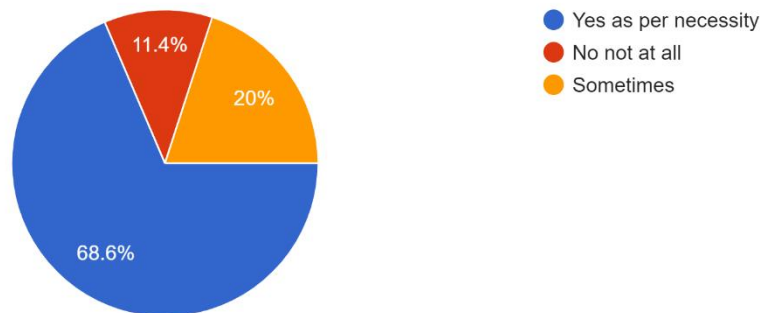
S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
------	-------------	-------------------	------------

1	Yes as per necessity	54	68.6%
2	No not at all	07	11.4%
3	Sometimes	09	20%
	TOTAL	70	100%

SOURCE:- Primary Data

8. Does your team provide you support at work whenever needed?

70 responses



(FIG 4.1.12)

INTERPRETATION:-From the above analysis (68.6%) of respondents are Yes as per necessity, (11.4%) of respondents are No not at all, (20%)of respondents are Sometimes .

INFERENCE:-Majority (68.6%) of the respondents yes as per necessity.

TABLE 4.1.13 SATISFIED EMPLOYEES DIRECTLY IMPACT.

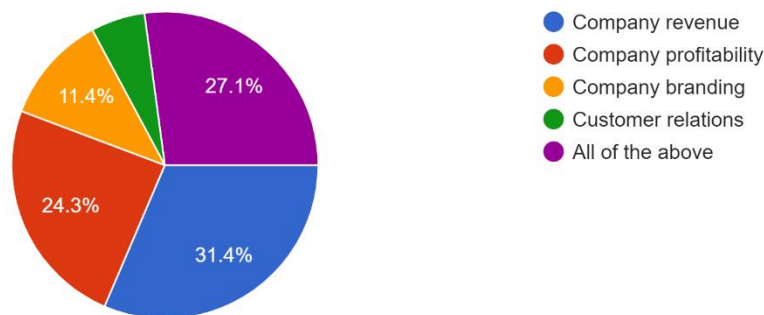
S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Company revenue	26	31.4%
2	Company profitability	19	24.3%
3	Company branding	06	11.4%

4	Customer relations	02	5.8%
5	All of the above	17	27.1%
	TOTAL	70	100%

SOURCE:-Primary Data

9. Satisfied employees directly impact:

70 responses



(FIG 4.1.13)

INTERPRETATION:-From this above analysis (31.4%) of respondent are company revenue, (24.3%) of respondents are company profitability , (11.4%) of respondents are company branding , (%) of respondents are customer relations and (27.1%) of respondents are All of the above .

INFERENCE:-Majority (31.4%) of respondents are company revenue.

TABLE 4.1.14 IF SOMETHING UNUSUAL COMES UP , DO YOU KNOW WHOM TO APPROACH FOR A SOLUTION

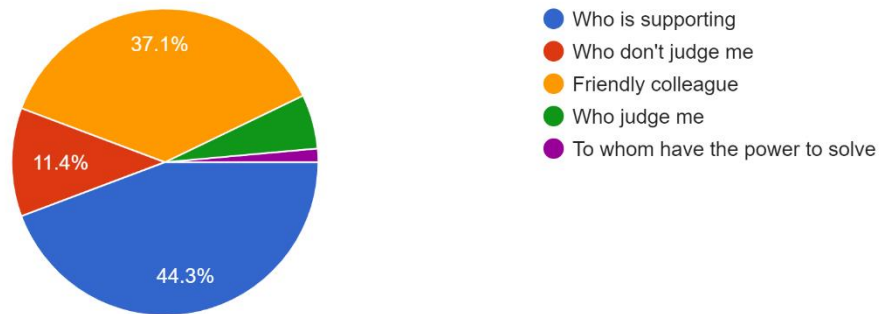
S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Who is supporting	30	44.3%
2	Who don't judge me	07	11.4%

3	Friendly colleague	29	37.1%
4	Who judge me	03	5.7%
5	To whom have the power to solve	01	1.5%
	TOTAL	70	100%

SOURCE:-Primary Data

10. If something unusual comes up, do you know whom to approach for a solution?

70 responses



(FIG 4.1.14)

INTERPRETATION:-From this above analysis (44.3%) of respondents are who is supporting, (11.4%) of respondents are who don't judge me, (37.1%) of respondents are friendly colleague, (5.7%) of respondents are who judge me and (1.5%) of respondents are to whom have the power to solve.

INFERENCE:-Majority (44.3%) of respondents are who is supporting.

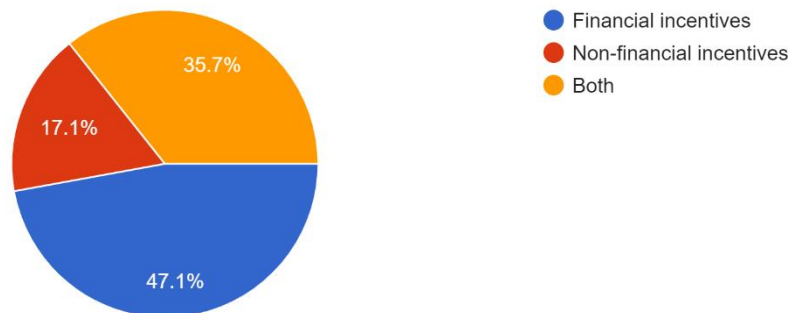
4.1.15 WHICH TYPE OF INCENTIVES MOTIVES YOU MORE.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Financial incentives	30	47.1%

2	Non – financial incentives	13	17.1%
3	Both	27	35.7%
	TOTAL	70	100%

SOURCE:-Primary Data

11. Which type of incentives motivates you more?
70 responses



(FIG 4.1.15)

INTERPRETATION:-From this above analysis (47.1%) of respondents are Financial incentives, (17.1%) of respondents are Non – Financial incentives, (35.7%) of respondents are Both.

INFERENCE:- Majority (47.1%) of respondents are financial incentives.

4.1.16 WHAT ARE THE TOP THREE ELEMENTS OF BUILDING SATISFIED EMPLOYEES

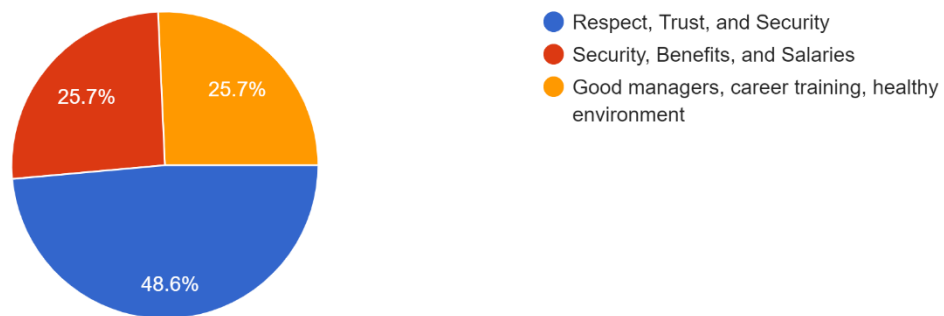
S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Respect ,Trust and security	32	48.6%

2	Security, Benefits and salaries	19	25.7%
3	Good managers, career training healthy environment	19	25.7%
	TOTAL	70	100%

SOURCE:-Primary Data

12. What are the top three elements of building satisfied employees?

70 responses



(FIG 4.1.16)

INTERPRETATION:-From this above analysis (48.6%) of respondents are Respect, Trust and Security, (25.7%) of respondents are Security, Benefits and Salaries, (25.7%) of respondents are Good Managers, Career training and healthy environment .

INFERENCE:-Majority (48.6%) of respondents are Respect, Trust and Security.

TABLE 4.1.17 DO YOU FEEL THAT YOUR OPINIONS ARE HEARD AND VALUED BY YOUR SUPERIOR.

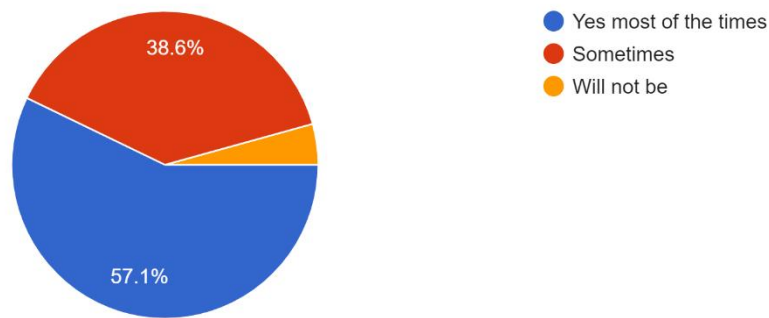
S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
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1	Yes most of the times	43	57.1%
2	Sometimes	25	38.6%
3	Will not be	02	4.3%
	TOTAL	70	100%

SOURCE:-Primary data

13. Do you feel that your opinions are heard and valued by your superior?

70 responses



(FIG 4.1.17)

INTERPRETATION:- From the given analysis (57.1%) of respondents are yes most of the times, (38.6%) of respondents are sometimes and (4.3%) of respondents are will not be.

INFERENCE:- Majority (57.1%) of respondents are yes most of the times .

TABLE 4.1.18 A TINY PULSE SURVEY FROM 2013 REVEALED THAT TRANSPARENCY WAS THE #1 FACTOR FOR EMPLOYEE ENGAGEMENT .HOW DO WE DEFINE EMPLOYEE TRANSPARENCY.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Talking about other	27	32.9%

	employees behind their backs		
2	Talking about other employees in front of them	12	17.1%
3	Consistently candid and open management communication	17	28.6%
4	Never speaking with employees about other employee	14	21.4%
	TOTAL	70	100%

SOURCE:-Primary Data

14. A TINYpulse survey from 2013 revealed that transparency was the #1 factor for employee engagement. How do we define employee transparency?

70 responses



(FIG 4.1.18)

INTERPRETATION:-From the given analysis (32.9%) of respondents are talking about other employee behind their backs, (17.1%)of respondents are talking about other employee in front of them, (28.6%) of respondents are consistently candid and open

management communication ,(21.4%) of respondents are never speaking with employees about other employees.

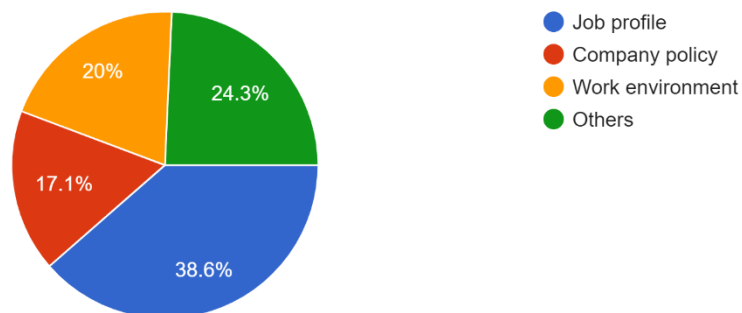
INFERENCE:-Majority (32.9%) of respondents are talking about other employees behind their backs .

TABLE 4.1.19 WHAT FACTOR DE-MOTIVATES YOU AT WORK PLACE

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Job profile	27	38.6%
2	Company policy	09	17.1%
3	Work environment	12	20%
4	Others	22	24.3%
	TOATL	70	100%

SOURCE:-Primary Data

15. What factor de-motivates you at work place?
70 responses



(FIG 4.1.19)

INTERPRETATION:-

- From the above analysis (38.6%) of respondents job profile, (17.1%) of respondents Company policy, (20%) of respondents are Work environment and (24.3%) of respondents are others.

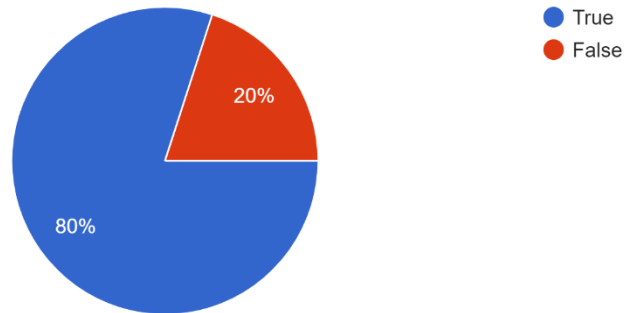
INFERENCE:-Majority (38.6%) of respondents are job profile.

TABLE 4.1.20 A KEY FACTOR OF EMPLOYEE SATISFACTION IS HAVING AN INTEGRATED BRAND STORY SO THAT WE ARE SPEAKING IN CONSISTENTLY THE SAME MANNER WHETHER WE'RE TALKING TO A CUSTOMER, VENDOR, OR EMPLOYEE

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGES
1	True	55	80%
2	False	15	20%
	TOTAL	70	100%

SOURCE:-Primary Data

16. A key factor of employee satisfaction is having an integrated brand story so that we are speaking in consistently the same manner whether we're talking to a customer, vendor, or employee.
70 responses



(FIG 4.1.20)

INTERPRETATION:

From the above analysis (80%) of respondents are True and (20%) of respondents are False.

INFERENCE:-Majority (80%) of respondents are True.

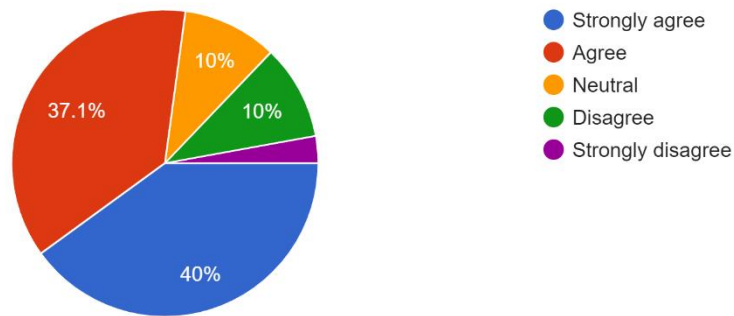
TABLE 4.1.21 ARE YOU ENCOURAGED TO COME UP WITH NEW AND BETTER WAYS OF DOING THINGS .

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Strongly agree	32	40%
2	Agree	25	37.1%
3	Neutral	06	10%
4	Disagree	06	10%
5	Strongly agree	01	2.9%

	TOTAL	70	100%
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SOURCE:-Primary Data

17. Are you encouraged to come up with new and better ways of doing things?
70 responses



(FIG 4.1.21)

INTERPRETATION:-From the above analysis (40%) of respondents are strongly agree , (37.1%) of respondents are agree, (10%) of respondents are Neutral, (10%) of respondents are disagree and (2.9%) of the respondents are strongly agree.

INFERENCE:-Majority (40%) of respondents are strongly agree.

TABLE 4.1.22 DO YOU THINK THE ENVIRONMENT AT WORK HELPS YOU STRIKE THE RIGHT BALANCE BETWEEN YOUR WORK LIFE AND PERSONAL LIFE

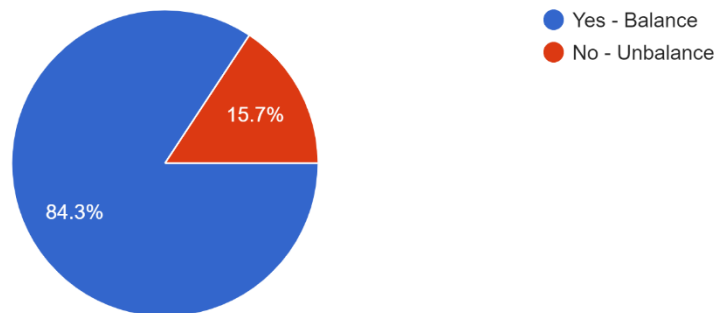
S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	Yes – Balance	63	84.3%

2	NO -Unbalance	07	15.7
	TOTAL	70	100%

SOURCE:-Primary Data

18. Do you think the environment at work helps you strike the right balance between your work life and personal life?

70 responses



INTERPRETATION:-From the above analysis (84.3%) of respondents are Yes – Balance and (15.7%) of respondents are No – Unbalance .

INFERENCE:-Majority (84.3%) of respondents are Yes – Balance .

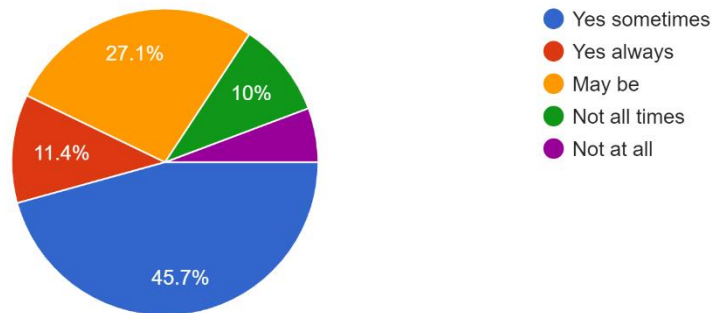
TABLE 4.1.23 DOES YOUR JOB CAUSE AN UMREASONABLE AMOUNT OF STREES FOR YOU.

S.NO	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGES
1	Yes sometimes	39	45.7%
2	Yes always	06	11.4%
3	Maybe	19	27.1%

4	Not all times	04	10%
5	Not at all	02	5.7%
	TOTAL	70	100%

19. Does your job cause an unreasonable amount of stress for you?

70 responses



INTERPRETATION:-From the above analysis (45.7%) of respondents are Yes sometimes ,(11.4%) of respondents are Yes always, (27.1%) of respondents are Maybe,(10%) of respondents are not all times and (5.7%) of respondents are not at all.

INFERENCE:-Majority (45.7%) of respondents are Yes sometimes .

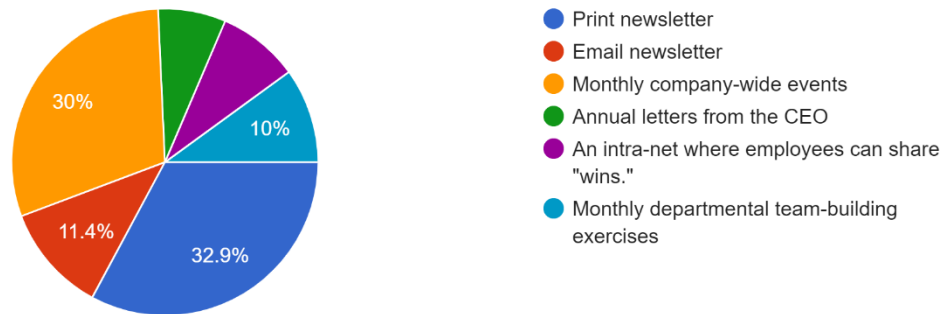
TABLE 4.1.24 WE PROVIDE THE FOLLOWING METHODS OF COMMUNICATING WITH EMPLOYEES, ALL OF WHICH ARE DESIGNED TO INCREASE EMPLOYEE SATISFACTION.

S.NO	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGES
1	Print newsletter	30	32.9%
2	Email newsletter	09	11.4%

3.	Monthly company-wide events	17	30%
4	Annual letters from the CEO	03	7.1%
5	An intra-net where employees can share “wins”.	04	8.6%
6	Monthly departmental team – building exercises.	07	10%
	TOTAL	70	100%

20. We provide the following methods of communicating with employees, all of which are designed to increase employee satisfaction.

70 responses



INTERPRETATION:-From the above analysis (32.9%) of respondents are print newsletter, (11.4%) of respondents are Email newsletter, (30%) of respondents are monthly company – wide events ,(8.6%) of respondents are an intra-net where employees can share “wins” and (10%) of respondents are monthly departmental team – building exercises

INFERENCE:-Majority (32.9%) of respondents are print newsletter.

4.2 HYPOTHESIS:

The contingency table below provides the following information :the observed cell totals, (the expected cell totals) and [the chi-square statistic for each cell].

The chi-square statistic, p-value and statement of significance appear beneath the table .

Blue means you're dealing with dependent variables ; red, independent.

	JOINT FAMILY	NUCLEAR	MARGINAL ROW TOTALS
Male	20 (20.06) [0]	19 (18.94) [0]	39
Female	16 (15.94) [0]	15 (15.06) [0]	31
Marginal column totals	36	34	70 (Grand total)

The chi-square statistic is 0.0008. The p-value is .978052. Not significant at $p < .01$.

The chi-square statistic with Yates correction is 0.0455. The p-value is .831163. Not significant at $p < .01$.

CHAPTER – 5

FINDINGS AND SUGGESTIONS

5.1 FINDINGS

- Majority (30.4%) respondents are age between 26-28.
- Majority (55.1%) of respondents are joint family.
- Majority (50.7%) of the respondents are female.
- Majority (44.9%) of respondents sometimes unreasonable amount of streets .
- Majority (65.2%) of are strongly agree for the some organization in the next 2years.
- Majority (79.7%) is there a clear understanding of the objectives of the organization .
- Majority (40.6%) are strongly respondents for participating career growth and development with in the company .
- Majority (72.5%) do you believe that there is opportunity for individual career growth and development with in company .
- Majority (65.2%) will you be working for same organization in the next 2 year if it is motivating .
- Majority (37.7%) management is really interested in motivating the employees.
- Majority (63.8%) strong agree of the respondents from a satisfied employee.
- Majority (47.8%) strongly agree of the respondents frequently missing or being late to work .

- Majority (68.1%) strongly agree of the respondents support at work whenever needed.
- Majority (30.4%) strongly agree of the respondents with the company revenue.
- Majority (43.5%) strongly agree of the respondents with who is supporting .
- Majority (46.4%) strongly agree of the respondents with the parameters of financial incentives.
- Majority (47.8%) strongly agree of the respondents with the respect, trust and security.
- Majority (56.5%) strongly agree of the respondents for yes most of times by superior .
- Majority (31.9%) strongly agree of the respondents with the parameter of talking about other employees behind their backs.
- Majority (37.7%) strongly agree of the respondents with the parameters of job profile.
- Majority (79.7%) of the respondents whether where talking to a customer , vendor or employee.
- Majority (39.1%) strongly agree of the respondents with the new and better ways of doing thing.
- Majority (84.1%) strongly agree of the respondents parameters of balance.
- Majority (44.9%) of the respondents for the job course an unreasonable amount of strees .
- Majority (31.9%) strongly agree of the respondents with the parameter of print new letter.

5.2 SUGGESTIONS:

1. Keep things simple:

While having a productivity strategy is key, it doesn't have to be elaborate. Creating a simple, focused plan with clear steps and outcomes helps people stay on task and sets them up for success.

2. Set reminders:

Smart calendars and reminder apps like Todoist track what needs to be done on specific days and times, so your brain doesn't have to. More importantly, you can integrate them with collaboration tools like Slack that let you organize by channels, topics and teams. Set major milestone alerts and notifications at the team level and have individuals set their own tasks within the same channel for more granular items.

3. Review goals daily (or at least regularly):

Setting goals is one of the most important parts of any business strategy. But they mean nothing if they aren't consistently being reviewed and revised. After establishing clear goals, make sure everyone has a way to check progress daily. If daily doesn't make sense in a given scenario, set realistic expectations, like sending weekly progress summaries or responding within 48 hours.

Any successful business or project requires a great plan and talented, hardworking people to make it happen. But workplace productivity, the ultimate effectiveness of your

efforts, greatly influences how far and fast you can go. To maximize productivity, you need a clear plan for what and how things need to happen to achieve a certain goal.

Prioritizing a productivity strategy takes time, patience and flexibility. From KPIs to motivation and even physical wellness, there are many ways to be more productive.

What can a business do to improve its productivity?

Business productivity is directly related to how engaged a person is with their work and their employer. A recent study from Harvard Business Review shows that people work harder when someone is watching and showing appreciation for their efforts. It's up to managers and company leaders to create a setting that's motivating enough to keep people focused.

This has become especially important with remote work. It's critical to develop plans that engage employees both at the office and from home. The more you can capture the attention and interest of your team, the better shot you have at boosting productivity.

CHAPTER- 6

CONCLUSION

6.1 CONCLUSION

From the study and research carried out, it was observed that the management should adopts various motivational techniques which include roofing and ceiling their employees houses at a reduced cost, increase in salary and fringe benefits, training and promotion, good working condition, study leave, annual leave, sick leave, scheme for bereavement and occupational sick pay, official cars etc. in order to achieve increased employee productivity.

However, with the researchers experience through the study of review of motivation as a management tool for increasing the productivity of employees, if the management should adopt the recommendations highlighted by the researcher below, it will enhance motivation thereby have more positive impact on employees productivity.

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Production 2000

APPENDIX (QUESTIONNAIRE)

1. Personal details

1.Name.

2.Email

3.Age

4.Gender

a) Male

b) Female

5. Family type.

- a) Joint Family
- b) Nuclear

6. Occupation

- a) Buisness
- b) Professional
- c) Employees
- d) Students
- e) Other _____

1. Is there a clear understanding of the strategic objectives of the organization?

- a) Helpful
- b) Have no idea

2. Signs of employee satisfaction include?

- a) Participating in company events
- b) Criticizing managers and supervisors
- c) Talking on additional job responsibilities
- d) Stay and work effectively
- e) Other _____

3. Do you believe that there is an opportunity for individual career growth and development within the company?

- a) Agree
- b) Disagree
- c) Maybe
- d) Other _____

4. Will you be working for the same organization in the next 2 years if it is Motivating.

- a) Yes I will
- b) No I will
- c) Maybe

5. Management is really interested in motivating the employees?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree

e) Strongly disagree

6. A Satisfied employee will spend a little bit more time at work than one who is unhappy .

a) Agree

b) Disagree

c) Maybe

d) Others _____

7. Signs of unhappy employees include.

a) Frequently missing or being late to work

b) Being wasteful with company resources

c) Keeping a clean work area.

8. Does your team provide you support at work whenever needed?

a) Yes as per necessity

b) No not at all

c) Sometimes

9. Satisfied employees directly impact:

- a) Company revenue
- b) Company profitability
- c) Company branding
- d) Customer relations
- e) All of the above

10. If something unusual comes up, do you know whom to approach for a solution ?

- a) Who is supporting
- b) Who don't judge me
- c) Friendly colleague
- d) Who judge me
- e) Other _____

11. Which type of incentives motivates you more?

- a) Financial incentives
- b) Non – financial incentives
- c) Both

12. What are the top three elements of building satisfied employees?

- a) Respect, Trust and Security
- b) Security, Benefits and salaries
- c) Good managers, career training and healthy environment

13. Do you feel that your opinions are heard and valued by your superior?

- a) Yes most of the times
- b) Sometimes
- c) Will not be

14. A TINY pulse survey from 2013 revealed that transparency was the #1 factor for employee engagement. How do we define employee transparency?

- a) Talking about other employees behind their backs.
- b) Talking about other employees in front of them .
- c) Consistently candid and open management communication
- d) Never speaking with employees about other employees.
- e) Other _____

15. What factor de-motivates you at work place?

- a) Job profile
- b) Company policy
- c) Work environment
- d) Others _____

16. A key factor of employees satisfaction is having integrated brand story so that we are speaking in consistently the same manner whether we're talking to a customer, vendor or employee

- a) True
- b) False

17. Are you encouraged to come up with new and better ways of doing things ?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree

e) Strongly disagree

18. Do you think environment at work helps you strike the right balance between your work life and personal life?

a) Yes- Balance

b) No- Unbalance

19. Does your job cause an unreasonable amount of stress for you?

a) Yes sometimes

b) Yes always

c) Maybe

d) Not all times

e) Not at all

20. We provide the following methods of communicating with employees, all of which are designed to increase employee satisfaction.

a) Print newsletter

b) Email newsletter

c) Monthly company – wide events

- d) Annual letters from the CEO
- e) An intra – net where employees can share “wins”
- f) Monthly departmental team – building exercise