

THE IMPACT OF MOTIVATION ON EMPLOYEE ATTITUDE

Submitted in partial fulfillment of the requirement for the award of

Bachelor of Business Administration

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DEPARTMENT OF BUSINESS ADMINISTRATION

SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with the Grade "A" by NAAC

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work OF **SRI SUDARSAN S (39280094)** who carried out the project entitled "**THE IMPACT OF MOTIVATION ON EMPLOYEE'S ATTITUDE**" student of Sathyabama Institute of Science and Technology under my supervision from January 2022 to March

2022.

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DECLARATION

SRISUDARSAN S(39280094) Here declare that the project Report Entitled **THE IMPACT OF MOTIVATION EMPLOYEE ATTITUDE** done by me under my guidance of MS.ANNAI AMALA VIDYA.C School of Business Administration is submitted in partial fulfillment of the requirements for the award of Bachelor of Business Administration degree.

Date: 22/04/2022

PLACE: CHENNAI

SRISUDARSAN S

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ABSTRACT

One of the most significant developments in the field of organizations in recent times is the increasing importance given to human resource. People are vital to organizations as they offer perspectives, values and attributes to organizational life; and when managed effectively, these human traits can be of considerable benefits to the organization.

This study is basically to understand the effectiveness of the recruitment and its process and organizational support for the better meant of the knowledge. The effectiveness of recruitment has become increasingly popular as a measure for identifying the process of recruitment in the organization and as a tool for developing recruitment process. There is little empirical research that substantiates the efficacy of recruitment in this organization. Here the researchers have taken individual factors upon growing up various variables and tried to find the relationship between the demographic factors and the individual factors. The researchers have applied some of the statistical tools like Percentage Analysis, Regression, and Correlation.

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CHAPTER 1

1.1 INTRODUCTION:

Human Resource function is the backbone of & inevitable function of organizations. Among the best HR practices, recruitment is the basic and core function where employees are getting entry into the organizations. Recruitment is the process of searching prospective employees to apply for the job posting in the organizations. Selection is the process of choosing an appropriate applicant among the job applicants. After the completion of the recruitment process selection process starts. Recruitment is the positive side where as selection is the negative facet of HR practises. Many of the eminent scholars and researchers wrote that recruitment and selection policies should be decent or ethical for the organizations in order to sustain in the most competitive & advanced environment.

Recruitment is the very first step then after selection and placement comes in the entire employment process. Companies aim is to choose an appropriate and suitable candidate suitable for that particular job function. Recruitment is the activity performed by the HR department in the organizations. The recruitment process varies one organization to others as per their actual need. According to Edwin B. from Flippo recruitment is the process of attracting the candidates and making them to apply for the job. Recruitment process followed at many Indian organizations is by outlining the recruitment policy and then making the policy into action. Sources of the traditional recruitment are by employee referrals, job portals transfers and promotions, walk-in and by the advertisements in various agencies like newspapers. In the modern age of economy, the recruitment process is drastically changed with the entry of social media. Many of the companies are following the online recruiting methods for attracting the prospective employees. There are many factors that affect recruitment process like organization culture, working hours, facilities, perks, salary, welfare, brand image, good will, location and etc.

Human Resources play a major role in the success of organization. Managing human resource is the primary key to the organizational success. Therefore, there is a need to ensure effective management of human resource management to achieve this goal.

1.2 INDUSTRY PROFILE:

Information technology in India

Information technology in India is an industry consisting of two major components: IT services and business process outsourcing (BPO). The sector has increased its contribution to India's GDP from 1.2% in 1998 to 7.5% in 2012. According to NASSCOM, the sector aggregated revenues of US\$160 billion in 2017, with export revenue standing at US\$99 billion and domestic revenue at US\$48 billion, growing by over 13%. USA accounts for more than 60 per cent of Indian IT exports.

1.2.1History

India's IT Services industry was born in Mumbai in 1967 with the establishment of the Tata Group in partnership with Burroughs. The first software export zone, SEEPZ – the precursor to the modern-day IT park – was established in Mumbai in 1973. More than 80 percent of the country's software exports were from SEEPZ in the 1980s.

The Indian economy underwent major economic reforms in 1991, leading to a new era of globalization and international economic integration, and annual economic growth of over 6% from 1993–2002. The new administration under Atal Bihari Vajpayee (who was Prime Minister from 1998–2004) placed the development of Information Technology among its top five priorities and formed the Indian National Task Force on Information Technology and Software Development.

Wolcott & Goodman (2003) report on the role of the Indian National Task Force on Information Technology and Software Development:

Within 90 days of its establishment, the Task Force produced an extensive background report on the state of technology in India and an IT Action Plan with 108 recommendations. The Task Force could act quickly because it built upon the experience and frustrations of state governments, central government agencies, universities, and the software industry. Much of what it proposed was also consistent with the thinking and recommend notions of international bodies like the World Trade

Organization (WTO), International Telecommunications Union (ITU), and World Bank. In addition, the Task Force incorporated the experiences of Singapore and other nations, which implemented similar programs. It was less a task of invention than of sparking action on a consensus that had already evolved within the networking community and government.

1.2.3Contemporary situation

In the contemporary world economy India is the second-largest exporter of IT. Exports dominate the Indian IT industry and constitute about 77% of the industry's total revenue. However, the domestic market is also significant, with robust revenue growth. The industry's share of total Indian exports (merchandise plus services) increased from less than 4% in FY1998 to about 25% in FY2012. The technologically-inclined services sector in India accounts for 40% of the country's GDP and 30% of export earnings as of 2006, while employing only 25% of its workforce, according to Sharma (2006). According to Gartner, the "Top Five Indian IT Services Providers" are Tata Consultancy Services, Infosys, Cognizant, Wipro, and HCL Technologies.

1.2.4Future outlook

The Indian IT market currently focuses on providing low-cost solutions in the services business of global IT. The presence of Indian companies in the product development business of global IT is very meager, however, this number is slowly on the rise. The other prominent trend is that IT jobs, once confined to Bangalore, are slowly starting to experience geographical diffusion into other cities like Chennai, Hyderabad and Pune. According to Google estimates, the Indian community of developers will be the largest in the world by 2018.

New directions in research and development

Research in the industry was earlier concentrated in Programming languages like Java, but in the recent times the research focus has changed towards technologies like Mobile computing, Cloud computing and Software as a Service. This shift is attributed to the preference of clients for ubiquitous computing over standalone computing.

1.2.5 Employment generation:

The IT sector has also led to massive employment generation in India. The industry continues to be a net employment generator — expected to add 230,000 jobs in fiscal year 2012, thus directly employing about 2.8 million people and indirectly employing 8.9 million, making it a dominant player in the global outsourcing sector. However, it continues to face challenges of competitiveness in the globalised and modern world, particularly from countries like China and Philippines. India's growing stature in the Information Age enabled it to form close ties with both the United States and the European Union. However, the recent global financial crises have deeply impacted Indian IT companies as well as global companies. As a result, hiring has dropped sharply, and employees are looking at different sectors like financial services, telecommunications, and manufacturing, which have been growing phenomenally over the last few years. With fundamental structural changes visible everywhere in the IT services due to Cloud computing, proliferation of Social media, Big data, Analytics all leading to digital services and digital economy, many of the leading companies in India's IT sector reported lower headcounts in their financial results.

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1.3 COMPANY PROFILE:

Statistical software solutions

Statistical is a private limited company based in the city of Chennai, India. We are working towards the goal of effective use of visualization in business software. The company is set up by a group of five core members, formerly researchers in the R&D group of an Indian telecom software solutions provider.

Set up in 1999(at MBT), the group initially researched extensively into the field of Graph. Theory based visualizations, subsequently widening its scope into other areas and techniques. These techniques were used in building visual software for domain including, Telecom and software engineering. Statistical software was set up in 2003 as an endeavour by the group to continue to continue its work in building and helping to build visual software in wider variety of application areas .

Statistical builds generic visualization frameworks, off the shelf visualization components as well as domain specific end user application as products. Statistical also offers architecture, conceptualization consulting and software development services for transforming products and application to the next generation.

CHAPTER 02

2.1 LITERATURE REVIEWS

Concept of Motivation: Along with perception, personality, attitude and learning, motivation is an important part of understanding behavior. Luthan (1998) defines motivation as, "a Process that starts with a physiological deficiency or need that activates a behavior or a drive That is aimed at a goal incentive." Ebrahimi, and **Watchel, (1995)** state that in a system sense, Motivation consists of these three interacting and interdependent elements, i.e., needs, drives, And incentives. It is a firm belief of management researchers that, organizational goals are Unattainable without enduring commitment of the members of the organization. Motivation is A human

psychological characteristic that contributes to a person's degree of commitment (Stoke, 1999). The Motivation refers to the resolution of achieving a goal, marked by a goal directed behavior. When we refer to someone being motivated, we imply that the individual is Trying hard to perpetrate a certain task. However, motivation alone can't suffice what we Require to consummate that task with utmost efficiency. Ability having the skill and knowledge To perform that task is also significant in this regard. Sometimes it becomes the determinant of Effectiveness

Employee: Employees are always directly influenced by the motivation to satisfy their esteem, Physiological safety, social safety, psychological and self-actualization levels. **Herzberg** (1965) defined job satisfaction as recognition, responsibility, and opportunity for advancement As employee motivation factors. Separating satisfiers and dissatisfies he identified dissatisfies as hygiene factors that influences health, comfort and social wellbeing. Removal of these Factors will result in dissatisfaction of employees. Hygiene factors include company policy, Interpersonal relations, working conditions, salary or job security. **Herzberg (1965).**

Decision making: Decision making autonomously motivates the employees to be aware of his Rights in an organization. It favours the employee to maintain a higher degree of constancy Between their ideas and works. By relating the motivational process and career exploration **Bluestein (1988)** suggested that, i) Career exploration varies in the way that individual develops And sustains motivation, ii) Autonomy and control orientations were positively related to self exploration and in the utility of career decision making exploration, iii) Internal locus of control As one of the most important prediction, decision making allows the employees to realize their Own identity and actions. **Mazin (2007)** indicated that, employees are influenced by both Internal and external forces, but the impact of these forces depends a great deal of their own.

Productivity:

Productivity is the ratio of output or production capacity of the workers in an Organization. The ultimate essence of motivating employees is to meliorate productivity. **Arnold (2005)** indicated that, an effective employee is a combination of a good skill set and a Productive work environment. **Clark (2010)** stated that, companies rely on employees to Produce and deliver high-quality products and services. **Clark (2010)** also added that, Employees are an influenced by a variety of forces both internal and external as they attempt To perform their job duties. That is directly related to productivity.

Organizational goals, Organizational Performances and Job satisfaction:

For any Organization the main reason behind running activities is to achieve organizational goals, a Level of performance set up in terms of different factors. Organizational performance plays the Principle role in attaining such goals. Some believe it is simply how content an individual is With his or her job, in other words, whether or not they like the job or individual aspects or Facets of jobs, such as nature of work or supervision. **Griffiths (2001)** highlighted that, meeting Personal goals help an employee stay motivated and feel about them to continue to produce.

CHAPTER 3

RESEARCH METHODOLOGY

RESEARCH METHODOLOGY:

Research Design:

Selltiz et al (1965) state. "A research design is the arrangement of conditions for collection and Analysis of data in a manner that aims to combine relevance to the research purpose with Economy in procedure." Ghauri et al (1995) proposed three types of research: exploratory Research, descriptive research and casual research. The research design for this study was a Descriptive survey through questionnaire. The purpose of using descriptive surveys was to Collect detailed and factual information that describe an existing phenomenon.

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3.1 NEED OF THE STUDY:

- To gain knowledge of ensuring uninterrupted business process
- To study and determine the present and future personnel requirements

3.2 OBJECTIVE OF THE STUDY:

The objective of the study is to explore how different key variables motivate employee and Assist an organization (Karmosangsthan Bank Limited) to rise and ascend as an economic Superpower. The main intentions of this study are:

- To investigate the condition of motivation in our banking sectors.
- To analyze the influences and outcomes of motivation on employee performance.
- To explore how motivation has been able to meet employee prospect.

3.3 Scope of the study:

- We have used closed-ended descriptive questionnaire for data collection from the responders.
- In Chennai, there are numerous more similar Response where such studies can easily be Conducted and the result could be used for their benefits. It would also improve employee Relationship with top management.

3.4 STRUCTURE OF THE QUESTIONNAIRE:

The questionnaire follows a simple and basic layout. It is made easy for the participants To respond to the questionnaire without any delay or confusion. The set of question and The answer options present in the questionnaire are predetermined and are constructed By myself based on general questions regarding the main topic. The structure of questionnaire used in this project is as follows.

3.4.1 Basic introduction:

The questionnaire begins with small and simplifies description regarding the Questionnaire – Title and description of the topic.

3.4.2 Personal details:

The actual questionnaire begins here where the participants are asked about their Personal details such as their name, age, gender and graduation.

3.5 SAMPLE SIZE:

The sample size for the project had a target of 100-200 participants.

The fixed target of The sampling size has been achieved as the total number of respondents for the survey Questionnaire was 150. Total of 150 responses helped the project to analyze more Response and it helped to derive a conclusion recording people's perception towards a Study of satisfaction of public how they consider it.

3.7 PERIOD OF STUDY:

This is one-time research where the research is conducted only for one-time and that the Project is based on the responses derived from a definite period of time. The period of Study for the project of about 30 days project is based on the responses collected from The 150 participants in the 13 days' time period.

3.8 PROFILE AREA OF THE STUDY:

- My survey location is around the Chennai
- My survey targeted people is both Men and Women at the age group of [22-68]

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

The following consist of the data analysis and interpretation of my questionnaire:

4.1 Data Collection Instrument

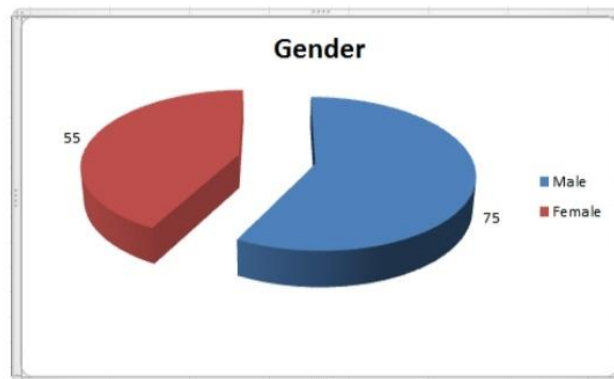
We employed a self-administered questionnaire of descriptive type to collect primary data Before analyzing. This questionnaire is convenient in many ways. Firstly, the respondents Answer at their convenience. Secondly, there is no need to set up interview appointments. Furthermore, no interviewer is present to inject bias in the way of questions asked. Moreover, The low cost-per-completion makes it an economical method of surveying large sample.

4.2 Data analysis and Presentation:

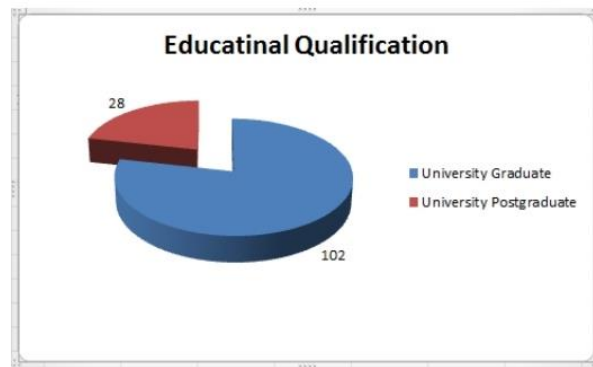
We used SPSS (Statistical Package for the Social Scientists) as a data management and Statistical analysis tool which has a very versatile data processing capability. It is an Electronically storing questionnaire data. Data is stored in a spreadsheet-like table similar to That of Microsoft Excel. It also generates routine descriptive statistical data for question Responses, such as frequency counts of closed questions, distribution of multiple-choice Question responses etc. It creates graphical presentations of questionnaire data for reporting, Presentations or publication which also explores relationships between responses to different Questions collating open question responses.

4.3 Background Information:

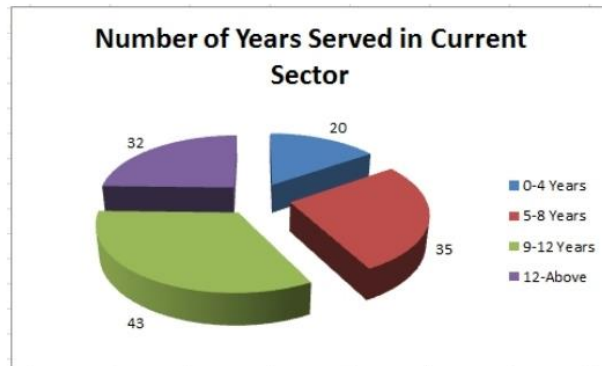
Before analyzing data the background information on the employees at different level has been Shown throughout the following pi diagrams. We assume it will be helpful to understand the Range of area we've tried to cover with our research.



From the diagram above we see that, among the 130 people we conducted our Research on, 42%, i.e. 55 individuals were female and 58%, i.e. 75 individuals were Male



From the diagram above we see that, among 130 people we conducted research on, 102 Individuals are University Graduate and 28 individuals are University Postgraduate

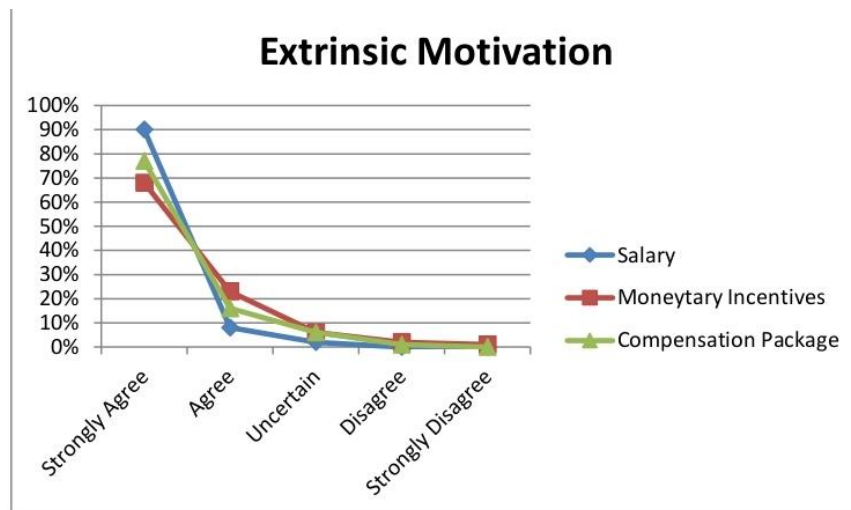


From the diagram above we see that, among 130 people we conducted research on, 20 Individuals are serving between 0-4 years, 35 individuals are serving between 5-8 years, 43 individuals are serving between 9-12 years and 32 individuals are serving for more Than 12 years.

4.3.1 Effect of Extrinsic Motivation: We considered three factors as extrinsic motivation Determinant; They are Salary, Monetary Incentives and Compensation Package.

Effect of Extrinsic Motivation: We considered three factors as extrinsic motivation determinant; They are Salary, Monetary Incentives and Compensation Package.

Statements	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Salary	90%	8%	2%	0%	0%
Monetary Incentives	68%	23%	6%	2%	1%
Compensation Package	77%	16%	6%	1%	0%

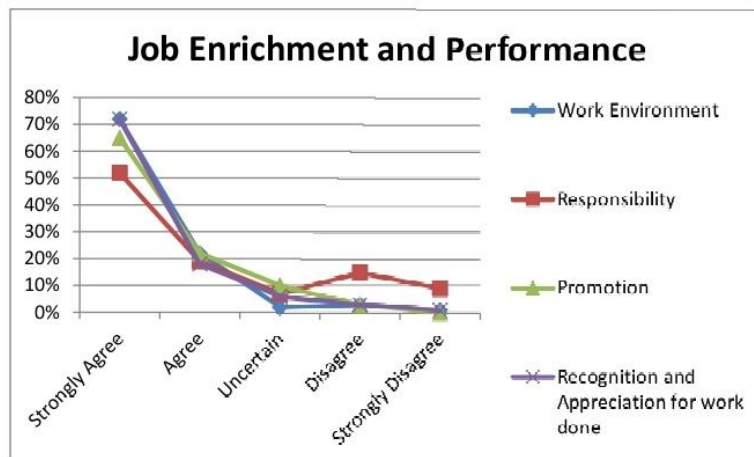


The result showed that, extrinsic motivation is a dominating factor for motivation employees.

We considered three ramifications under this factor. Here, in case of salary, 90% respondents Agreed that salary motivates employees to improve their performance; meanwhile, 8% agree With the fact, 2% are uncertain and no one disagrees. In case of monetary incentives, 68% Respondents agreed that monetary incentives motivate employees to improve their Performance; 23% agree with the fact, 6% are uncertain, 2% disagree and 1% strongly disagree. In case of compensation packages, 77% respondents agreed that compensation packages Motivate employees to improve their performance; 16% agree with the fact, 6% are uncertain, 1% disagree and none strongly disagrees.

4.3.2 Effect of Job enrichment and performance appraisal: We categorized this section into four Different factors; they are work environment, responsibility, promotion and recognition and Appraisal for work done.

Statements	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Work Environment	72%	22%	2%	3%	1%
Responsibility	52%	19%	7%	15%	9%
Promotion	65%	22%	10%	3%	0%
Recognition and Appreciation for work done	72%	18%	6%	3%	1%

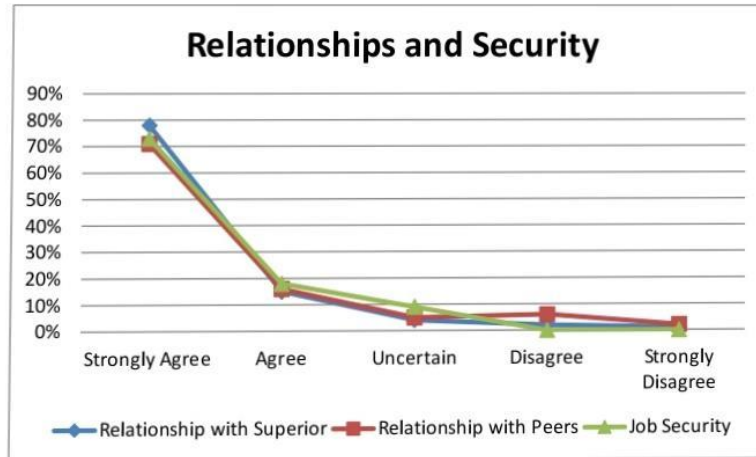


The study shows that job enrichment and performance appraisal is a very important Psychological motivating factor. Here, in case of work environment, 72% respondents agreed That work environment motivates employees to improve their performance; meanwhile, 22% Agree with the fact, 2% are uncertain, 3% disagree and 1% strongly disagree. In case of Responsibilities, 52% respondents agreed that responsibilities motivate employees to improve Their performance; 19% agree with the fact, 7% are uncertain, 15% disagree and 9% strongly Disagree. In case of promotion, 65%% respondents agreed that promotion motivate employees To improve their performance; 22% agree with the fact, 10% are uncertain, 3% disagree and None strongly disagrees. In case of recognition and appraisal for work done, 72% respondents Agreed that recognition and appraisal for work done motivate employees to improve their Performance; 18% agree with the fact, 6% are uncertain, 3% disagree and 1% strongly disagree.

4.3.3 Effect of Relationships and security:

Effect of relationships and security was divided into Three sectors; Relationship with superiors, Relationship with peers and Job security

Statements		Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Relationship with Superiors		78%	15%	4%	2%	1%
Relationship with Peers		71%	16%	5%	6%	2%
Job Security		73%	18%	9%	0%	0%



The result showed that, relationships and security is also a dominating factor for motivation Employees. We considered three ramifications under this factor. Here, in case of Relationship With superiors, 78% respondents agreed that Relationship with superiors motivates employees To improve their performance; meanwhile, 15% agree with the fact, 4% are uncertain, 2% Disagree and 1% strongly disagree. In case of Relationship with peers, 71% respondents agreed That Relationship with peers motivate employees to improve their performance; 16% agree with The fact, 5% are uncertain, 6% disagree and 2% strongly disagree. In case of Job security,73%respondents agreed that Job security motivate employees to improve their performance; 18% agree with the fact, 9% are uncertain and none disagrees.

4.3.4 Effect of Authority to make decision and Growth Opportunity:

Statement	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Authority to make decision in order to complete task	53%	12%	25%	6%	4%
Growth Opportunity	76%	15%	5%	2%	2%



Authority to make decision, 53% respondents agreed that Authority to make Decision. Motivates employees to improve their performance; meanwhile, 12% agree with the Fact, 25% are uncertain, 6% disagree and 4% strongly disagree.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

From the data analysis above, we find that, there are two parts to data analysis; the first part Provided the background data of the respondents and the second part represented elaborated Expression about their response are showed in the form of percentage under each section which Are Extrinsic motivation, Job enrichment and performance appraisal, Relationships and Security, Authority to make decisions and Growth opportunity.

1. Effect of Extrinsic Motivation on employee performance: From the study Conducted above, It can be asserted with certainty that, extrinsic factors are great Motivator as majority of the respondents thinks. So an effective scheme of monetary And extrinsic rewards should be made. It is also to be kept in mind that, after a Certain amount of time, employees may feel the requirement for more monetary Incentives.
2. Effect of Job enrichment and performance appraisal: Job enrichment and Performance appraisal are also a decent motivation factors. The effects of these Factors are more on the psychological perspective. If the working environment is Good, the employee will perform with more convenience and ease. Similarly, if the Employee is aware of the fact that his/her good performance is being appraised by The top management and subordinates, then surely better performance can be Expected. Nonetheless in some cases, the employees may feel pressurized by Excessive workload and responsibility which that case works as a de motivator.
3. Effect of Relationships and security: Relationships with superiors and peers are Also important as deducted from the survey above. Similarly job security has also a Positive effect on employees' performance as they feel more secured doing their Job knowing that they are secured with their job. That's why it is better to provide A legal agreement during joining.

4. Effect of Authority to make decision: If the employees are given authority to take Decision under their territories of expertise, then it may very well be used as an Enormous motivation tool. They shouldn't be allowed to take decision outside their Range of operation.
5. Effect of Growth opportunity: If the employees feel that they have a great future In their respective organization, they will work with more efficiency and Compatibility. So this is also a great motivator. Such motivating should be Established by exemplifying others working in the same organization.

FINDINGS;

- Majority (85.10%) of the respondent are male and next to that (55.90%)of the respondent are female.
- Majority (70%) of the respondent are Undergraduateand next to that (30%) of the respondent are postgraduate

5.3LIMITATION OF THE STUDY:

- ✓ Due to the time the sample size was restricted to 150 respondents only.
- ✓ Since the study is based on the primary data collected Through questionnaire, the result of the study are subject to All the limitations of the primary data.
- ✓ The analysis based on some statistical tools which as it is Own limitation.
- ✓ The finding and suggestions are based on the information Given by the respondents.

Hypothesis :

A hypothesis is a proposed explanation for a Phenomenon. For a hypothesis, the scientific method requires that one Can test it. Scientists generally base scientific on previous observations That cannot satisfactorily be explained with the available scientific Theories.

This usually involves proposing a possible relationship between two Variables; the independent variable and the dependent variable. A hypothesis is a precise, testable statement of what the researcher predict will be The outcome of the study. It is stated at the start of the study.

• COUNT

Would additional incentive after employee as well motivated them to be more efficient

Table Of Observed Values

Would additional incentive after employee as well motivated them to be more efficient	Undergraduate	Postgraduate	Employee	Total
Increasing salary	16	20	14	50
Make them high role or promotion	12	19	14	45
Give some reward	15	18	22	55
Total	45	55	50	150

Table Of Expected Value

Would additional incentive after employee as well motivated them to be more efficient	Undergraduate	Postgraduate	Employee
Increasing salary	16.5	18.3	16.6
Make them high role or promotion	13.5	16.5	15
Give some reward	16.5	20.1	18.3

Calculation of X^2

Observed value	Expected value	Observed – Expected)	(O - E)	(O-E) ²	(O-E) ² ÷ E
16	16.5	16-16.5	0.5	0.25	0.0037
20	18.3	20-18.3	1.7	2.89	0.45
14	16.6	14-16.6	-2.6	6.76	2.75
12	13.5	12-13.5	-1.5	2.25	0.375
19	16.5	19-16.5	2.5	6.25	2.36
14	15	14-15	-1	1	0.06
15	16.5	15-16.5	-1.5	2.25	0.306
18	20.1	18-20.1	-2.1	4.41	0.967
12	18.3	12-8.3	-6.3	39.69	79.5

$$X^2 = 86.7$$

- CHI-SQUARE TEST.

Hence

X^2 calculated =86.7

X^2 chi square table=5.39

- **RESULT.**

I have got 86.7 in the chi square test hence it reject nullHypothesis and accept alternative hypothesis

A Brief overview of advantages of self-administered surveys. Link:

<http://www.readexresearch.com/advantages-of-self-administered-surveys/>.

An empirical investigation of the motivational determinants of task performance:
interactive Effects between instrumentality-valence and motivation-ability By Galbraith,
Jay R; Cummings, Larry L Link: <https://archive.org/details/empiricalinvesti00galb>.

RECOMMENDATION

The results obtained from this research can certainly be used very effectively to improve the Present scenario of motivation in different sectors of our country. It will help to establish a More firm grip on not only organizational behavior but also employee psychology. Motivating Your employees is a delicate and purposeful challenge that requires more than an annual review Or jotting a few notes in someone's personnel file.

The following can be suggested on the basis Of the research and survey conducted above.

- Based on the result provided by the study, the organization can get an idea of the fact If they require taking steps regarding motivation.
- The study can also be used to bring clarity concerning how to implicate different Theories of motivation into practical field of work.
- To inspect the extend up to which motivation has been able to meet employee prospect Expectation.
- To inspire these sectors to enforce more motivational tools in order to achieve more Successes.
- The results can be used to compare present scenario regarding level motivation and the Optimum rate of motivation should be applied to attain organizational goals most Effectively.

Future scope of the research

There are certainly more scopes for conducting research studies concerning motivation in the Future. The researchers conducted their study on banking sector. There are other sectors like Industrial sectors, marketing sectors, business sectors etc. These are the main economic power Provider for a country.

If we can generate better outcomes from these sectors, our country is Bound to be developed. From the study above we see that motivation has a dominating impact On employee performance, so, if we can find out more effective use of motivational tools from These studies, it will certainly help to make our economic sectors more enriched

Statement of the problem

In the modern competitive world, business organizations are facing ever-growing challenges Regarding commitment, engagement, belief, recruitment and retention of their employees.. DDI (Development Dimensions International)'s own research reveals that only 19 percent of Employees are highly engaged within their organization.

Not only is that, but also in the field Of recruitment, a high proportion of these organizations still experiencing difficulties (84%).

Motivation is about giving your staff the right mixture of guidance, direction, resources and Rewards so that they are inspired and keen to work in the way that you want them to (Ludhans, 1992).

So a large portion behind these difficulties can easily be solved by imparting proper Motivation. In the fierce era of competition, organizations nowadays are more emphasizing on The management of Human Resources (Robert. L, 2008).

A manager capable of managing his Employee effectively is a successful one. Motivational tools are the effective in this context. We always have to keep in mind that the employees are not motivated solely by money and Employee behavior is linked to their attitudes (Dickson, 1973).

Any Institution faces the Challenges of the employee retention, a high cost of recruitment, training, rising competition, Increased rules & regulation by the government and high rate of technological growth. Also, From the perspective of employee, they feel de-motivated and overworked.

For finding out More accurate an outcome we conducted our research within a few branches of the Karmosangsthan Bank Limited. The essence of the study is to find out at what level employee Engagement in decision making can motivate the employees not only ameliorate their diligence But also their perseverance and resolution.

APPENDIX

Impact of Motivation On Employee Performances:

Section- A

Personal Data

Please complete this section by ticking the applicable box

1. Name:
2. Gender: Male ☐ Female ☐
3. Age: 21-30 years ☐ 31-40 years ☐ 41 -50 years ☐ 51- 60years ☐
4. Education Qualification:
5. Number of years served in your current sector
☐ 0- 3years ☐ 4- 6years ☐ 7- 10years ☐ years above

6. Is there any significant relationship between Employee welfare and attitude work

☐ YES ☐ NO

07 Is there any significant relationship between Motivation of workers and productivity

☐ YES.

☐ NO

08 Would additional incentive after employee as well motivated them to be more efficient

☐ Increasing salary ☐ Make them high role or promotion ☐ Give some reward

09 Educational Qualification

☐ University Graduate ☐ University Post Graduate

Choose from the suggested list below your level of agreement or disagreement to the Following factors and indicate how each motivates employees in the banking sector.

Factors that Motivate Employee	Strong agree	Agree	Uncertain	Disagree	Strongly Disagree
Name of work					
Promotion in the organisation					
Opportunity for advancement					
Responsibility					
Appreciate					
Salary					

Work Condition					
Relationship with Superior					
Relationship with peer					

SECTION C

Factors that serves as satisfaction or dissatisfaction among Employee

Factors leading to Satisfaction	Strongly Agree	Agree	Uncertain	Disagree	Strongly Disagree
Recognition at work place					
Authority to make necessary decisions in order to complete tasks					
Growth Opportunity					

Management style					
Monetary incentives adequate					

SECTION D

Determinants of Employee Performance

Choose from the suggested list below your level of agreement or disagreement to these Determinants of employee performance in the banking sector

Determinants of Employee Performance	Strongly Agree	Agree	Uncertain	Disagree	Strongly Performance AgreeDisagree
Qualification of Employee					
Experience of Employee					
Working Environment					

Compensation Package					
Job Security					

Does motivation has effect on your performance?

☐ YES ☐ NO

This is the end of the questionnaire. Thank

CHAPTER 6

SUMMARY AND CONCLUSION

CONCLUSION

The researchers inferred to the conclusion based on the research conducted above and the Respondents 'repercussion of the questionnaire supplied, that motivation indeed has a Momentous effect on employee performance. From the data analysis presented above we can Clearly come to the decision that the factors taken into account during the survey (Extrinsic Factors, Job enrichment and performance appraisal, Relationships and job security, Authority In decision making, Growth opportunity etc.),pragmatically dominates employees' will to Perform and achieve goals of the respective organization. The factors considered under Extrinsic motivation are salary, monetary incentives and compensation package; the factors Considered under Job enrichment and performance appraisal are work environment, Responsibility, promotion and recognition and appreciation for work done; the factors Considered under Relationships and security are relationship with superiors,

peers and job Security Moreover, Authority to make decisions, Growth opportunity and future prospects Were also taken into account. The result evidently represented the tangible sorting of how Motivation is responsible for upliftment of employee performance