A Study on An Investigation into Employee Motivation in Organizations

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Abstract

The most important aspect in increasing an association's capacity is employee motivation. Each firm must maintain itself in a market that is intensely focused throughout the globalisation era. The key components in bringing corporate aims to life are representatives. So, in the modern world, every organisation tries to manage its human resource office to keep its employees motivated. They have been practising some of the administration rumours in that particular situation. By investigating the level of inspiration of representatives, business work or their presentation in the market can be evaluated. Inspiration can take the helm to attain professional success in each fiscal year with less effort. Representative inspiration inquiry regarding papers reveal that what spurs workers nowadays is essentially tied to the qualities and aims of the person when seeking to discover what motivates representatives. It seems that there was a dramatic shift in the characteristics and requirements of the average worker starting in the 1970s. What employees expected from their bosses changed as people became more educated and the economy suffered a severe decline in Protestant hardworking attitudes.

Keywords: *Motivation, Employee Motivation, Rewarding, Drives and Needs.*

I. INTRODUCTION

One of the most important elements in the world of human resources is employee retention. Holding on to capable and dependable personnel is crucial since they form the foundation of great firms. The longer a representative stays with the organisation, the better it is for the association because training new employees is time-consuming and expensive.

II. MOTIVATION

In order to achieve major corporate objectives, individuals need to be motivated, which is an important motivating factor. A strong positive inspiration will enable the increased output of workers, whilst a negative inspiration will reduce their display. Motivation is a crucial aspect of the executives' workforce.

Types of Motivation

1. Intrinsic Motivation

An individual is motivated by internal desires when they engage in intrinsic motivation. Let's take Bob as an example. Bob has set himself the goal of starting to lose weight and improve his health. Let's also consider that Bob's desire to follow this path of health and happiness stems from a desire to

enhance his overall welfare and feel better about his appearance. Bob is intrinsically motivated because his desire to change comes from within.

2. Extrinsic Motivation

On the other side, extrinsic motivation refers to a sort of motivation when a person is motivated by desires from without. Imagine Bob was under pressure from his significant other to improve his physical appearance so that she would be more attracted to him, as opposed to being motivated by the desire to look better and feel better. This weight originates, so extrinsic drive is evident here, all things considered.

3. Positive Motivation

Positive motivation is what is meant by motivation in reality. Positive reinforcement encourages people to execute their work better and present themselves better. Better offices and prizes are provided under this for their better performance. Both monetary and non-monetary awards and positions may qualify.

4. Negative Motivation

Negative motivation strives to instil in the worker a sense of dread that will cause him to sulk in the absence of good execution. It also aims to manage the negative endeavours of the work. It is predicated on the notion that a worker should be rejected if he fails to produce the desired results.

Minor Forms of Motivation

Any motivation will fit into one of the two categories mentioned above. Here are some modest forms of motivation that can have a major impact on your life now that we've discussed these motivational categories and given you some instances.

5. Reward-Based Motivation or Incentive Motivation

When you or other people are motivated because they anticipate receiving something in return for achieving a particular objective, this is known as incentive motivation or reward-based motivation. People frequently become more determined to complete an assignment so they can receive whatever has been promised because there will be something to look forward to after the task's conclusion. The inspiration will be more firmly rooted the better the prize!

6. Fear-Based Motivation

The term "fear" has a strong connotation of negativity, yet this isn't always the case when it comes to motivation. Anybody who places a high value on making and achieving objectives is aware of the crucial role that responsibility plays in accomplishing those goals. When you take on responsibility for something, whether it be for the well-being of a loved one or the general populace, you create an inspiration for yourself that is rooted in the fear of failure. This fear motivates you to carry out your vision so that you don't fail in front of those who are aware of your goal. As long as the feelings of fear are strong enough to prevent you from quitting, dread-based creativity is immensely ground-breaking.

7. Achievement-Based Motivation

We place a lot of value on titles, positions, and responsibilities in our careers and other spheres of life. It's common for achievement-based motivation to motivate people who are continually driven to hold these positions and obtain titles.

Theories used for the Employee Motivation for Improving Business Operation

Certain significant management theories—including Herzberg's Two-Factor Theory, Abraham Maslow's Hierarchy of

Needs Theory, Expectancy theory, and McGregor's X and Y theory—can assist the motivational element for employees to enhance business operations.

Maslow's Hierarchy of Needs

According to psychologist Abraham Maslow, in order to go to the next stage of psychological growth, a person must be satisfied with all aspects of who they are right now. When people may experience psychological comfort, safety, love, respect, and self-actualization throughout their lives, their basic needs are satisfied. In order to maintain employee motivation, several firms adopted this notion.

Diagram of Maslow's Hierarchy of Needs
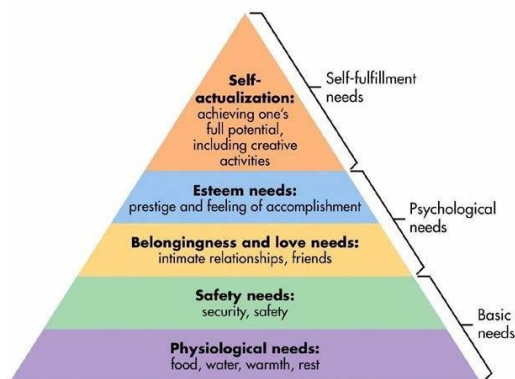
(Source: Anderson, 2014)

Expectancy Theory

According to the expectation hypothesis, an employee's conduct is dependent on the result of their actions. It implies that employees start putting in more hours when they want a raise in their wage. The anticipation, instrumentality, and valence are the three main components of this theory. The authority at a workplace might put this principle into practise by rewarding the employees for their excellent job.
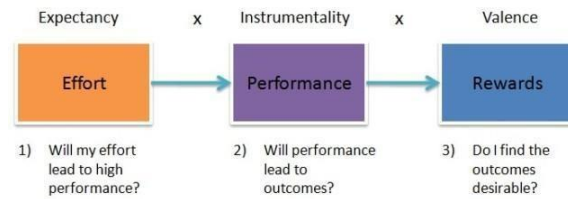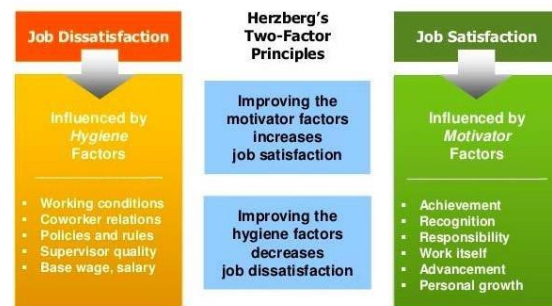

Herzberg two Factor Theory

a) Motivator factors: Employee motivation comes from variables like wage increases and a pleasant work environment.

b) Hygiene factors: Factors that demotivate employees include firm policies, salary deductions, and other such things. interaction with bosses and co-workers that isn't healthy

Diagrams of Herzberg two factor theory

Source: Datuk Dr. Mahamad Zubir bin Seeht Saad 2018

Values and Employee Motivation

These values and demands appear to have evolved in recent years, and as a result, it appears that many of them no longer apply to today's employees. Instead, they now place a strong emphasis on personal development and fulfilment. They consist of the following:

• Lack of dedication or devotion to a company.

• A desire for acknowledgement of one's achievements.

• There is less worry about work stability and security.

• They prioritise leisure over work.

• A desire for work that is stimulating, offers chances for professional and personal development, and requires innovation.

• A desire to have a say in decisions that will impact one's career.

• A stronger sense of identity with one's own personal role in all aspects of life as opposed to one's professional position.

Job Satisfaction and Employee Motivation

According to Shultz and Shultz, a high level of job satisfaction is strongly associated to positive behaviour on the job, specifically to high performance, low turnover, and low absenteeism. They go on to note that when an individual's values and wants are met, it translates into job satisfaction. The statement in employee motivation research articles that "for any productive work to occur, there must be a certain amount of consensus on basic values" supports this idea. It is crucial to choose people whose values and objectives align with those of the firm. In the end, this will lead to contented workers, a productive workforce, and a more prosperous business.

An employee's motivation is influenced by a variety of elements, which help to define what is most useful and significant to them. This is typically a combination of factors that together form the employee's map or collection of motivators. There are two categories for these factors: internal and external.

Internal factors are:

• Self-actualization

• imagination

• Self-affirmation

• Perseverance

• Curiosity

• Health

• Personal development

• The requirement for communication External motivational factors include:

• Money

• Careers

• Status

• Prestige

• Ability to travel

Furthermore, human thought processes are distinct in nature, and the sky is the limit from there: they can be certain (to obtain, maintain) or negative (to dispose of, to maintain a strategic distance from). In this regard, the constructive outer thought process is a reward that an individual can receive for good work, and the negative can be discipline for its inability to agree; the positive inward rationale is love for an occupation, in which the worker is engrossed, and the negative can be its normal nature, which arises, in fact, in the goal to dispose of it.

III. OBJECTIVES OF STUDY

1. To assess the effects of workplace motivation and satisfaction.

2. To determine the methods used to motivate employees.

3. Determine Employee Involvement in Decision Making

IV. RESEARCH METHODS

The study's goal was to find ways to motivate employees at Mind Science India Pvt. Limited. Given that Mind Science employs over 200 people, it was reasonable to use qualitative research methods rather than quantitative, which is better suited to larger studies with a large number of responses. One of the qualitative research methods is the interview, which can be structured, semi-structured, or unstructured. Structured

interviews typically yield quantitative data, whereas unstructured interviews yield more observational data. As a result, a semi-structured interview was the best fit for the research purpose. The semi-structured interview typically includes predetermined open-ended questions as well as questions that arise during the interview.

V. DATA COLLECTION

The interviews were conducted over the course of one week on three different days. The interview schedules were created in collaboration with the manager so that multiple interviews could take place on the same day without requiring employees to use their personal time. As a result, the interviews were scheduled to take place during a specific time of day when the majority of employees were working.
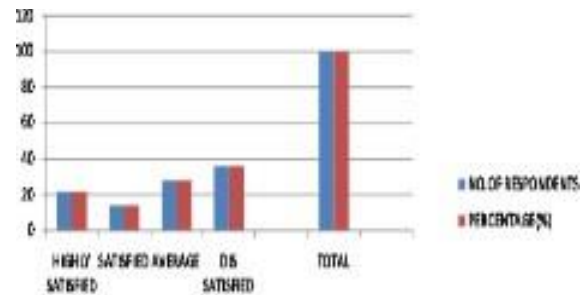
VI. DATA ANALYSIS

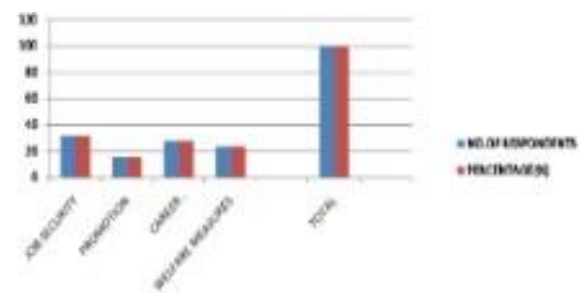Q1. How satisfied are you with your job...?
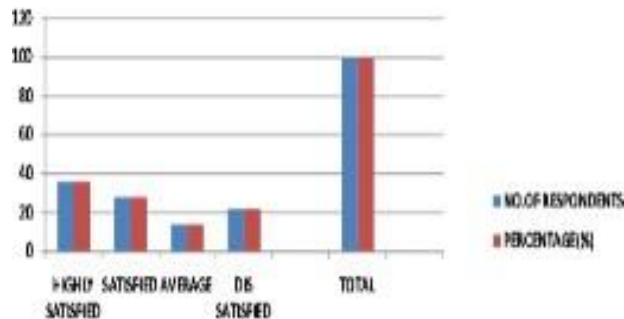
Q2. Describe the following organisational motivational factors.
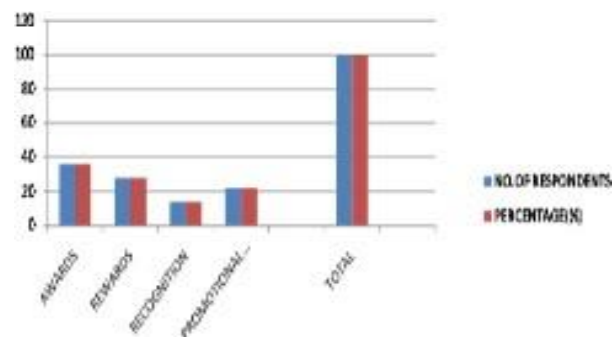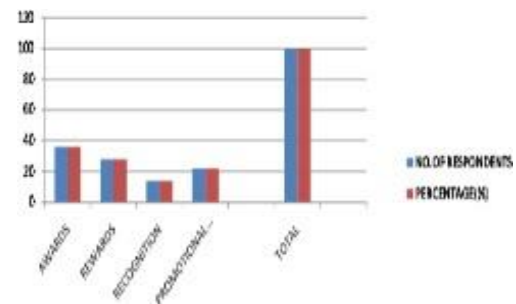

Q3. What are your thoughts on decision-making participation?

Q4. What types of approaches motivate you the most?

Q5. What are the factors that reduce motivation at work?

Interpretation

• Some employees claim that they are only motivated when money is involved.

• Some argue that non-monetary rewards and benefits act as a positive force in the workplace, increasing job performance.

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VII. CONCLUSION

Motivation is an important aspect of any organization and, as such, should be properly managed if high profitability is expected. Authoritarian administrators should thus aim to influence positive representative leads by inspiring them to submit their efforts towards hierarchical achievement. In any case, if such a duty is normal, directors should begin by adjusting representative needs with authoritative targets. Certain inspirational hypotheses can play an important role in guiding authoritative administrators through the representative inspiration process. This ensures that they receive compelling persuasive methodologies capable of tolerating positive outcomes.

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