



IMPACT OF EMPLOYEE MOTIVATION ON ORGANIZATIONAL PERFORMANCE

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Abstract

This article was detecting the impact on employee motivation's corporate performance and explore the relationship between award systems and corporate performance. This research focuses on the literature, which links the impact of employee participation and the relationship between award systems on organizational performance. The goals were focused on literature and the model was tested from the viewpoint of previous investigations and literature. Literature and various studies showed that corporate moral conduct and the relationship between incentives and corporate performance also have a positive influence on corporate performance. The results suggest the viability and efficiency of employees who are optimistic and paid to increase organization performance. The questionnaire was used to gather information. The hypothesis procedures were used in combination. The conclusion is that employees are satisfied and therefore improve their success and the efficiency of the company by measuring their job performance in order to respect and motivate them through sufficient benefits. The study indicates that businesses should be motivated to produce better results.

Keywords: Employee Motivation, Organizational Performance, Reward, Recognition.

Introduction

The success or failure of a company is dependent on the enthusiasm and dedication of its employees to their jobs. Motivation plays a key role in enhancing employee effectiveness and efficiency. Employee motivation is directly linked to employee engagement, profitability and productivity. An organization should know that their workers are their great employees and need training. The staffs are encouraged to do their jobs effectively and efficiently. Some staff have passion and benefits. Organizations should be mindful of their employees' needs. The purpose of this research is to examine the importance of motivation for the management of the workplace, without systems and without inspiring employees, no organization fulfills its mission. Motivated employees mean staff retention and dedication that will provide short-term business growth.

Background of the study

Every business and every organization want to be competitive and to grow continually. Modern times are highly competitive and organizations are faced with challenges in terms of employee retention regardless of size, technology and market emphasis. To tackle these constraints, it should be formed a strong and productive partnership and relationship between employees and their organizations. Influenced and convinced to execute tasks must be the most important factor for a company's human resources or personnel (Olusadum & Anulika, 2018). In order to achieve prosperity, companies build many competitive strategies and increase the productivity of their organizations. Very few companies agree that every company's employees and staff are the main assets which can support or, if not, minimize performance. Unless and until they are satisfied with this, no workers of any company shall be motivated and encouraged to accomplish tasks and goals.

Purpose of the study

In a complex modern world, corporations face growing problems with regard to the morality and retention of their employees. There are several motivational aims; one common goal is to motivate employees to do better. An efficient organization is characterized as the competence of an organization to achieve its desired goals. In order to achieve the efficiency and performance of an enterprise, elements have to be maintained and supported (Sudiardhita, et. al., 2018). It is described as challenges, including strategies, structure, processes and tenders, like concepts of sharing, expertise, style and staff. This research will, in almost any circumstance, be based only on staff and on corporate performance with an emphasis on staff motivation.

Significance of the study

Productivity is crucial to the reasons and the factors influencing employee success, dedication and loyalty. The technique used is an investigative method. Data are obtained from employees of different organizations. The findings indicate that an employee engages directly in the business when motivated and its productivity improves. Self-content and gratitude are main inspiring factors. Organizations can provide continuous career development opportunities to their employees and give them fair incentives and benefits and make their tasks accountable. Recognition and empowerment for better involvement of employees in business activities are critical. The business and organizational environment satisfies the employees internally by appreciating their contributions and taking part in decision-making. This strengthens their enthusiasm for the execution of tasks.



Objective of the study

The study aims mainly to examine the effect of the motivating employees on company effectiveness. The aims of the thesis are as follows:

- To find out the effect on organizational success of employee motivation.
- To understand how the incentive system's effect on organizational success works.
- To educate the methods to businesses on the encouragement and rewards of staff that extends the efficiency of organizations.

Research Questions

The research questions of the research are as follows-

- What is the effect on organizational success of employee motivation?
- How the incentive system's effect on organizational success works?
- What are the methods to businesses on the encouragement and rewards of staff that extends the efficiency of organizations?

Hypothesis

The analysis is planned to research hypotheses explication of literature and model:

- H0: It has an influence on the morale of staff to work
- H1: There seems to be an improvement in the job employee motivation

Scope of the Study

Motivation as a person's willingness to act includes all the motivating, strengthening and organizing causes of human behavior. The desire of a person to achieve and maintain organizational objectives is expressed as a motivation for work. Different motivators inspire workers to fulfill multiple conflicting needs. The organization and its managers must also understand how the employees will optimize their business productivity. The incentive for turnover and job satisfaction has been closely associated. Little motivation has a detrimental impact on the individual workers, facilities and the entire system. The study examined a degree of motivation for the employee, how it views the motivation for working and how it can help to boost job incentives in the leadership of nursing services. The implications of the analysis were also discussed (Prabowo, et. al., 2018).

Review of Literature

According to Widagdo, et. al., (2018), the level of motivation on employee performance means of the training in a business. The problem of research is the relationship between benefits and motivation of workers with special effects of productivity of employees. Organizational achievement has become one of the multidimensional and competitive business literatures. Although the idea of organizational performance is very widespread in academic literature, there is nevertheless no unanimous agreement on its importance and calculation. Corporate progress reflects the organization's capacity to accumulate and use its limited capital and valuables in the achievement of corporate objectives. The concept of organizational performance defined overall performance as an activities or measures to achieve an organization's measurable goals. An entity comprises a large or small group of people working towards some shared goals under the management direction and method of achievement. The members of the group are employees of the company who help accomplish the organizational goals. Employees are important and vital to the business. They are important for the company's operations. In order to function efficiently, employees must be positive about jobs.

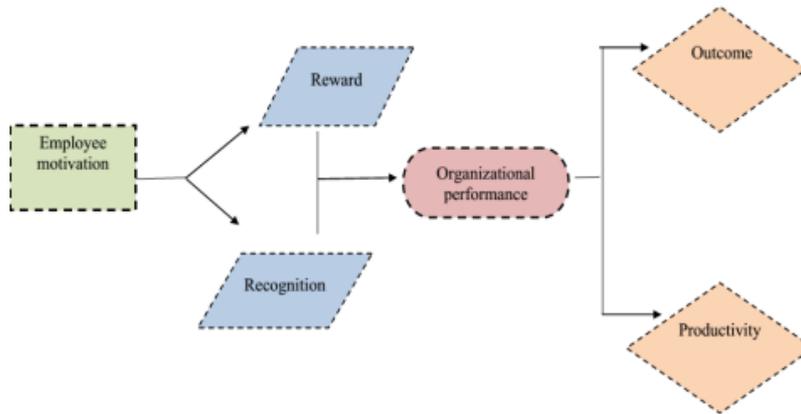
In the words of Almusaddar, et. al., (2018), the latest in the field of strategic, economic and human resources is important and can bring a competitive advantage to the business in competition with other companies. The employee's performance finally relies on a number of factors including evaluation of performance, employee morality, satisfaction, remuneration and incentives, training and development, job security, organizational structure etc. Employee motivation is one of the management policies to boost employee performance. An empowered employee fulfills the basic objectives and targets he/she needs and will then concentrate his/her energies on this objective. Motivation is more successful, because prorogated workers actively look for better working conditions in order to persuade employers to empower their employees. The organization would be considered successful if its targets are met. These are typically targeting for corporate performance evaluation that are aimed at improving the benefits, productivity, profits, innovations, and market share and shareholder property. The company's performance is generally regarded as good if its goals (efficiency) are achieved with minimal resources (efficiency).

As per the view of Mendoza, et. al., (2018), the organization that performs ensures its objectives are carried out effectively and efficiently. The organization's management concentrates on effective and enhanced efficiency, in order for the companies (matter, facilities, and financial capital), their processes and systems and their employees to achieve their strategic objectives (human resources). Thus, operative efficiency and well-being of workers by anticipated interference is determined to the performance of the company by the methods adopted. In essence, success depends on capacity, the sense of mission and the efforts being made. In

exchange, the achievement of success is connected to benefits and satisfaction. A company relies heavily on its employee's level of labor motivation for its success in today's world. The morale of workers has now been widely accepted as playing a dominant position in the organization's success. In low employee engagement, low employee morale, lack of employee involvement and low employee productivity reflected in organizational efficiency. This contributes to low employee motivation.

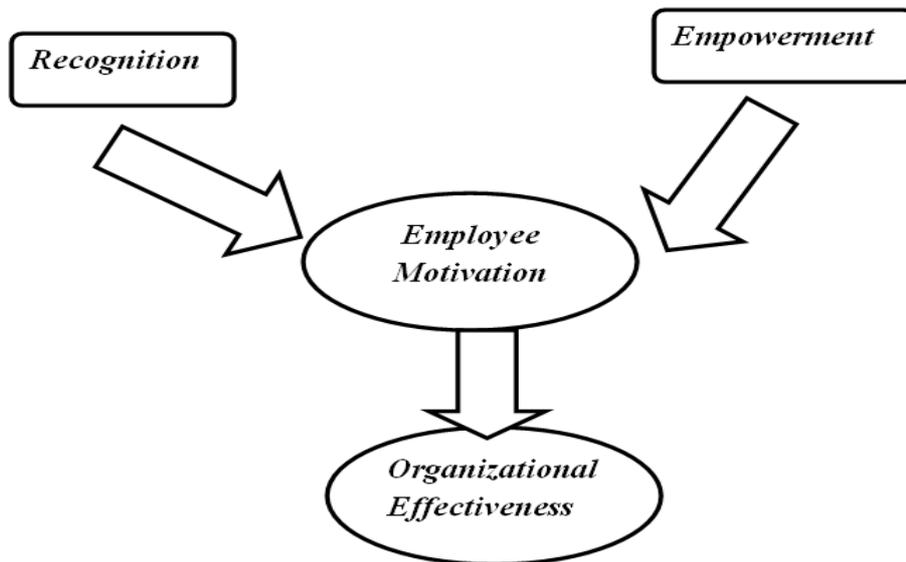
Theoretical Framework

The literature identifies fair pay for workers, incentives, special benefits, peripheral awards and assistance, leadership, motivation, trust, appreciation, joint decision-making, surveillance performance, suitable business relationships, gratitude, development opportunities, corporate loyalty, need identification and satisfaction and the factors which motivate employers.



Conceptual Framework

The employee's motivation is the independent variable and two variables acknowledgement and ability are investigated. The dependent variable is organizational efficiency.



Research Methodology

The research aims to understand the impact and factors affecting employee motivation's organizational success. This research is the foundation of the quantitative method. Primary data is collected through an employee-completed study questionnaire. Descriptive Comfort The survey was performed using a sampling analysis. Data collection is important and methods of survey are implemented (Nurlita, 2019). Objects are typically clear and closed. The participants are randomly chosen by the organization in order to recognize the impact of employee intent on business performance. The sample, both men and women, was taken for research.



Table 1: Respondent Composition

	Below 50 age	Above 50 age	Total
No. of Male Respondents	25	35	60
No. of Female Respondents	25	15	40

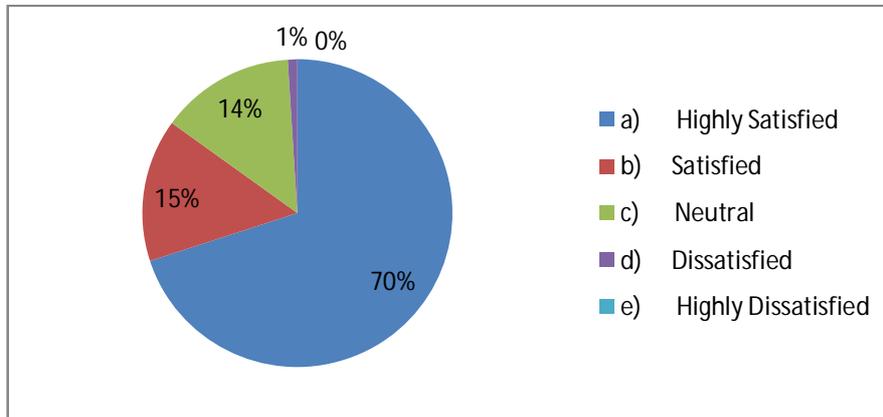
According to the table, there are 100 participants. Female workers are 40 percent of all respondents (40 out of 100) surveyed.

Table 2: Analysis of Data

Attributes	Aggregate Score	
	Male	Female
Are you happier mostly with HR management assistance?	60	40
Management truly needs to motivate employees for better performance?	59	35
What rewards do you find more motivating?	52	40
How pleased would you be with that firm's incentives?	60	40
Do consider your success can be influenced by bonuses and some other benefits?	59	35
Are you interested in administrative decision-making relevant to certain company?	60	40
Do you think which factor will motivate you most?	60	40

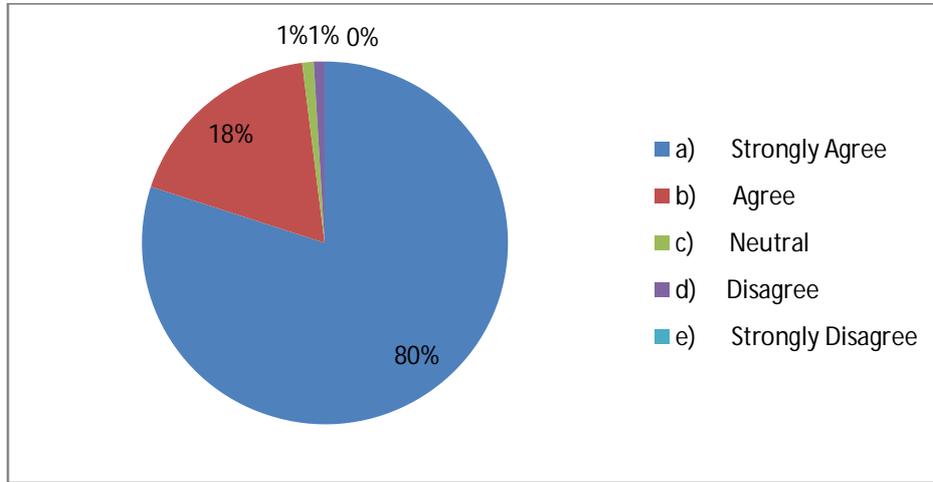
Perception of the participants about the different attributes

1. Are you happier mostly with HR management assistance?	
Highly Satisfied	70
Satisfied	15
Neutral	14
Dissatisfied	1
Highly Dissatisfied	0



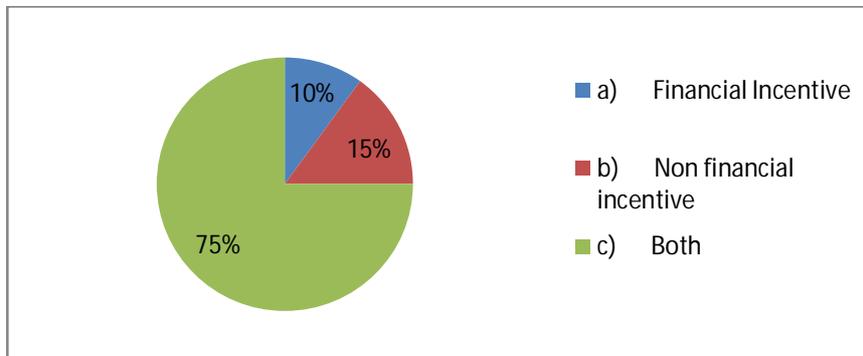
Interpretation- The above analysis shows that most of the respondents are highly satisfied with the statements whereas 15 out of 100 are satisfied with the same. 14 respondents give neutral reaction on same while 1 of them is dissatisfied.

2. Management truly needs to motivate employees for better performance?	
Strongly Agree	80
Agree	18
Neutral	1
Disagree	1
Strongly Disagree	0



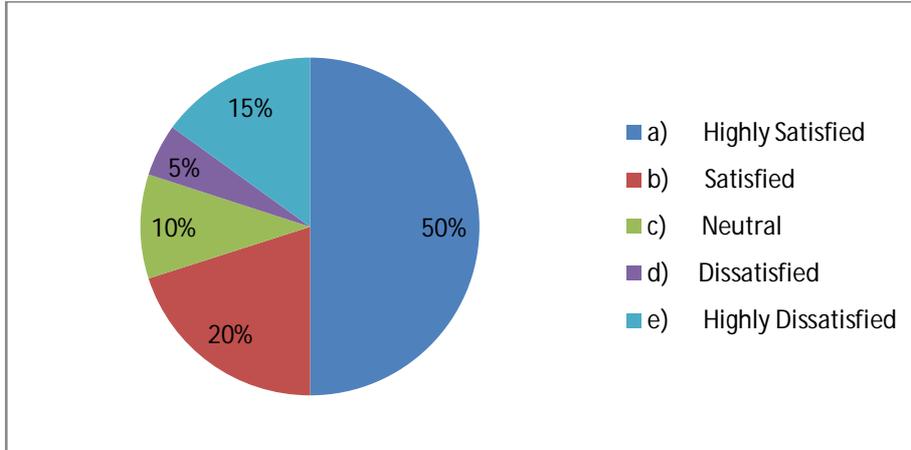
Interpretation: By doing the analysis, 80 out of 100 respondents strongly agree that in an organization management needs to motivate their employees for better growth while some of them are agree on the same. 1 respondent is neutral on the same as well as 1 is disagree on the same.

3. What rewards do you find more motivating?	
Financial Incentive	10
Non-financial incentive	15
Both	75



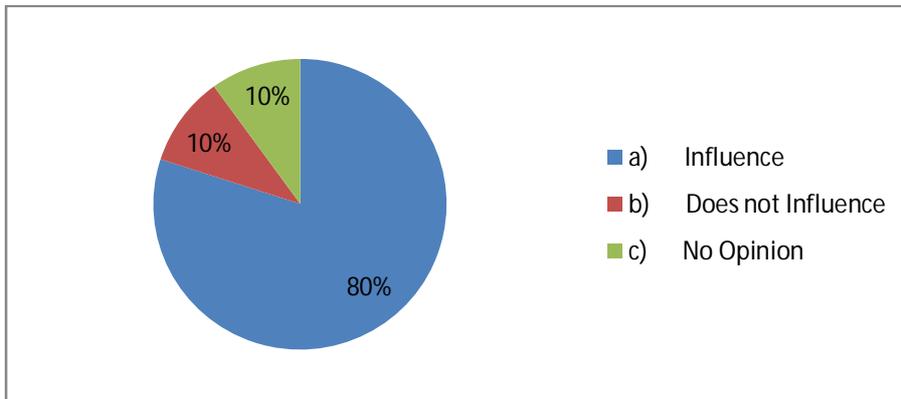
Interpretation- The above analysis shows that 10 out of 100 respondents say that they are motivating by financial incentive while 15 out of 100 are motivated by Non-financial incentive. Most of the respondents are agree on both that financial and non-financial incentive motivates employees for growth of the business.

4. How pleased would you be with that firm's incentives?	
Highly Satisfied	50
Satisfied	20
Neutral	10
Dissatisfied	5
Highly Dissatisfied	15



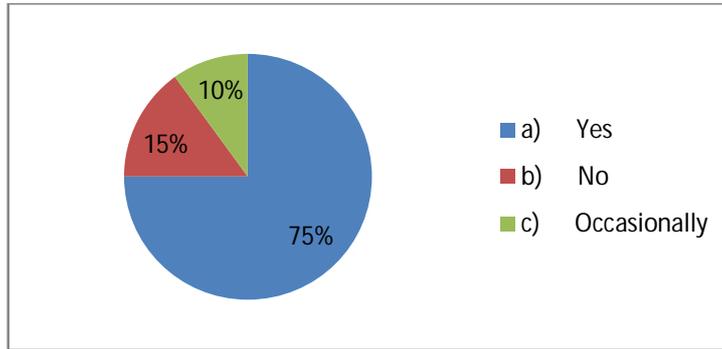
Interpretation- From the above analysis, it has been concluded that 50% of employees are highly satisfied with the rewards and incentive provided by the organization while 20 are satisfied & 10 are neutral with this. 5% employees think or say that they are dissatisfied with the incentive and 15% are highly dissatisfied with the same.

5. Do consider your success can be influenced by bonuses and some other benefits?	
Influence	80
Does not Influence	10
No Opinion	10



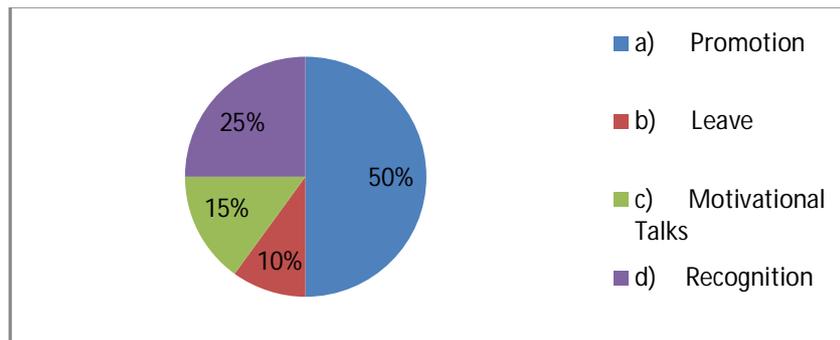
Interpretation- The above analysis represents that 80 out of 100 respondents are influenced with bonus and other benefits which has been provided by the business. 10 of them are not influence with the same and 10 respondents have no opinion on the same.

6. Are you interested in administrative decision-making relevant to certain company?	
Yes	75
No	15
Occasionally	10



Interpretation- The above analysis represents that 75% respondents involve in decision making while 15% of them are not. 10 of them involve occasionally in decision making of company.

7. Do you think which factor will motivate you most?	
Promotion	50
Leave	10
Motivational Talks	15
Recognition	25



Interpretation- The above analysis shows that 50 of employees are highly motivated by promotion while 10 of them are with leave. 15 of respondents out of 100 are motivated by positive motivation talks whether 25 of them are encourage by recognition.

Findings of the study

The finding of the study is the employees' opinions on the company and its approach to their job contribute to their happiness and excitement for the work of the employee. Organizational productivity ensures that targets in an energy and energy environment are defined and accomplished. The relationship between efficiency and employee performance and the motivation of business was investigated. Therefore, an internally fulfilled, content, motivated worker or worker is a productive worker in an organization that contributes to optimizing benefit through productivity and effectiveness. The organization has to behave in a way which makes its efficiency work so that the other key institutions work well and the organizational output increases when all the organisms work properly (Asriani, et. al., 2020). Employees are the company's most important commodities. The organization matters the most. Its success has a great influence on the efficiency of the company. Workers perform exceptionally well, boost the performance of the company and become more competitive in a diligent, insightful and productive way.

Discussion of the Study

Motivated people are more involved than unmotivated employees. If staff is pleased and happy, they will do their job very well and the results will be good, but other staffs are driven by reasons. Job management is the process by which management ensures that the activity of these employees and their efficiency is compatible with the intent of the organization. For this purpose, it is a priority of organizations to ensure the establishment of motivating tools to encourage initiative and to inspire workers' efforts to improve productivity and delivery of quality service. Analysis was carried out on employees in organizations' motivational relationships (Wahyuni, et. al., 2020). Three objectives were based on: how organizations motivate their employees; the role of



motivation in the workforce of an organization; and the connection among motivation and the performance of an organization. Every boss needs to make good use of his staff. It cannot, however, be done 100%; the team members each have ups and downs in their work and every team member is sometimes obliged to suffer a short productivity decrease.

Conclusion

The conclusion is that workers are satisfied and boost their performance and improve their performance by evaluating and promoting productivity and performance. In order to improve employee engagement for work, appreciation plays the essential role. It honors employees who feel empowered internally and committed to organizational success. These findings would clearly show that the workers' rewards scheme is very important. If benefits are not offered, workers are poorly employed and do not contribute to their jobs. Since a happy employee is a productive employee, companies must also take care of their employees. The happiness of workers plays an important role in a company's performance and contributes confidentially to its development and growth. It is thus necessary for any employer and management to achieve what truly persuades employees to do hard and to boost organizations' overall performance. Employee motivation is one of the most powerful and efficient strategies for promoting or inspiring the growth or decline of human resources. It is therefore a touching dilemma if managers can deal with it effectively and question the working atmosphere and organizational performance. The incentive system of any organization is of significance because it affects the productivity of organization. If employees are not paid fairly, their actions will impair organization's performance.

Recommendations

It is recommended to Management that they encouraged giving greater importance to issues of motivation to employees for the survival of the company among their rivals. Organizations should prepare their regulations, plans and procedures and enable staff to work well and to benefit from their work and achievements. This will definitely add to the company's growth. The fair reward system should be centralized in organizations. Companies that do not successfully use employee benefits will encourage their employees to use an efficient incentive system. Companies are supposed to create a secure and cooperative atmosphere for employees. Employers and managers need to recognize clearly and describe motivating strategies for employees, which will make the corporate competitive climate convenient to the better management and productivity of organizations (Kuswati, 2020). For manufacturers and managers to pay greater attention and enhance operational performance, the role of the compensation system in achieving organizational goals is very critical. Managers and employers are critical in repairing the company's incentive policies to encourage workers to improve the productivity of the company.

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