



Impact of Motivational Programmes on Employees' Performance

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ABSTRACT

In the following pages is given study on impact of motivational programmes on employee's performance which the researcher has conducted in, Dist. Vadodara. This paper has been discussed numerous studies on motivation and its impact on employees of the VARIOUS COMPANIES which is located in Vadodara, Gujarat covering the variety of problems and issues, micro, macro level almost all general aspects of related to employee motivation. Relationships, autonomy, relationships with co-workers, training and development opportunities, employee recognition, and the company's general policies and processes for motivating employees are all important factors to consider. During my fieldwork experience in company, several times I came across the topic of employee motivation and reward. Hence, it urges me to take up the study on "impact of motivational programmes on employees' performance" This study cannot be said to be full-proof scientific enquiry. It is neither a study involving all the employee of the country, nor even a majority of it, and as such it is not possible to make generalization on the basis of the result obtained.

Keywords: Motivation, Employees, Performance

1.Introduction

What motivates employees to "go the additional mile" to give outstanding service in any organization? This self-conducted study article contains the solution to this query. Motivation is a complex mix of components that interact with one another, necessitating a variety of techniques. Motivation can be defined as a mix of motive and action in a broad sense. Furthermore, research shows that an employee's skill only predicts a portion of his production or productivity. His level of motivation is the most important factor. " From the book "Contemporary Management," by G. Jones and J. George. Employee motivation is critical in the management profession, both theoretically and practically. One of the most crucial functions of a human resource manager, according to some, is to assure job dedication at work, which can only be accomplished through motivation. People are generally seen as possibilities for job advancement and knowledge expansion. "A major focus of industrial relations is the identification and measurement of factors associated with individual variances in employee job performance," Henman and Schwab write. The basic functions of motivational elements or instruments are to identify and quantify motivation. motivation is critical for good performance, so it is becoming increasingly important to research what motivates employees to perform better. As a result, the author of this journal recommends that more research be conducted to identify the factors that have a significant impact on employee performance.

The sensation of personal gratification that intrinsically motivated acts provide is what drives them. They are motivated by a personal interest or satisfaction in the activity at hand, rather than by society. You are intrinsically driven if you are in college because you enjoy studying and want to become a more well-rounded individual. Intrinsic motivation is important for cognitive, social, and physical development; intrinsically driven people are more likely to perform better and increase their skills at a given task.

Motivation has been attempted to be explained purely in terms of the relationship between the situation and outward, observable behaviour by behaviourists. Despite being in the same situation, the same thing frequently behaves differently. This means that explanations should refer to the entity's internal states that mediate the stimulus-response relationship. Psychologists and philosophers are mainly interested in mental states among these internal states. Desire is the most common mental state that motivates people. However, it has been suggested that other states, such as thoughts about what one should do or goals, might also motivate one.

Some theorists, often from the Humean tradition, reject that we can be motivated by states other than desires. When such a viewpoint is paired with the concept of degrees of desire, the thesis that we always pursue our strongest desire emerges. This hypothesis can be tweaked

so that we always take the action that has the greatest net force of motivation. This explains why a group of lower desires all urge the same course of action and, when combined, trump the strongest desire. Various criticisms have been offered in opposition to this notion. Some argue that we have free will, which means that we have control over what we do. From this vantage point, it is logical to reject a viewpoint that allows desires to determine behaviour rather than the actor. Others offer counterexamples, such as when an agent acts out of a sense of obligation despite a strong desire to do something else. According to one line of reasoning, there is a significant distinction between motivation based on desire and motivation based on purpose to act: an intention entails some type of commitment to or identification with the desired course of action. This occurs on the agent's side and is not present in ordinary desires. This viewpoint can be linked with the idea that wants play a role in the formulation of intentions based on their power. This distinction has been considered to be crucial in determining the difference between human and animal behaviour. According to this viewpoint, animals act in accordance with their strongest desire, whereas human agents act in accordance with their intention, which may or may not be the same as their strongest desire.

Motivational theory offers predictions about what will work in practise, just like any other theory. For example, Douglas McGregor's Theory Y assumes that the average individual not only accepts, but also seeks out, responsibility, enjoys working, and is thus more happy when given a greater variety of tasks to complete. The practical implication is that if a company gives employees more responsibility, they will feel more satisfied and, as a result, more committed to the company. Similarly, allocating more work is expected to boost involvement. Furthermore, Malone claims that delegating responsibility boosts motivation by giving employees creative control over their work and increases productivity by allowing multiple people to work together to solve a problem rather than just one management doing it alone. Others have suggested that being involved in decision-making increases employee morale and loyalty to the company, resulting in increased productivity. Similarly, if teams and membership enhance motivation (as shown in the classic Hawthorn Western Electric Company studies), introducing teams into the workplace will provide incentives to work. Employee motivation is frequently applied to motivation theory in general.

2. Review Papers

[1]Motivation is a crucial component of understanding behavior, along with perception, personality, attitude, and learning. "Motivation" is defined by Luthan (1998) as "a desire to do something. a process that begins with a physiological lack or need and culminates in the activation of a behavior or drive "It's a goal-oriented motivator." According to Ebrahimi and Watchel (1995), in a system sense, Needs, urges, and desires are the three interacting and interrelated aspects that make up motivation. as well as incentives Management researchers are adamant that organizational goals are important. unachievable without the members of the organization's long-term commitment. Motivation is a human psychological trait that influences a person's level of dedication (Stoke, 1999). The term "motivation" refers to the determination to achieve a goal, as evidenced by goal-directed conduct. When we say that someone is motivated, we're implying that they're working hard to complete a task. Motivation, on the other hand, is insufficient to do that duty with the highest efficiency. In this regard, having the expertise and knowledge to accomplish that duty is equally important. It can sometimes be used as a criterion for success. [2] Employee: Employees' motivation to meet their esteem, physiological safety, social safety, psychological, and self-actualization levels is always a direct influence. As employee motivating variables, Herzberg (1965) described job satisfaction as recognition, responsibility, and potential for progress. He classified dissatisfies as hygienic elements that influence health, comfort, and social wellbeing after separating satisfiers and dissatisfies. Employees will be dissatisfied if these factors are removed. Company policy, interpersonal relations, working circumstances, remuneration, and job security are all hygiene considerations. Herzberg is a German word that means "he (1965)..[3] Bonuses: A bonus, according to Finkle (2011), is a type of pay that companies use to reward employees for exceptional performance, which means they exceeded or exceeded their pre-determined targets, making them eligible. According to Jane, bonuses are taxable to employees, but they are considered a business expense and a tax benefit to the corporation (2009).[4]Promotion: When an individual is promoted, they move from one job position to another with a higher salary range, a higher level job title, and, often, additional and higher level job responsibilities. When an employee is promoted, he or she may be assigned the task of overseeing or monitoring the work of others. With a promotion comes increased decision-making authority. According to Heath Field (2005), employees crave promotion because it affects their pay, power, responsibility, and ability to influence broader company decision-making. [5] Intrinsic Rewards: Non-monetary advantages, also known as intrinsic rewards, are benefits that are inherent to a certain activity. aren't reliant on the presence or actions of anyone or anything else. Intrinsic values are those that are not influenced by external factors. the feeling of being recognized, praised for a job well done, and having a say in what happens to do. Intrinsic reward, on the other hand, is a psychological benefit that employees receive for successfully completing a critical task (Thomas, 2008). Intrinsic reward is characterized as a person's own feelings of fulfilment, growth,

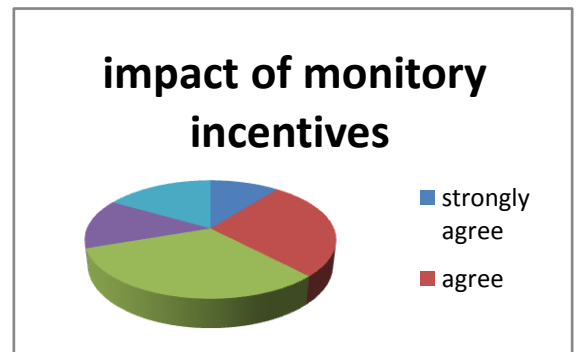
autonomy, and self-sufficiency as a result of his or her job. According to Allen et al., achievement, challenge, autonomy, responsibility, variety, personal and professional growth, status recognition, praise from supervisors and coworkers, personal satisfaction, self-esteem, self-discernment, creativity, the ability to use one's skills efficiently, and ability feedbacks are all part of it (2004). [6] Extrinsic rewards: It is mostly pecuniary in nature and is also known as financial, palpable, or monetary. It is called extrinsic since it is granted outside of the work. Salary, fringe benefits, work security, promotion, social atmosphere, competitive salaries, pay raises, merit bonuses, compensatory time off, and other factors are included in this motivation tool (Mahoney and Lederer, 2006). Extrinsic benefits also boost employee morale, and their distribution has always been a big deal in businesses, especially when it comes to performance evaluations in the current globalization eras.0020[7] Achievement: Achievement, according to Hunter et al. (2012), is a specialized and separate form of organizational performance. According to Satyawadi and Ghosh, employees are more motivated by achievement and self-control (2012). Now you know: an achievement-motivated individual aspires to attain success by setting acceptable yet challenging goals and pursuing career progression. Higher-ups in the company are desperately needed to provide feedback on progress and growth, as well as a sense of accomplishment.[8] Appreciation: According to Mahazril et al. (2012), businesses have a responsibility to recognize and reward their employees on a regular basis, as well as give other incentives, such as salary, to keep them motivated. According to Kingira and Mescib, employees supplying immaterial rewards (appreciation, respect, etc.) as much as material incentives with their working department demonstrates that they do not agree with this behavioral assumption (2010). As a result of this discovery, it can be stated that employees from various departments within the organization can communicate their diverse perspectives at various levels. "Education is always regarded with employers' achievement," according to the variable of responsibility and appreciation. Employees will contribute more to companies if their education is of higher quality and utility.

3. Research Methodology

The respondents have been selected from various companies. Descriptive method for carrying out this research. Descriptive method is primarily used if research has to describe an existing phenomena or situation based existing facts and information.

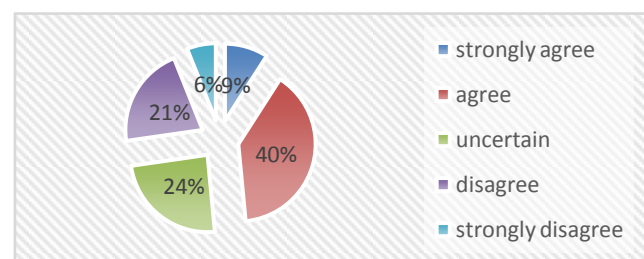
1. Impact of monetary incentives on employee's performance:

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	7	11
2	Agree	18	27
3	Uncertain	21	32
4	Disagree	9	14
5	Strongly Disagree	11	16
Total		66	100



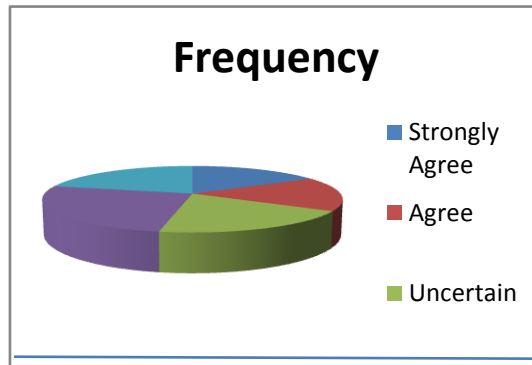
2. Does promotion affect employee's performance?

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	6	9
2	Agree	26	40
3	Uncertain	16	24
4	Disagree	14	21
5	Strongly Disagree	4	6
Total		66	100



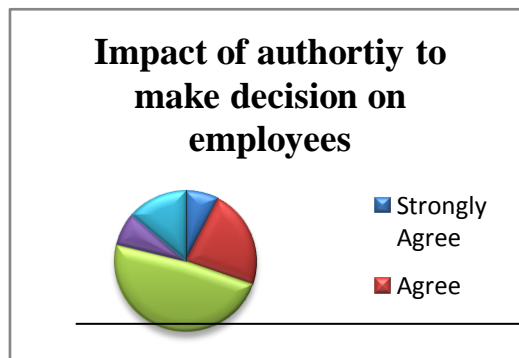
3. Does relationship with superior affect employee's performance?

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	11	17
2	Agree	11	17
3	Uncertain	13	20
4	Disagree	17	25
5	Strongly Disagree	14	21
Total		66	100



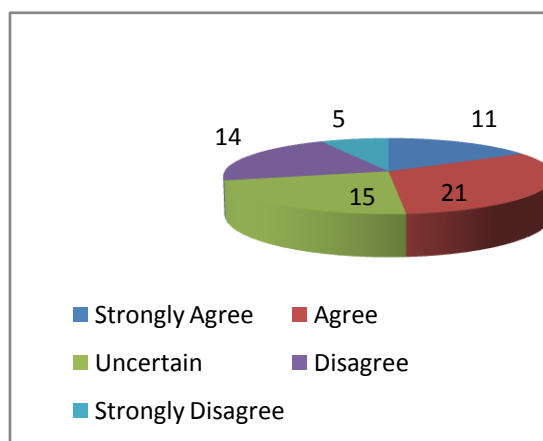
4. Does authority to make decision affect employees performance?

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	5	8
2	Agree	15	23
3	Uncertain	32	47
4	Disagree	5	8
5	Strongly Disagree	9	14
Total		66	100



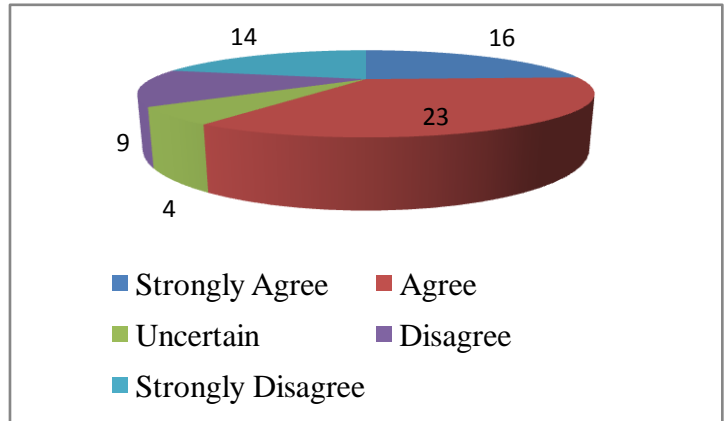
5. Does opportunity for advancement affect employee's performance?

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	11	17
2	Agree	21	31
3	Uncertain	15	23
4	Disagree	14	21
5	Strongly Disagree	5	8
Total		66	100



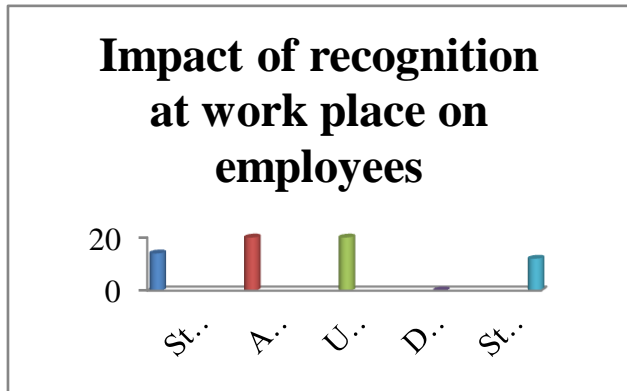
6. Does nature of work affect employee's performance?

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	16	24
2	Agree	23	35
3	Uncertain	4	6
4	Disagree	9	14
5	Strongly Disagree	14	21
Total		66	100



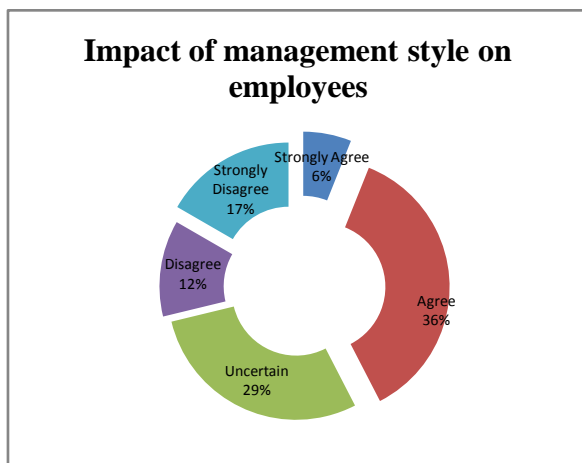
7. Does recognition at work place affect employee's performance?

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	14	21
2	Agree	20	30
3	Uncertain	20	30
4	Disagree	0	0
5	Strongly Disagree	12	19
Total		66	100



8. Does management style affect employee's performance?

Sr. No	Particulars	Frequency	Percentage
1	Strongly Agree	4	6
2	Agree	24	36
3	Uncertain	19	29
4	Disagree	8	12
5	Strongly Disagree	11	17
Total		66	100



9. Does motivation improves performance?

Sr. No	Particulars	Frequency	Percentage
1	Yes	50	76
2	No	16	24
Total		66	100



4. Result and Conclusion

Result :

- According to the findings of the survey, extrinsic factors are a powerful motivation, as the majority of the respondents believe. As a result, an effective monetary and extrinsic reward strategy should be devised.
- From the study majority of the respondents agree with the fact that promotion helps to improve performance.
- As the poll above indicates, relationships with superiors and peers are also vital.
- From the study majority of the respondents believe that authority to make decision can be impactful factor to motivate employees.
- From the study majority of Respondents agreed that opportunity for advancement can motivate employees to improve their performance.
- From the study It is found that majority of the respondents are strongly agree that nature of work motivates employees to improve performance.
- From the study It is found that most of the respondents are strongly agree that recognition at work motivates employees to improve their performance.
- From the study It is found that management style is also important factor to motivate employees to improve their performance.
- From the study It is found that majority of the respondents are believed that motivation helps to improve performance.

Conclusion:

Based on the preceding research and the respondents' responses to the questionnaire, the researchers came to the conclusion that motivation does have a significant impact on employee performance. We can easily see from the data analysis shown above that the parameters taken into account during the survey (Extrinsic factors, Job enrichment and performance appraisal, Relationships and job security, Authority in decision making, Growth opportunity etc.) Employees' desire to perform and attain the organization's goals is dominated by pragmatic factors. Salary, monetary incentives, and compensation package are factors considered under extrinsic motivation; work environment, responsibility, promotion, and recognition and appreciation for work done are factors considered under job enrichment and performance appraisal; relationships and security factors include relationships with superiors, peers, and job security; and authority to make decisions, growth opportunity, and future prospects are factors considered under intrinsic motivation. The end result clearly demonstrated how motivation affects employee performance. Based on the findings, it is easy to conclude that the link between motivation and performance is natural, if not evident. Employees' standard of performance will almost certainly improve if they are given more motivation and exertion.

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