



Employee Motivation

Dr. B. Balanagalakshmi¹, Mohammad Rishad², Rohith Kadem³, Vamshi Goud⁴

¹Head of the Department KLEF, KLHGBS, Hyderabad

²UG Student, No-2010560163, KLH Global Business School, Hyderabad

³UG Student, No-2010560142, KLH Global Business School, Hyderabad

⁴UG Student, No-2010560065, KLH Global Business School, Hyderabad

ABSTRACT:

Employee Motivation is one of the factor to help to increase the capacity of an association. Every organization needs to continue itself in aintensely focused market. In order to show the business objects representatives are the fundamental elements into the real world.Business work or their presentation in the market can be assessed by surveying the degree of inspiration of representatives. Inspiration helps to lead job to get the achievement .

Motivated employees are an very important asset to an organization, which leads to organization's success. Hence it is said that, employee motivation is hypothetical, difficult to measure, and highly difficult to control, but very easy to facilitate if done correctly. It's all about aim, concentration and perseverance.

INTRODUCTION:

Employee motivation is the level of overcommitment and creativity that a company's workers bring to their jobs. Whether the economy is growing or shrinking, finding ways to motivate employees is always a management concern. Competing theories stress either incentives or employee involvement.

To motivate workers to work for organizational, goals, the managers determine the motives or needs of the workers and provides an environment in which appropriate incentives are available for their satisfaction. If the management is successful in doing so; it will also be successful in increasing the willingness of the workers to work. This will increase efficiency and effectiveness of the organization.

EMPLOYEE MOTIVATION AT TCS



1. Motivating yourself will Motivate employees

Enthusiasm is contagious. If you enjoy your job, it helps others enjoy theirs too. If you do a good job of taking care of yourself and your own job, you will have much clearer perspective on how others are doing. You are setting an example for employees to follow.

2. Work to align goals of the organization with goals of employees

Frequent reviews and strategic goal setting sessions will help to ensure that company goals and personal goals are in alignment. Managers need to make the goals of the company very clear so an employee can be sure the goals they set will contribute to the success of the company. Employees will buy into the goals of the company when they are allowed to have input. Goals should meet the SMART rule: Specific, Measurable, Action, Realistic and Time oriented.

3. Understand what motivates each employee

Start by evaluating what motivates you. A key to motivating others is knowing what inspires them. Everyone is not motivated by the same method. Some want recognition, others money, learning, spending time with family and etc. Is their job configured to motivate them properly? What can you do to better motivate yourself and others?

4. Recognize that supporting employee motivation is a process, not a task

People and organizations change all the time so it is important to continually look at what motivates you and the employees and to make sure the processes you have in place are still effective. It is an on-going process.

5. **Support employee motivation** by using organizational systems (for example, policies and procedures) — don't just count on good intentions

Use reliable and comprehensive systems in the workplace to help motivate employees. Don't just count on cultivating strong interpersonal relationships with employees to help motivate them. Use established compensation systems, employee performance systems, and organizational policies and procedures to support employee motivation.

Meaning of employee motivation:

Employee motivation is the level of zeal, vigour, dedication, and innovation an employee consistently provides to the workplace.

The Latin word "movere," which translates to "moving," is where the word "motivation" comes from. As a result, every term you read in a book or dictionary relates to the idea that motivation is a behaviour that needs to be controlled in order to reach desired outcomes.

Employee empowerment and engagement with the organization's goals are therefore the two main components of employee motivation. Motivation comes in two flavours:

- Intrinsic motivation
- Extrinsic motivation

Types of employee motivation

There are two types of motivation, intrinsic and extrinsic. Therefore, an organization needs to understand for a fact that not employees are clones, they are individuals with different traits. Thus, effectively motivating your employees will need to acquire a deeper understanding of the different types and ways of motivation.

Therefore, you will be able to categorize your employees better and apply the right type of motivation to increase the level of employee engagement and employee satisfaction. Some employees respond better to intrinsic motivation while others may respond better to extrinsic motivation.

Intrinsic motivation

Intrinsic motivation means that an individual is motivated from within. He/she has the desire to perform well at the workplace because the results are in accordance with his/her belief system.

Therefore, an individual's deep-rooted beliefs are usually the strongest motivational factors. Such individuals show common qualities like acceptance, curiosity, honour, desire to achieve success.

Research has shown that praise increases intrinsic motivation, so does positive employee feedback. So if you are a manager, supervisor or in a leadership role, please be intentional with your feedback or praise. Make sure it is empowering and your employees understand your expectations.

Extrinsic motivation

Alternatively, extrinsic motivation means an individual's motivation is stimulated by external factors- rewards and recognition. Therefore, some people may never be motivated internally, and only external motivation would work with them to get the tasks done.

Moreover, research says extrinsic rewards can sometimes promote the willingness in a person to learn a new skillset. Additionally, rewards like bonuses, perks, awards, etc. can motivate people or provide tangible feedback.

Process of Motivation

- Identification of need
- Tension
- Goals

Types of factors

- Wages
- Salary
- Bonus
- Profit Sharing
- Job security

- Performance Appraisal
- Participation
- Work Environment

Top 10 ways to motivate employees

If you are looking for ways to motivate your employees at work, here are the 5 simple ways of making it work:

1. *Employee motivation surveys:* Use an online survey software or platform to conduct employee motivation surveys.
2. *Employee satisfaction surveys:* Employee satisfaction depends on a ton of factors such as work environment, infrastructure, roles and responsibilities, etc. Conducting employee satisfaction surveys will help Managers understand dissatisfaction factors and act on them.
3. *Job well done- recognize it!* Recognition helps create a healthy bond between the employer and employees.
4. *Focus on intrinsic rewards:* Extrinsic rewards fade very quickly. Focus on motivating your employees from within.
5. *Autonomy not bureaucracy:* Micromanagement is the worst thing you can do as a manager. If you have hired people with certain skillset let them do their job, be a facilitator, not a dictator.
6. *Create an amazing work environment:* Creating a good atmosphere will motivate your staff.
7. *Be a visionary:* Lead with vision. Employees need to know their efforts are driving something important. They need to know their destination and more importantly the path that will take them there.
8. *Solicit ideas and suggestions, act on them:* Now that you have conducted surveys, you have received feedback from your employees. Ensure that the ideas, suggestions, grievances that they have put forth will be looked into and addressed in a timely fashion.
9. *Career-pathing:* Having a career growth plan with clearly mentioned roles and responsibilities is crucial to employees. Therefore, make sure that you sit down with every employee and come up with a career plan that is transparent and communicated clearly.
10. *Provide flexibility:* Not all employees are alike. Therefore, you should allow some flexibility within reason and your employees will be happy and motivated.

Importance of Employee Motivation:

According to psychologists, self-realization is a very human thing. Moreover, it is our basic nature to nurture something and see it flourish, it is applicable to most things we do in our day-to-day life. Hence, this is true for both social and societal spaces.

What is the importance of employee motivation?

 <p style="font-size: small; color: gray;">There is a positive atmosphere within the organization</p>	 <p style="font-size: small; color: gray;">Co-workers are happy and feel safe at work</p>
 <p style="font-size: small; color: gray;">Make sure clients are happy</p>	 <p style="font-size: small; color: gray;">They always achieve better results than their counterparts</p>



Undoubtedly, motivation plays a very important factor in a human's life. Therefore, motivated employees take initiatives, are eager to take up additional responsibilities, are innovative and go-getters.

Motivated employees ensure:

- There is a positive atmosphere within the organization
- Co-workers are happy and feel safe at work
- Make sure clients are happy
- They always achieve better results than their counterparts

Motivation, therefore, plays a very important factor and ensures employees remain active and contribute their best towards their organization. Furthermore, a high level of motivation leads to a lower level of employee turnover. In the next section, you will learn about the 5 simple ways to motivate your employees. Forbes elaborates another crucial factor for managers is to understand the difference between employee motivation and engagement. Making the effort to understand the difference will, again, lead to lower levels of turnover rates.

Herzberg's motivation theory

Herzberg's motivation theory or two-factor theory says there are two factors to which an organization can adjust to influence the levels of motivation at the workplace.

The two factors identified by Herzberg are:

1. Motivating factors: The presence of motivating factors encourages employees to work harder. They are the factors found in the workplace.
2. Hygiene factors: Hygiene factor if not present will discourage employees from doing their best at work. Thus, hygiene factors are the surrounding factors that facilitate employees behavior.

Here are some of the examples of motivators and hygiene factor

Motivators	Hygiene Factors
Recognition	Security
Growth	Company policies
Achievements	Salary
The work itself	Work conditions
Responsibility	Manager/supervisor

There are 4 statistics that are involved here:

1. High hygiene & high motivation

This is an ideal situation any manager or supervisor would want to achieve. Here all the employees are happily motivated and have very few grievances.

2. High hygiene & low motivation

In this situation, employees have very few grievances but are also not highly motivated. A very good example of this situation is employees are paid well but the work is not very interesting. Employees simply collect their pay cheques and leave.

3. Low hygiene and high motivation

Employees are highly motivated but also have numerous grievances, particularly when the work is extremely interesting but the employees are not paid as per the market standard.

4. Low hygiene & low motivation

No points for guessing, it is obviously a pretty bad situation. Here neither the employees are motivated nor are the hygiene factors are in place.

How to use this theory in practice?

1. Primarily rectify and change bureaucratic company policies. Thus, make sure your Human Resources is in line with what other organizations are offering and they know what are the leadership's expectations. Therefore, keeping both in mind draft policies that is a win-win with everyone.
2. In addition, ensure your managers are also mentors and not just bosses. Each employee should be respected and supported.
3. Organizational culture plays a very crucial role here.
4. Make sure the compensation, perks, and bonuses are as per the market standards. Hence, if you don't compensate your employees well, why would they show interest in taking any initiatives?
5. Employees will be satisfied and find their jobs meaningful if their jobs are constructed well.
6. Delegate your employees' responsibilities, make them feel valued. Respect their individuality, listen to their feedback seriously and particularly take action wherever necessary.

SCOPE OF THE STUDY:

- To identify the employees' level of satisfaction upon those jobs.
- This study is helpful in that organization for conducting further research.
- This study is helpful to the organization for identifying the area of dissatisfaction of the job of employee

OBJECTIVE OF THE STUDY:

- To study the important factors which are needed to motivate employee.
- To study the effect of monetary and non-monetary benefits provided by the organization.
- To evaluate the effects of motivation and satisfaction at workplace.
- To identify the approaches used to motivate employee

SUGGESTION:

Support from the Hr Department, periodical increase in salaries are to be considered in motivating the employee
Improvement of performance appraisal activities and change in promotional activities are suggested to motivate the employee.

CONCLUSION:

The study concludes that, Motivation is an important aspect within any organization and consequently ought to be overseen appropriately if high profitability in the association is normal. Authoritative administrators should in this manner target impacting positive representative directs through inspiring them to guarantee that they submit their endeavours towards hierarchical achievement. In any case, directors should begin by adjusting representative needs with authoritative targets if such duty is normal. Certain inspirational speculations can assume a significant job in directing authoritative administrators through the representative inspiration process. This would guarantee that they receive compelling persuasive methodologies that can tolerate positive outcomes.

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