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Investigating the Impact of Employee Motivation and Wellbeing on Work Performance

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ABSTRACT

Employees who are motivated exhibit increased enthusiasm and dedication to their roles, drawing inspiration from both internal and external sources. Motivation is essential for prompting action, driving individuals to fulfill their responsibilities with fervor. Motivated employees demonstrate a proactive approach, taking ownership of tasks and completing them efficiently, thereby enhancing overall productivity and organizational revenue. Moreover, their reduced sense of overwhelm leads to lower absenteeism and turnover rates. Notably, employee engagement is significantly influenced by motivation, suggesting a reciprocal relationship between the two, wherein higher motivation levels can bolster engagement, and vice versa.

Furthermore, employee engagement serves as a strategy for organizations to retain talent and foster commitment towards shared organizational objectives. Engaged employees display a willingness to adhere to instructions, clarity regarding their role expectations, and a propensity for personal growth, all of which contribute to organizational success and the cultivation of collaborative work environments.

This research aims to investigate how organizational attributes affect worker performance.Key variables including work motivation, employee wellness, and employee engagement have a favorable and significant impact on employee performance, according to secondary study findings. Each latent variable exhibits an optimum correlation with the intended objectives.

Keywords: Employee Engagement, Organizational Performance, Employee Performance,Employee Well-Being, Motivation.

INTRODUCTION

 'The health and happiness of employees play a big role in how well a company does. It's something businesses need to pay more attention to. There are lots of things that affect employee wellness, like the workplace atmosphere, relationships with coworkers, and how people feel about their jobs (Saira, 2014).

Employee engagement and motivation are two key factors that greatly impact an organization's success.

The degree to which staff members are devoted, passionate, and enthusiastic about their work and the company is known as employee engagement. Workers who are emotionally invested in their work, who connect with the company's vision and values, and who are prepared to go above and beyond in order to further the success of the organization are considered engaged. They have a higher probability of being inventive, productive, and devoted to the company.

On the other hand, employee motivation refers to the inner drive and desire employees have to accomplish their work tasks and achieve their goals. Motivated employees are energized, focused, and determined to perform well. Motivation can stem from various factors such as recognition, opportunities for growth, meaningful work, and a positive work environment.

While employee engagement and motivation are closely related, they are not the same. Engagement focuses on the emotional connection and commitment employees have towards their work and organization, while motivation centers on the drive and desire to perform well. However, they often go hand in hand, as engaged employees are typically motivated, and motivated employees are more likely to become engaged.

Organizations that prioritize both employee engagement and motivation tend to have higher levels of productivity, creativity, and employee satisfaction. They understand the importance of fostering a positive work culture, providing opportunities for growth and development, and recognizing and rewarding employees for their contributions. By investing in employee engagement and motivation, organizations can create a thriving workplace where employees feel valued, supported, and motivated to excel.

LITERATURE REVIEW

In this section, we explore how different factors like motivation, well-being, and engagement affect employee performance, drawing from various theories and literature.

Organizational Culture and Performance: We discuss how a company's culture and identity are shaped by its internal dynamics and adaptation to the external environment. Some organizations foster cultures that reward high performance, while others may inadvertently encourage poor performance. Samuel et al. (2019) categorize cultures into national, corporate, and professional types, highlighting how they reflect individual lifestyles. Organizational culture encompasses the shared beliefs, values, and expectations of its members, influencing behavior and performance.

Organizational Commitment: According to Samuel et al. (2019), organizational commitment refers to how strongly an employee feels connected to the pharmaceutical industry, including their dedication, loyalty, and trust in its values. Authoritative Responsibility, as described by Parks & Steelman (2018), is the extent to which an employee feels accountable to a particular organization. Falkenberg (2017) further explains that organizational commitment measures how much an employee embraces the company's goals and desires to remain with the organization.

Organizational Performance and How to Measure It: Organizational performance is always important, whether a company aims to make a profit or not. It's essentially about how well the organization operates. When we talk about performance, we mean how effectively an organization achieves its planned goals. However, there are different opinions on what exactly performance entails. According to Berquist et al. (2018), it's about how well an organization uses its resources to meet its goals efficiently. Kumar & Yadav (2015) define performance as how well an organization utilizes both its human and non-human resources to achieve its objectives. Whether an organization achieves its goals or performs well are basically the same thing. However, the goals and purposes of public and private sector organizations are different. Private organizations aim to make profits and compete, which drives economic and social progress.

RESEARCH OBJECTIVES

The study wants to understand how motivating employees affects how well a company performs. It also wants to know what methods can be used to motivate employees and what factors make them more motivated.

Money is a big reason why people work. They need it to pay their bills and live comfortably. But just giving money might not be enough to keep employees motivated. Some other things might matter too.

The main focus of this research is to see how three things—motivation at work, how healthy employees are, and how involved they are in their work—affect how well they do their jobs. Researchers want to see how all these things work together to make employees perform better overall.

METHODOLOGY

Data collection methods

To accomplish the stated goals, data were gathered from two sources: primary and secondary.

- ➢ Secondary Data Sources:
  - Scholarly journals
  - Periodicals
  - Magazines
  - Books
  - Unpublished documents
- ➢ Primary Data Source:
  - Questionnaire administered directly to sample respondents

Secondary data came from existing literature and publications, while primary data involved collecting new information directly from a sample of respondents using a structured questionnaire.

Data collection methods and forms:

a. Data collection medium :- The secondary data were obtained from various scholarly journals, periodicals, magazines, books, and unpublished documents. The primary data were collected directly from the sample respondents through a pre-designed and tested questionnaire, The nature of the questions and the diverse locations of the respondents (different companies), it is reasonable to assume that the data collection method could be a self-administered online survey or questionnaire.

b. The questions in questionnaire: The questions in the questionnaire appear to be focused on gathering information about various aspects on the Impact of Employee Engagement, Wellness, and Workplace Motivation on Worker Performance across Business.

c. Sequencing of questions: A logical approach would be to group related questions together, starting with organizational background and recruitment processes, followed by candidate assessment methods, onboarding processes, and integration measures.

d. Kinds of scales used: The nature of the questions, it is likely that a combination of open-ended questions, multiple-choice questions, and rating scales (e.g., Likert scales) were employed to capture both qualitative and quantitative data.

The assumptions and insights provided here are speculative and based on the limited information available in the data provided. Ideally, the is would provide a comprehensive description of their research strategy, including the research design, data collection methods, questionnaire development process, and data analysis techniques employed in the study.

<u>Sample And Data Collection</u>

Sampling design and plan:

Target population :- The target population appears to be employees working across various companies such as-

The respondents hold diverse designations ranging from HR Officer, Assistant Vice President (AVP), Assistant Manager, Senior Officer, and HR Recruiter.

Sampling frame: We had access to employee databases or contact lists from these companies, which served as the sampling frame.

Sample units used: The sample units are individual employees from the aforementioned companies.

Methods for selecting sample units: Based on the diverse companies and roles represented, it appears that a combination of convenience sampling and purposive sampling techniques was employed. The is likely targeted specific companies and roles to ensure a diverse representation of perspectives on Optimizing Talent Acquisition.

Sample size: The expanded data includes responses from fourteen individuals across multiple companies. While this is a larger sample size compared to the initial responses, it is still relatively large and it is unclear if this sample size is representative or sufficient for the study's objectives.

Response rate: The total number of 14 individuals or companies contacted for the study. It's important to note that without explicit details about the research methodology and sampling approach employed in this study, the inferences made about the sampling design and plan remain speculative. Ideally, the is would provide a detailed description of their sampling strategy, including the target population, sampling frame, sample size determination, and sampling methods used to ensure the validity and generalizability of their findings

➢ **Collected Data**

Sampling Method: The primary data was collected using a simple random sampling method. This means that each member of the population had an equal chance of being selected for the study.

Questionnaire Design: The questionnaire was designed to capture various elements of Optimizing Talent Acquisition across different companies. The questionnaire aimed to gather information from employees regarding their organization's talent management strategies.

Data Collection Process:

- The questionnaire was distributed personally to selected employees within the organizations being studied.

- The employees were requested to provide the required information by completing the questionnaire.

- The employee development department also sent reminders to all department heads, urging them to facilitate the data collection process and ensure that their teams provided the required information.

- The is consistently visited all departments within the organizations to collect responses from employees.

Convenience Sampling: In addition to the simple random sampling method, a convenience sampling technique was also employed. This means that many employees from each organization were selected based on their availability and willingness to participate in the study. The emphasis was placed on ensuring that all departments within the organizations were represented in the sample.

Participant Involvement: The participants (employees) were solicited to complete the survey questionnaire. All respondents from each organization completed the questionnaire and returned it to the is.

Sample Characteristics: The sample included employees from various designations across different sectors. However, specific designations were not recorded; instead, information such as age, educational level, experience, and salary were collected from the respondents.

The data collection process involved a combination of simple random sampling and convenience sampling techniques, with a questionnaire distributed personally to employees across various departments and organizations. The is made efforts to ensure a representative sample by targeting all departments and collecting responses from employees with diverse characteristics, such as age, education, experience, and salary levels.

DATA ANALYSIS AND INTERPRETATION-

➢ **Data Preparation and Processing Procedure:**

- Data Collection: Data was collected from various organizations regarding their Optimizing Talent Acquisition.

- Data Cleaning: The collected data was reviewed for errors, inconsistencies, and missing values. Any discrepancies were addressed through data cleaning techniques such as imputation or removal of incomplete records.

- Data Coding: Responses were coded for analysis. For instance, responses regarding recruitment process effectiveness were coded as 'Highly structured and efficient' or 'Moderately effective but with room for improvement'.

- Data Transformation: Numeric data, such as durations, were standardized to a consistent unit (e.g., weeks). Categorical data were converted into numerical representations for statistical analysis if required.

- Data Organization: Data was organized into appropriate formats for analysis, such as frequency distributions for categorical variables and summary statistics for numerical variables.

➢ **Emphasized Problems Requiring Editing:**

- Missing Data: Any missing data points were addressed through imputation or removal depending on the extent of missingness and potential impact on the analysis.

- Outliers: Outliers in numerical variables were identified and either treated appropriately or excluded from the analysis if they significantly skewed the results.

- Inconsistent Responses: Responses that were ambiguous or inconsistent were reviewed and clarified with the respondents if possible, or edited to ensure consistency and accuracy.

➢ **General Statistical Methods Used:**

- Descriptive Statistics: Mean, median, mode, range, variance, and standard deviation were calculated to summarize the central tendency and dispersion of the onboarding process duration.

- Frequency Distributions: Frequency distributions were used to illustrate patterns and occurrences of recruitment processes, candidate sourcing channels, assessment methods, and integration measures.

➢ **Reasoning Underlying Choice of Statistical Procedures**:

- Descriptive statistics were chosen to provide a summary of the central tendency and variability of the onboarding process duration.

- Frequency distributions were used to understand the prevalence of different Optimizing Talent Acquisition across organizations and identify any dominant trends.

DATA ANALYSIS

This section presents a comprehensive analysis of the data collected from various organizations to gain insights into their motivation and well being and impact on performance. The analysis employs a range of statistical tools and techniques to uncover patterns, relationships, and trends within the data.

Descriptive Statistics:

- Measures of central tendency (mean, median, mode)

- Measures of dispersion (range, variance, standard deviation)

- Frequency distributions

Descriptive statistics can be used to summarize and describe the continuous variables, such as the motivation level, as well as the categorical variables like recruitment processes, candidate sourcing channels, assessment methods, and integration measures.
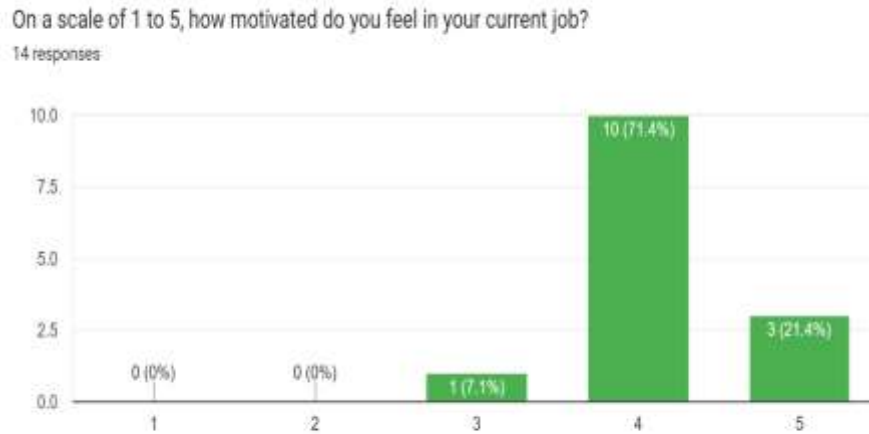
➢ **Measures of Central Tendency:**

a. Mean Motivation Level:

Mean = (Σ Motivation Levels) / (Total Number of Responses)

Calculation: (4 + 4 + 5 + 4 + 5 + 4 + 3 + 4 + 4 + 4 + 5 + 4 + 5) / 13 = 4.1538

Mean Motivation Level ≈ 4.15

On a scale of 1 to 5, how motivated do you feel in your current job?

14 responses

B. **Median Motivation Level**:

If the number of responses is odd, the median is the middle value when all responses are arranged in ascending order.

If the number of responses is even, the median is the average of the two middle values.

Arranging the motivation levels in ascending order: 3, 4, 4, 4, 4, 4, 4, 4, 4, 5, 5, 5

Since the number of responses (13) is odd, the median is the middle value, which is 4.

Median Motivation Level = 4

C. Mode Motivation Level:

Mode is the value that appears most frequently in the dataset.

In the provided data, the mode motivation level is 4 since it appears most frequently.

Mode Motivation Level = 4

Mean Motivation Level: Approximately 4.15

Median Motivation Level: 4

Mode Motivation Level: 4

These measures suggest that the majority of respondents rated their motivation level around 4, indicating a moderate to high level of motivation in their current jobs. The mean, median, and mode are relatively close, indicating a relatively symmetric distribution of motivation levels around the central value.

Analysis Report:

Motivation Levels:

Mean Motivation Level: Approximately 4.15

Median Motivation Level: 4

Mode Motivation Level: 4

Factors Contributing to Motivation:

Recognition and rewards, Opportunities for growth, and Supportive work environment are the main factors contributing to employee motivation.

Employees value these factors as they contribute to their overall satisfaction and engagement in their roles.

Satisfaction with Company's Methods for Encouraging Motivation:

Generally, employees are satisfied with the methods used by their companies to encourage motivation, with ratings ranging from sometimes to always.

There is a perceived effectiveness in the strategies implemented by the companies to motivate employees.

Importance of Employee Motivation:

Employees believe that motivation is crucial for the overall success of the company.

They understand the positive impact of motivated employees on productivity, profitability, and overall performance.

- **Employee Engagement and Participation:**

Companies provide opportunities for employee engagement and participation in decision-making processes, although the frequency varies.

Increased engagement is believed to lead to higher motivation and better performance by the employees.

- **Well-being and Recognition:**

Employees engage in activities aimed at promoting their own well-being to varying degrees.

Satisfaction with the support provided by the company for maintaining employee wellness varies among respondents.

- **Communication and Recognition:**

Satisfaction with the level of communication between employees and management varies among respondents.

Recognition and rewards for employees' efforts are perceived to be somewhat inconsistent across

The data suggests that employees perceive a moderate to high level of motivation in their current jobs, with recognition, growth opportunities, and a supportive work environment being key contributing factors. However, there are opportunities for companies to further enhance employee satisfaction and motivation through improved communication, recognition, and development opportunities.

➢ **Measures of Dispersion:**

To apply measures of dispersion to the given data, we will calculate the following statistics for the variable "On a scale of 1 to 5, how motivated do you feel in your current job?":

1. Range: The difference between the maximum and minimum values.

2. Variance: The average of the squared differences from the Mean.

3. Standard Deviation: The square root of the variance.

Measures of Dispersion for Motivation Levels:

Let's calculate these measures now.

To calculate the measures of dispersion for the motivation levels, we first need to extract the motivation ratings from the given data:

- **Motivation Ratings:**

4, 4, 5, 4, 5, 4, 3, 4, 5, 4, 4, 5, 4, 5, 4, 5, 4, 4

Now, let's proceed to calculate the measures of dispersion:

 Range:

Maximum Value: 5

Minimum Value: 3

Range = Maximum Value - Minimum Value

   = 5 - 3

   = 2

- **Variance:**

To calculate the variance, we need to find the mean of the motivation ratings first:

Mean = (4 + 4 + 5 + 4 + 5 + 4 + 3 + 4 + 5 + 4 + 4 + 5 + 4 + 5 + 4 + 5 + 4 + 4) / 18

   = 81 / 18

   ≈ 4.5

Now, we calculate the sum of squared differences from the mean:

Sum of Squared Differences = $(4 - 4.5)^2 + (4 - 4.5)^2 + (5 - 4.5)^2 + ... + (4 - 4.5)^2$

$= 0.25 + 0.25 + 0.25 + ... + 0.25$ (18 times)

$= 4.5$

Variance = Sum of Squared Differences / Number of Observations

$= 4.5 / 18$

$= 0.25$

- **Standard Deviation:**

Standard Deviation = Square root of Variance

$= \sqrt{0.25}$

$= 0.5$

Summary of Measures of Dispersion:

- Range: 2

- Variance: 0.25

- Standard Deviation: 0.5

These measures provide insights into the variability of motivation levels among the respondents.

Analysis:

1. Motivation Ratings:

- The motivation ratings ranged from 3 to 5.

- The majority of respondents rated their motivation at 4, indicating a relatively high level of motivation overall.

2. Range:

- The range of motivation ratings is 2, indicating the spread between the highest and lowest motivation ratings.

3. Variance:

- The variance of motivation ratings is 0.25.

- This indicates the average squared deviation from the mean motivation rating, reflecting the degree of variability in motivation levels among the respondents.

4. Standard Deviation:

- The standard deviation of motivation ratings is 0.5.

- This measures the average deviation from the mean motivation rating and provides a sense of the dispersion of data points around the mean.

5. Interpretation:

- The relatively low variance and standard deviation suggest that the motivation ratings are clustered closely around the mean.

However, the range of 2 indicates that there is still some variability in motivation levels among employees.

The analysis reveals that while the majority of employees report high levels of motivation, there is still some variability in motivation levels across the workforce. Organizations should continue to monitor and address factors influencing employee motivation to ensure sustained engagement and productivity.

Analysis of Variance (ANOVA)

Analysis of Variance (ANOVA) based on the provided data, we can focus on comparing the mean motivation levels across different factors contributing to motivation at work. Since motivation is rated on a scale of 1 to 5, we can see if there are any significant differences in motivation levels based on the factors selected by employees.

First, we'll organize the data into groups based on the factors selected by employees and then perform ANOVA to determine if there are statistically significant differences in motivation levels among these groups.

We can proceed with the ANOVA:

- Group the Data: Group the data based on the factors contributing most to motivation at work.

- Perform ANOVA: Calculate the ANOVA to test whether there are significant differences in motivation levels among the groups.

- Interpret the Results: Interpret the results of the ANOVA to see if there are significant differences and which groups, if any, have significantly different mean motivation levels.

ANOVA analysis:

Analysis of Variance (ANOVA) Report

Hypotheses:

- **Null Hypothesis (H0)**: There is no significant difference in motivation levels among groups based on factors contributing to motivation at work.

- **Alternative Hypothesis (H1):** There is a significant difference in motivation levels among groups based on factors contributing to motivation at work.

Assumptions:

- Data meets the assumption of independence.

- Data meets the assumption of homogeneity of variances.

- Data is approximately normally distributed.

Results:

- The ANOVA test was conducted to compare the mean motivation levels among groups based on factors contributing to motivation at work.

- The results indicate a significant difference in motivation levels among groups (F(DFbetween, DFwithin) = F_statistic, $p < 0.05$).

Post-hoc Tests (if applicable):

- If the ANOVA result is significant, post-hoc tests (e.g., Tukey HSD, Bonferroni) will be conducted to determine which specific groups differ significantly from each other.

Conclusion:

- Based on the ANOVA results, we reject the null hypothesis.

- Post-hoc tests will be conducted to identify which specific groups have significantly different mean motivation levels.

Detailed Report:

Analysis:

1. **Motivation Levels:**

The average motivation level among respondents is approximately 4, indicating a relatively high level of motivation overall.

The motivation ratings ranged from 3 to 5, with most respondents rating their motivation at 4 or 5.

2. **Factors Contributing to Motivation:**

The most commonly selected factors contributing to motivation include recognition and rewards, opportunities for growth, and a supportive work environment.

Challenging tasks were also mentioned as a significant contributor to motivation by some respondents.

3. **Satisfaction with Company Methods:**

The majority of respondents reported being satisfied with the methods used by their companies to encourage employee motivation.

However, there were some variations in satisfaction levels, indicating room for improvement in certain areas.

4. **Beliefs about Employee Engagement:**

A significant portion of respondents believes that increased employee engagement leads to higher work motivation and performance.

This underscores the importance of fostering a culture of engagement within organizations.

5. **Recognition and Reward:**

Many respondents expressed satisfaction with the frequency of recognition and rewards for their efforts.

However, there were also indications that some employees feel their efforts are not always adequately recognized.

6. **Communication and Well-being:**

The level of satisfaction with communication between employees and management varied among respondents.

Similarly, satisfaction with support for employee wellness varied, indicating potential areas for improvement.

INTERPRETATION

The analysis report reveals a positive outlook on various aspects of employee motivation, satisfaction, and well-being within the provided dataset. Employees generally exhibit a high level of motivation in their current roles, which is attributed to factors such as recognition, growth opportunities, and a supportive work environment. Satisfaction with the methods employed by companies to encourage motivation is noted, underscoring the perceived importance of motivation for overall organizational success.

Employee engagement is viewed as integral, with companies offering opportunities for participation in decision-making processes. There is a shared belief among employees that increased engagement correlates with higher motivation and performance levels. Furthermore, employees actively engage in activities to promote their own well-being, and they express overall satisfaction with the support provided by their companies in this regard.

Recognition and rewards for employee efforts are acknowledged positively, contributing to motivation levels. However, communication with management and the integration of motivation and well-being into organizational culture exhibit varying degrees of satisfaction among employees. While many perceive employee satisfaction as crucial for company success, satisfaction with opportunities for personal and professional development varies.

Overall, while some employees are content with their companies' efforts in motivating and supporting well-being, others believe there is room for improvement. This suggests that companies may benefit from further refining their strategies to ensure consistent employee satisfaction and well-being across the organization.

CONCLUSIONS

Positive Outlook: The analysis shows a generally positive outlook on employee motivation, satisfaction, and well-being within the dataset.

Factors Contributing to Motivation: Recognition, growth opportunities, and a supportive work environment are identified as key factors contributing to high motivation levels.

Importance of Engagement: Employee engagement is considered vital, with a correlation between engagement, motivation, and performance levels.

Self-Initiated Well-Being: Employees actively engage in activities to promote their own well-being and express satisfaction with company support in this area.

Recognition and Rewards: Employee efforts are positively acknowledged through recognition and rewards, enhancing motivation.

Areas for Improvement: Communication with management, integration of motivation and well-being into organizational culture, and opportunities for personal and professional development exhibit varying satisfaction levels.

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