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“A Study on Employee’s Motivation and its Effect on Employee’s Performance at Baroda Dairy”

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ABSTRACT:

The purpose of conducting this research is to find out the influence of employee motivation on employee performance. Our major focus was to study this in education sector in Sahiwal, Punjab, Pakistan. For this purpose a questionnaire is made and filled by the teachers of different colleges and universities. Findings show that independent variable i.e. employee motivation is having a positive relationship with dependent variable i.e. employee performance. In the today’s economy, there is a tough competition and it has become very much important for the education institutions to retain their teachers. Therefore, they should try to motivate their employees to keep them satisfied. By keeping in mind this context, we consider that employee performance in relation to the employee motivation, as a vital aspect of conducting this research.

One of the most important functions of management is to ensure that employee work is more satisfying and to reconcile employee motivation with organizational goals. With the diversity of current jobs, this is a dynamic challenge. What people value and enjoy is influenced by many factors, including the influence of different cultural backgrounds. This research report examines employee motivation and its impact on employee performance. The study examines some common theories of motivation that can be used in an organization to improve employee performance. The study showed that employees have their differences in terms of the concept of motivation. Various forms of theories of motivation in literature have been debated along with their applications and implications. Three questions were examined: What is motivation? What kind of motivation can best be used to increase employee performance? The results of the study show that motivation can increase or decrease employee performance. If the chosen form of motivation meets the needs of the employee, their performance increases. If, on the other hand, the chosen form of motivation does not satisfy the needs of the employee, the benefit decreases. It therefore encourages organizations to understand the motivating need of each employee to improve performance.

A standout among the foremost basic capacity of manage is ensuring that representative labour be satisficing more and to conciliate representative moving with organizations point. With differences current occupations, is energetic challenges. That which individuals regard and appreciate is impacted by numerous variables, counting impact of distinctive social foundations. This look report analyzes representative moving and its impact on representative execution. The think about looks at common speculations of moving that can be value in an organization to progress representative execution. Think about illustrated that workers have contrasts in terms of concept of moving. Diverse shapes hypotheses of moving in literature have been talked about together with applications and suggestions. Three what’s inspected:

what is inspiration? What kind inspiration can best be utilizations to extend representative execution? The comes about of think about appear that inspiration can increment or diminish representative execution. In case choose frame inspiration meets needs of worker, execution increments. In case, on other hand, choose shape inspiration does not fulfil needs of representative, advantage diminishes. It subsequently energizes organizations to get it needs of each representative to improve performance.

Watchwords: *Inspiration, Employee's, Execution, Rewards, Preparing*

Presentations:

As it were way to urge individuals like working difficult is to motivation them. Nowadays, individuals must get it why they're working difficult. Each person in an organization is propelled in a few distinctive ways. When conversation in term of representative inspiration, it can be basically characterized as “Worker inspiration is reflection of the level of vitality, commitment, and imagination that a company's labour brings to their jobs.”

Work of chief in work environment is to induce things done through workers. To do this the chief ought to be able to inspire representatives. But that's less demanding said than done! Inspiration here and hypothesis are troublesome subjects, touching on several disciplines. In show disdain toward of colossal investigate, fundamental as well as applied, subject of inspiration isn't clearly caught on and more frequently than not ineffectively practiced. To get it inspiration, one must get it human nature itself. And there lies the issue! Human nature can be exceptionally basic, yet very complex as well. Understanding and appreciation of usually prerequisite to viable worker inspiration in working environment and so viable administration and leadership.

Worker inspiration is exceptionally important for organizations as each concern requires physical, money related, and human assets to achieve the objectives. It is through inspiration that human assets can be utilizable by making full utilize of it. This can be done by building eagerness in representatives to work. This will offer assistance venture securing best conceivable utilization of assets. It comes about into increment in efficiency, lessening taken a toll of operations, and moving forward by and large proficiency. Objectives can be accomplished on the off chance that co-ordination and co-operation takes put at the same time which can be viably done through inspiration. Solidness of workforce is exceptionally critical from point of see of notoriety and goodwill of concern. The representatives stay faithful to undertaking as it were when they have a feeling of cooperation in administration. Abilities and effectiveness of representatives will continuously be of advantage to workers as well as workers. This will lead to a great public image in advertise which can draw in competent and qualified individuals into concern.

Each organization and commerce want to be effective and have want to induce constant advance. Current period is profoundly competitive and organizations regardless of measure, innovation, and advertise centre are confronting worker maintenance challenges. To overcome these limitations solid and positive relationship and authoritative ought to be created and kept up between representatives and their organizations. Human asset or workers of any organization are central portion so they require to be affected and induced towards errands fulfils. For achieving prosperity, organizations plan diverse procedures to compete with competitors and for expanding execution of organizations. Exceptionally few organizations accept that human faculty and representatives of any organization are its primary resources which can lead them to victory or on the off chance that not entered well, to decrease. Unless and until, the workers of any organization are fulfilled with it, are spurred for errands fulfilment and objectives accomplishments and energize, none of the organization can advance or accomplish victory.

Literature Review:

Dr.T Navaneetha, K.Bhaskar (2018)

Employee motivation in the workplace is an important area of human resource management that contributes to employee performance. Many companies are planning new strategies and methods to protect their employees. When workplace motivation improves, employees feel happier and put more effort into increasing the company's productivity and profitability. This study analyzes employees' opinions regarding motivational factors in the workplace and applies statistical tools such as factor analysis and chi-square test based on their responses. The findings of this study will be very useful for companies that need to manage their employees and keep them happy at work. This study helps in retaining employees in the company for a long time (Dr.T. Navaneetha 1, 2018)

V. S. Palaniammal, Arivuselvec (2017)

Motivation is the motivation that motivates a person to perform the same behavior. It is the factor that makes repeating the reason for completing a task. This can be in the form of verbal, monetary or non-monetary rewards. For individuals, there are motivational factors related to their work. All of these factors come from motivation theory. This study was carried out based on elements of his two theories: Herzberg's theory and Vroom's expectancy theory. Research investigates which motivational factors are associated with monetary and non-monetary rewards. The collected data were tabulated, coded, and analyzed using descriptive statistics and SPSS tools such as chi-square test, one-way analysis of variance, t-test, mean, standard deviation, and frequency tables. Ta. (v. S. Palaniammal1, 2017)

Oluwayomi Ayode Ekundayo (2018)

This study shows that the selected insurance companies are effectively and appropriately utilizing positive incentives to enhance the performance of their employees. We also know that there is a close relationship between employee motivation and performance. The type of motivation determines the employee's performance level. When positive motivation was used efficiently, skillfully and effectively, employee performance improved and vice versa (Ekundayo, 2018)

Christopher Ignatius Gyimah (2014)

In this study, ping pong Rat Tantronjit 12 School Motivation Programs We conclude that the process has been proven to be effective, but not very effective. Research on the effects of employee performance has revealed many factors that contribute to employee motivation. The study was conducted among employees and information was collected through a structured questionnaire. This study contributed insights into employee motivation programs offered at facilities. (GYIMAH, October 2014)

Caroline Njambi (2014)

This study presents the research methodology used to analyze the research problem. The study population consisted of 412 employees of Amref Health Africa in Kenya. The sample size of this study was her 96 respondents. The study relied entirely on primary data collected from respondents (employees of her Amref Health Africa in Kenya) using 29 structured questionnaires. The structured questionnaire was pilot tested with his 10 respondents representing different functions or departments within the organization (NJAMBI, Summer 2014)

Amin Karami (2013)

Compensation management system has a positive and significant impact on employee motivation. The standardized regression coefficient for this hypothesis is 0.546, which is higher than the associated T value of 1.96. We can conclude that this hypothesis is accepted with 95% probability. In other words, compensation management systems have a positive and significant impact on employee motivation 95% of the time. (September 2013)

Muogbo United States (2019)

The importance of compensation in the daily performance of employees cannot be overstated, especially when it comes to being rewarded for a job well done. There is no. It is a well-known fact that all types of human performance can be improved by increasing motivation. From this finding, it is easy to conclude that employee compensation packages are very important and should be a concern for both employers and employees. The results obtained from the hypothesis showed that employees place great importance on the various rewards offered by their employers. Therefore, when these rewards are not provided, employees tend to express their dissatisfaction through poor performance and lack of work engagement. Therefore, organizations should consider the needs and feelings of their employees, rather than simply ignoring them, in order to maintain industrial harmony because "it is said that a happy worker is a productive worker." It is essential to consider. Emphasizing the importance of appropriate reward policies for employee performance and different types of rewards that encourage employees to improve their job performance, this study therefore encourages employers to encourage employees to perform their jobs better. This can be seen as a request to introduce a response obligation incentive plan. Have more determination and improve your performance. (United States, The Impact of Employee Motivation on Organizational Performance, 2019)

Samar Hamadneh (2020)

This study shows that digital HRM practices influence employee motivation and therefore employee job performance, in other words the mediating role. The purpose is to investigate the impact on Evaluation of employee motivation between digital HRM practices and employee job performance. Two of her digital HRM practices were used in this study: digital training and digital performance evaluation. The results of data collection using valid and reliable questionnaires from employees of industrial companies showed that digital training had a significant impact on both employee motivation and work performance, and that digital performance appraisals significantly influenced employee motivation. This shows that the results have had a significant impact on employee evaluations and improved employee motivation. It had a significant impact It had a significant impact on my work performance. The results confirmed that employee motivation partially influences the impact of digital HRM practices on work performance. It has been found that skilled employees who are aware of their performance level are motivated to perform at a higher level. (Hamadone, 2023)

Rani Ariesta (2020)

Successful performance and productivity improvements require employee involvement, as employees are not only the main agents of change, but are also increasingly active in planning change. need to do it. The purpose of this study is to explain the influence of work motivation and burnout on employee performance in PT. Vinilon Building. This study uses a quantitative research method using data collection technique by distributing questionnaires. The sample for this study is a convenience sample. A total of 52 employees were interviewed for this study. The data analysis techniques used in this study include several linear regression analysis techniques. As far as the findings of this study are concerned, the variables of job motivation and burnout have a significant impact on the variables of employee performance. (Ariesta, 2020)

Hussain Almawali (2021)

This study investigates the relationship between motivational factors, job performance, and employee engagement, and the influence of motivational factors on job performance. The role of employee engagement as a facilitator in the government sector in the Sultanate of Oman. Quantitative research methods were used to evaluate his six hypotheses using 111 representative government employees from the Ministry of Education. This study is a pilot test. This study used quota sampling and the Statistical Package for the Social Sciences (SPSS), and path analysis techniques were used for analysis. The results of the study indicate that there is a positive relationship between these factors, that motivational factors have a significant positive relationship with employee engagement and job performance, and that employee engagement has a positive relationship between motivational factors and job performance. This suggests that it functions as a partial mediator. This study is important for managers and regulators interested in improving job performance in the Omani public sector. This is one of the few studies on the mediating role of employee engagement in the relationship between motivational variables and job performance.

Methodology:**Research Design**

The research design used for this study was a descriptive research design. Research design includes the degree of specificity of the research problem, the method of data collection, the researcher's ability to influence the variables under study, the purpose of the research being conducted, the time dimension, the focus of the research, and the research environment. Descriptive research collects data to answer questions about the current state of a research field or topic. The purpose of the study is to classify each research design of this study. There are three options here: reporting studies, descriptive studies, and causal studies, which are called causal explanatory studies or causal predictive studies. The purpose of this study was to find out what factors influence employee motivation and how motivation influences employee performance in an organization, so researchers We considered a descriptive research design appropriate for this study.

Data Sources Data for the

study was collected from primary and secondary sources. The data received from Baroda Dairy head office was the primary data collected to determine the attitude of employees towards job satisfaction and behaviour of employees towards job performance. 4,444 secondary data were collected from books and articles on the subject from libraries and websites. We also conducted desk audits of related offices. 4,444 primary data were collected through a structured questionnaire. A structured survey collection method was chosen because it can relatively quickly collect information from most employees, helps collect personal information such as attitudes and behaviours, and allows the survey results to be easily and quickly quantified.

Data Collection Method

The data collection tool used was a structured questionnaire. Structured surveys are very flexible and can be used to collect information on almost any topic from large or small groups of people. The survey is divided into three sections. The data collection tool used was a structured questionnaire because it is very flexible and can be used to collect information on almost any topic from large or small numbers of people.

SAMPLING METHOD

Survey method was used to collect data on demographic profile and to investigate the influence of motivation on employees' job performance. The sample for the study was selected using convenience sampling method. The total sample size for this study was 80 employees.

Sampling Frame

Sampling frame was the actual set of sampling units from which the sample was selected and the process of the headquarters and branch offices. The sampling frame included mid-level managers, professionals, white-collar workers, and non-white-collar workers. The study included high-level supervisors who were members of senior management, process owners, and managers.

Date Collection Instrument

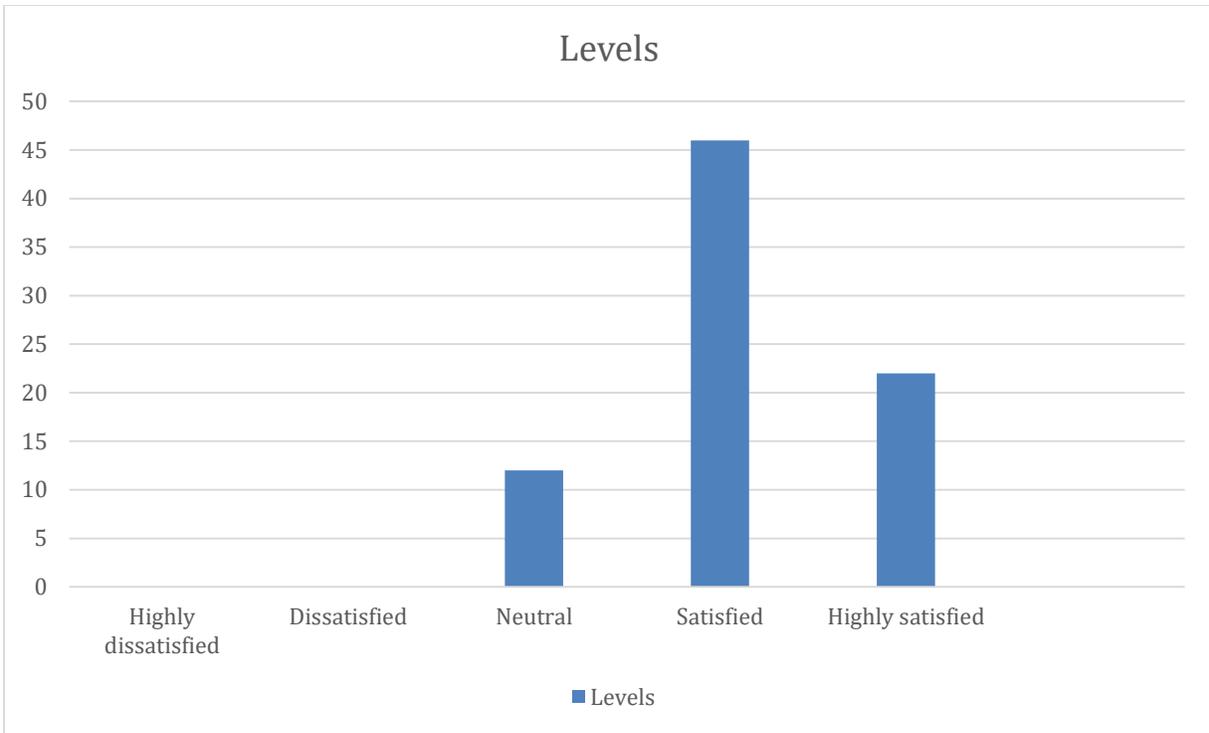
Keeping the objective in mind, a questionnaire was created. Questions were structured and directed in a way that was easily understood by respondents. Respondents must use a rating scale to answer several questions. The survey includes open and closed questions. Section A collected basic demographic information about the respondents, including age, gender, qualifications, and work experience. Section B sets out the extent to which employers will practice motivation. Section C collected information that describes the range of employee performance.

The data collection instrument used was a structured questionnaire because structured questionnaires are extremely flexible and could be used to gather information concerning almost any topic, from a larger or small number of people. The data collection instrument used was a structured questionnaire because structured

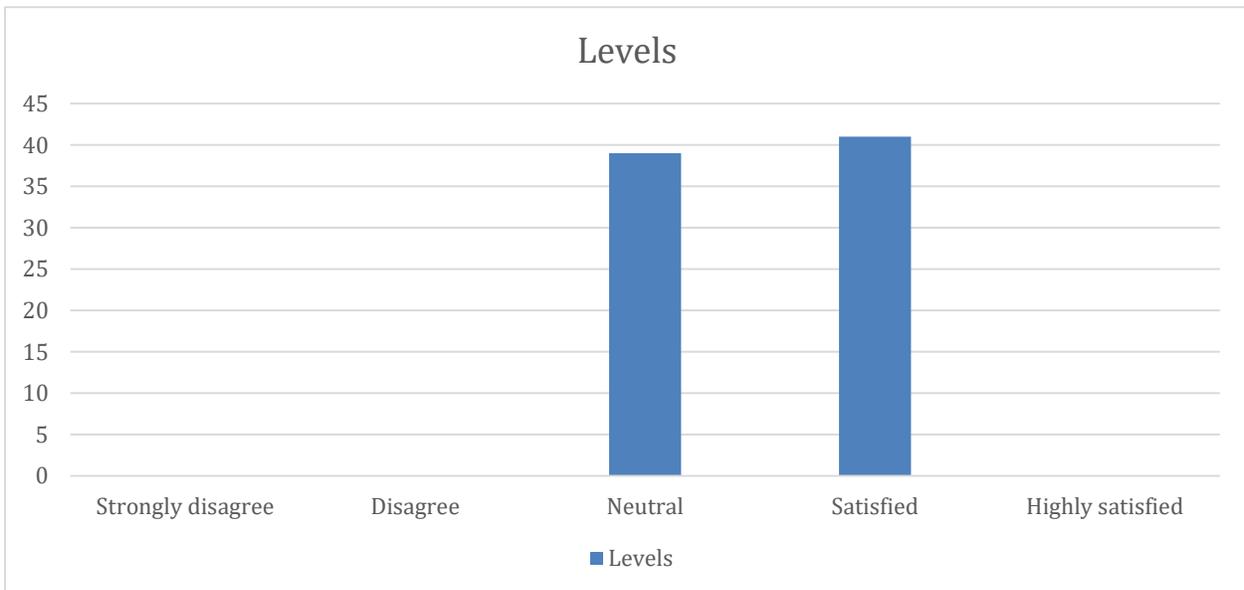
questionnaires are extremely flexible and could be used to gather information concerning almost any topic, from a larger or small number of people. The questionnaire is divided into three sections. Section A collected basic demographic information regarding the respondents such as Path Goal theory age, gender, qualification and working experience; section B determines the extent to which motivation is practiced by teachers in educational institutions; section C captured information which explain the extent of an employee performance. The data collection instrument used was a structured questionnaire because structured questionnaires are extremely flexible and could be used to gather information concerning almost any topic, from a larger or small number of people. The questionnaire is divided into three sections. Section A collected basic demographic information regarding the respondents such as Path Goal theory age, gender, qualification and working experience; section B determines the extent to which motivation is practiced by teachers in educational institutions; section C captured information which explain the extent of an employee performance.

Results:

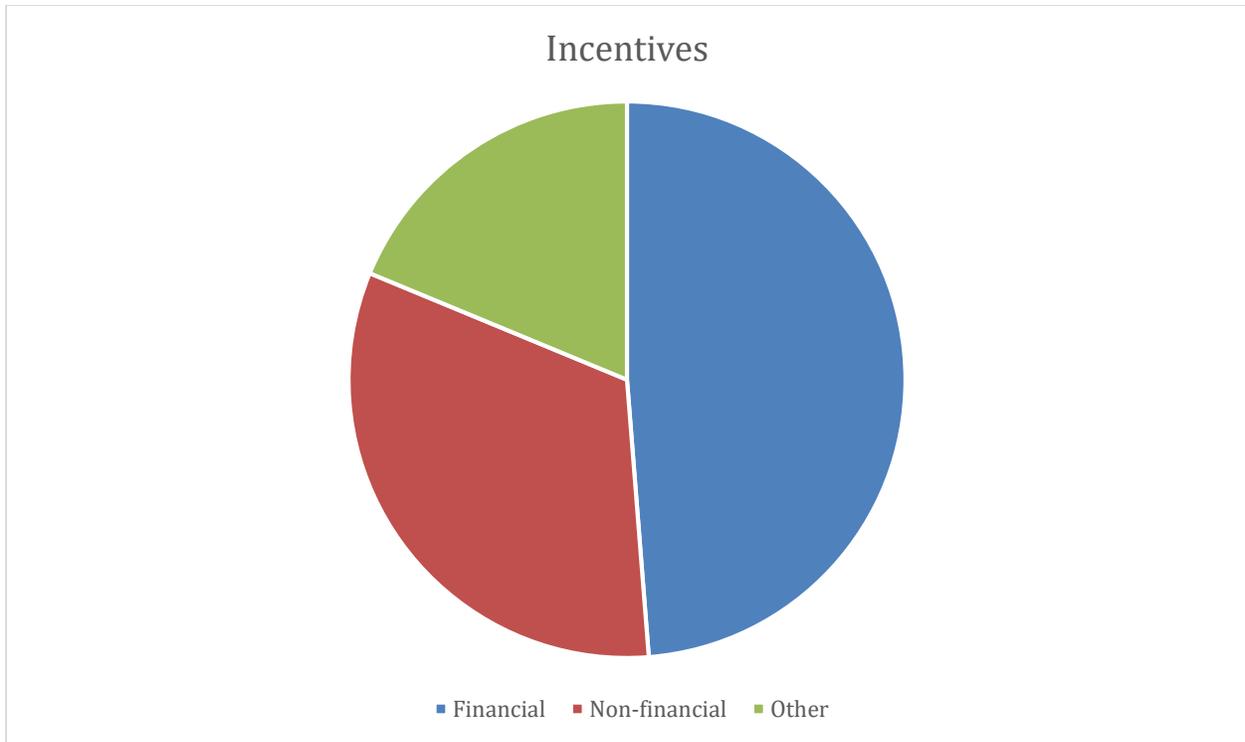
Are you satisfied with the support from the HR department?



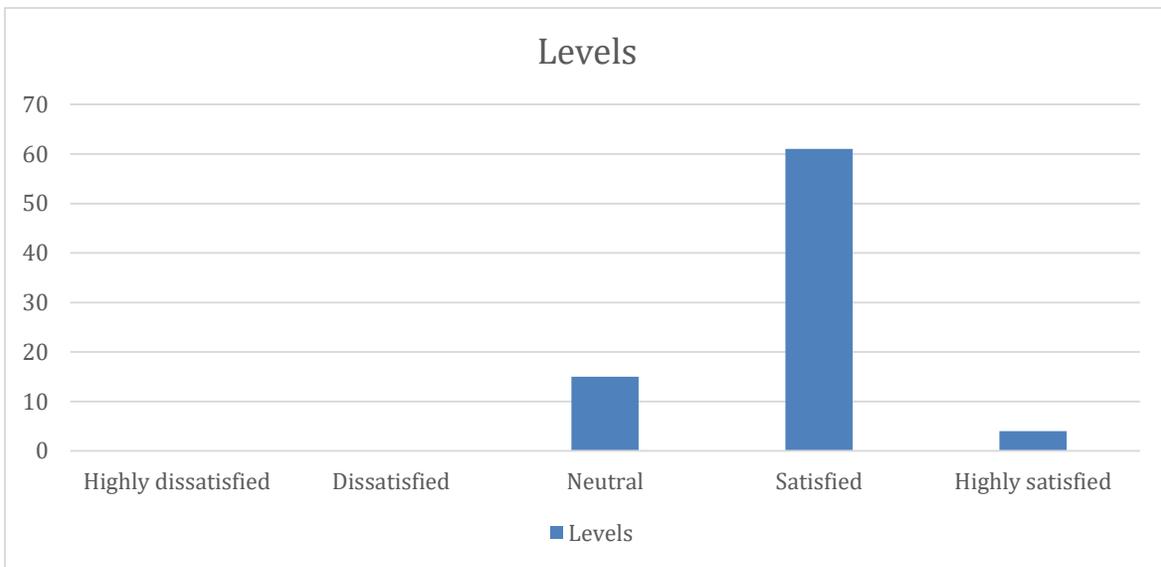
Management is really interested in motivating the employees?



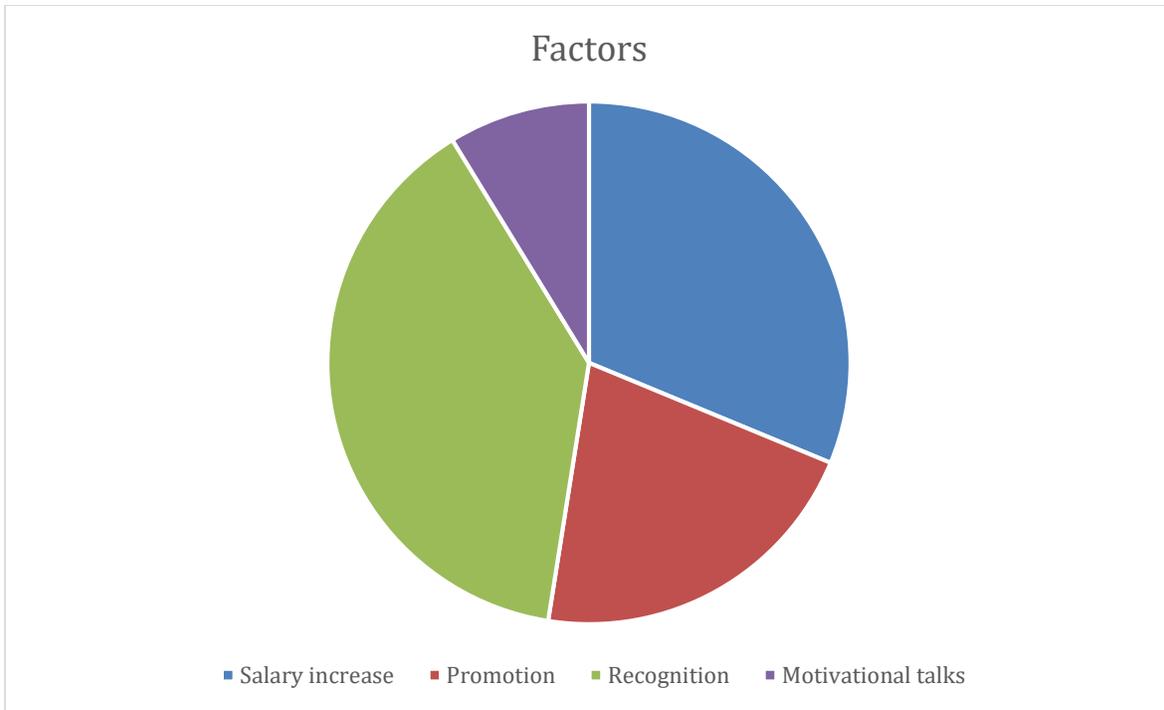
Which type of incentives motivated you most?



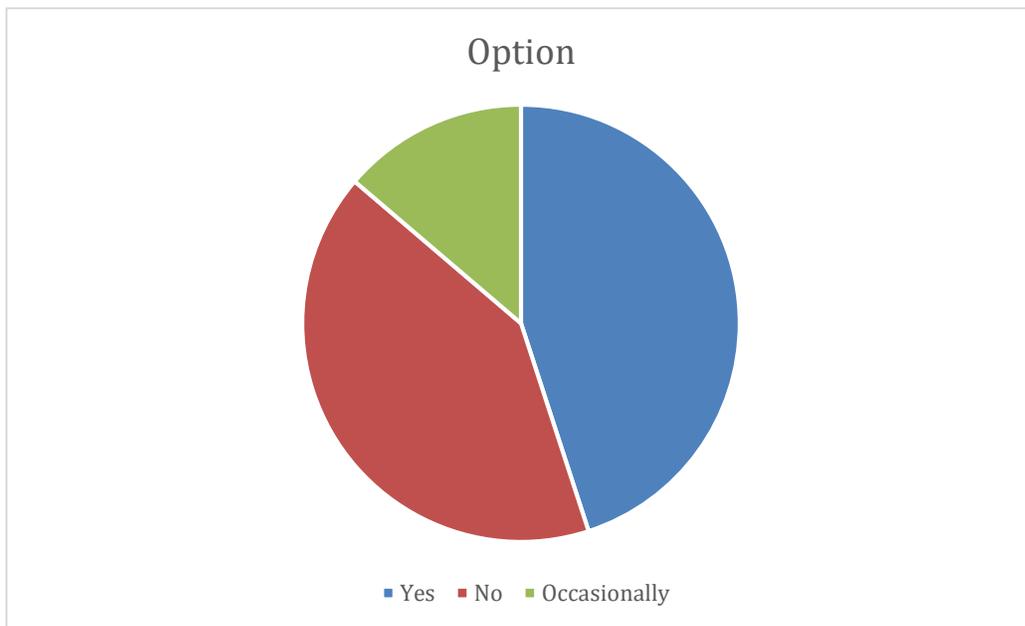
How far you are satisfied with the incentives provided by the organization?



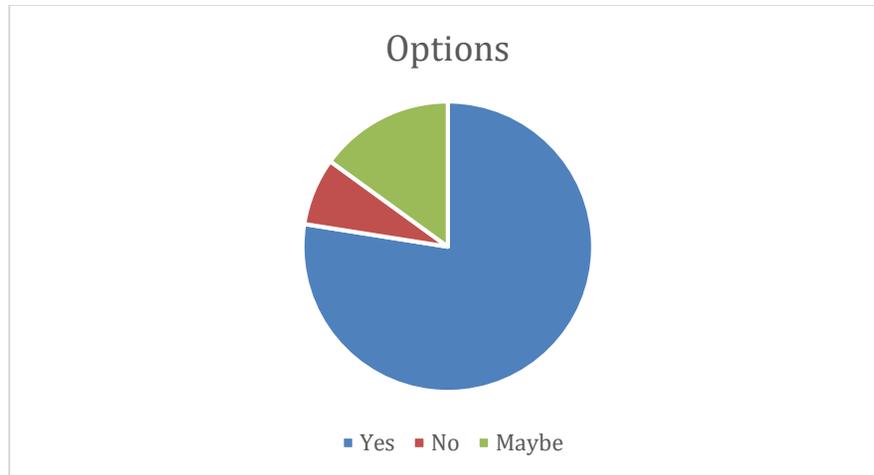
Which factor motivates you the most?



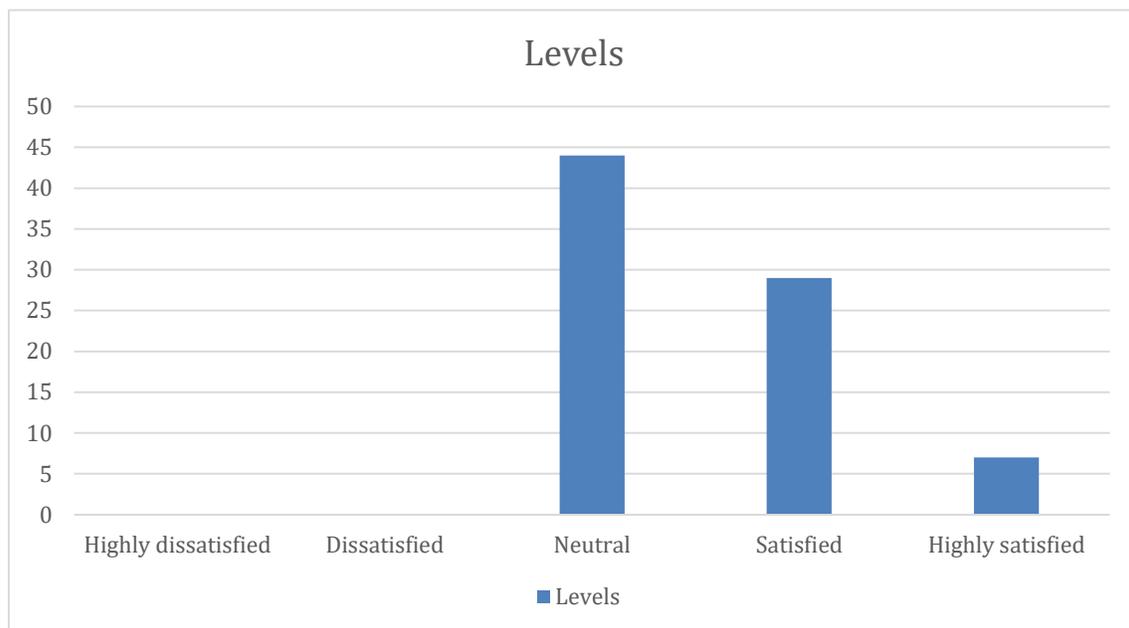
Does your management involve you in decision making?



Do you think that incentives and other benefits will influence your performance?



Do you feel comfortable and satisfied with your job?



Hypothesis:

Our main hypothesis is:

Ho1: Employee motivation has a positive relationship with employee performance.

Ho2: Financial incentives and retirement benefits are positively related to employee performance.

Ho3: Job security is positively related to employee performance.

Ho4: Appraisal and status are positively related to employee performance.

Discussion:

- According to the collected data, out of 80 employees, the majority of employees are between 25 years old and 45 years old. H. 31.25%, 25 to 45+, 12.5 to 18-25.
- Most employees, namely H. 40% have a college degree, 37.5% have a college degree, 17.5% have a graduate degree, and 5% have other qualifications. I am.
- From the answers it is evident that the turnover rate of this organization is good as it is clear that majority of the employees working in the organization do not plan to leave the organization.

- Data shows that the human resources department is supportive, with 57.5% of employees feeling satisfied with the support, 27.5% feeling very satisfied and 15% neutral.
- The majority of management teams are very concerned with motivating their employees. H. 51.25% of employees agree with this and the rest. H. 48.75% is neutral.
- Employees find both financial and non-financial incentives motivating, such as bonuses, profit sharing, job security, and flexible working.
- Data shows that employees viz. H. 76.25% are satisfied with the incentives of the organization.
- About motivational factors: 38.75% of employees feel that recognition is motivating, 31.25% of employees feel that salary increase is motivating, 21.25% of employees feel that promotion is motivating, 8.75% of employees I feel that interviews that increase motivation will motivate you.
- Currently, 45% of employees believe that management includes them in decision-making, 41.25% feel that they are not included in decision-making, and 13.75% of employees is neutral.
- It was found that 83.75% of employees said that their goals and company goals are aligned, and 16.25% said that they are not.
- 71.25% of employees agree that the company evaluates and values their work, and 28.75% of employees are neutral.
- 77.5% of employees want incentives and other benefits that influence their performance, 15% of employees are neutral, and 7.5% of employees say no.
- According to the collected data, 51.25% of employees agree with the statement that they are fairly compensated, 46.25% are neutral and 2.5% employees strongly agree with this statement.
- Finally, 55% of employees rate their job satisfaction neutral, 48.75% of employees are satisfied and 8.75% of employees are very satisfied with their job.
- This shows that the company is managing and motivating employees well, hence the rate of fluctuation is low.
- Employees are satisfied with the compensation given to them and other monetary and non-monetary benefits also motivate them.
- The company should value the work of employees more and increase their productivity.

Conclusion:

Employee motivation is a very sensitive concept and is influenced by many factors. Some of these factors are external in that they originate within the organization and represent external obligations to employees. In other words, these factors are environmental. Most of these factors are within the control of organizational management and can be used by managers to increase employee motivation. In fact, the way an organization deals with or manages these external factors is not only important in determining the level of employee motivation, but also acts as a determinant of other factors, especially the level of employee It also affects internal factors. motivation.

It is important to know the factors that motivate employees in a particular organization so that managers can place more emphasis on motivating factors. Organizations can benefit from a deeper understanding of the factors that influence employee motivation, which directly impacts program performance and revenue (funding). An organization's human resources department can make informed decisions about which factors to focus on to motivate employees.

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