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## **High salaries are not the only motivation for changing jobs.**

*Shanu Agrawal<sup>1</sup>, Dr. Sarveshwar pande<sup>2</sup>*

<sup>1</sup> BBA

<sup>2</sup> Assistant Professor ABS, Lucknow

AMITY BUSINESS SCHOOL

AMITY UNIVERSITY UTTAR PRADESH LUCKNOW

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### **INTRODUCTION:**

Human resource management is the supervision of an organization's workforce. Providing and maintaining the proper balance of human resources for an organization's effective operations is one of HRM's core duties. Beyond the traditional responsibilities of training and development, hiring and selection, and training, the scope of HR work has grown to encompass many new and important areas. Rewards come in two varieties: direct and indirect. Paying workers a fair wage has a relaxing effect on both their and the business's performance.

Organizations In human resource management, pay plays a critical role in improving employee engagement and business effectiveness. Depending on a company's performance management and compensation practices, benefits and pay have different implications on employee productivity and organizational efficacy. Most workers typically respond favorably to pay and benefit increases and increase in output. Conversely, yet, this is also true. Sometimes, employees are only made aware of the advantages of a pay increase on the day they receive their first paycheck reflecting the increase in compensation.

To attain the required objectives and achieve this performance improvement, organizations must focus on raising the skill and motivation levels of employees. Success in an organization greatly depends on its workforce's comprehension. Employee motivation must be linked to growth elements including wage structures, job enrichment and expansion methods, and training in order to encourage and motivate employees to perform better (Upneja & Ozdemir, 2014).

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### **Objectives of the study:**

- To assess the relationship between general motivating elements and employee happiness in organizations.
- To evaluate how much financial and wellbeing aspects influence employee motivation across all platforms and organizations.
- To ascertain the different amenities that an organization offers its staff.
- To find out what the staff thinks about their experience working in an organization.
- To carry out a quick investigation to examine the different roles that these components play

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### **LITREATURE REVIEW:**

#### 1. Motivation

According to Lindner (1998), motivation is the capacity to influence employees' performance and behaviors at work. It is regarded as the inner motivation behind a person's actions. It is important to anticipate how human capital development policies will affect motivation and psychology in order to enhance overall organizational performance. In actuality, motivation is what sets people apart from the other instruments and machinery that businesses utilize to carry out their tasks. The "willingness to exert high levels of effort toward organizational goals, conditioned by the effort's ability to satisfy individual needs" is the definition of motivation given by Robbins and Everitt (1996). For this reason, businesses should set up efficient motivational techniques to understand workers' tenacity and output. Güngör (2011) discovered through statistical analysis that motivation significantly influences.

Employee motivation was the subject of additional research by Grant (2008), which revealed a favorable correlation between motivated workers and task performance inside the business. The results showed that the two main elements that can increase employee motivation are pay and work evaluation. Numerous psychology research investigations have demonstrated that motivation produces a variety of favorable behaviors that are necessary for an organization to function properly (Ryan & Deci, 2000 ). To quote Dwight Eisenhower, "Motivation is the art of getting people to do what you want them to do because they want to do it" (Achim et al., 2013), it can be recognized that motivation is a drive that pushes individuals to perform well in accordance with the needs of the company. Ramlall (2004) employed equity in his analysis.

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## RESEARCH METHODOLOGY:

### TYPE AND SOURCE OF DATA

For the study, both primary and secondary data are employed. The questionnaire method is used to gather primary data. Books, journals, company manuals, websites, company magazines, and casual conversations with officials and staff are among the sources from which secondary data are gathered.

Rather than addressing "why" a particular phenomena happens, the descriptive research method concentrates on characterizing the characteristics of a demographic section. Stated differently, it only "describes" the subject of study without elaborating on "why" it happens. Subsequently, the study design, data analysis, and research questions on that subject are all referred to as descriptive research. Since no variable in the research study is impacted in any manner, we refer to it as an observational research approach.

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## FINDINGS

The principal discoveries of the investigation are as follows:

1. Employees in the service industry have sufficient job security, which encourages them to perform well.
2. Because they don't have to worry about their family's safety, the workers can dedicate more time to their jobs.
3. Training and development initiatives should receive greater attention from organizations.
4. The organization's personnel need more encouragement in their interpersonal interactions.
5. There is open communication between peer groups, superiors, and subordinates.
6. The organization's interdepartmental interactions are excellent.
7. The majority of workers believe that changes should be made to the company's promotion policies.
8. Employees have equal preference for and disfavor with the grievance processing procedure.

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## CONCLUSION :

The evaluation of a worker's level of satisfaction or dissatisfaction with their work is a sophisticated compilation of several distinct job components. The purpose of this job satisfaction study was to find out how people felt about their jobs and the workplace. It was beneficial to have a strong diagnostic tool for evaluating personnel issues. Another advantage of the study is improved communication. The upward communication that occurs when staff members are encouraged to share their thoughts is very advantageous to the business.

This study on job satisfaction found that there is a need for improvement in the grievance handling procedure, the promotion policy, the job rotation policy, and the involvement of employees in decision-making. It aided management in understanding why staff members are falling behind and human resources. Fulfilled employees are those who can express themselves creatively at work and who can handle their own obligations. The ultimate objective, according to Maslow's hypothesis (1987), is self-actualization. It is the drive for self-actualization and the realization of one's potential to reach one's full potential (Buchanan & Huczynski, 2017).

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