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## **A Study on Employee Benefits and Motivation in Cable / Electricals Industry**

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### **ABSTRACT:**

The purpose of the qualitative study was to investigate the motivation and benefits provided to employees' compensation packing or wage exchange agreements are frequent terms used to describe situations in which an employee exchanges their compensation for another benefit. Most nations tax the bulk of worker benefits, at least in part. These benefits might involve free or reduced-cost utilities, furnished or unfurnished housing, collective insurance retirement benefits, disability income protection, daycare, tuition reimbursement, paid and unpaid time off, share of profits, employer contributions to student loans, conveyancing, long-term service leave, domestic help, and other specific benefits.

**Key words:-** Employee benefits & motivative through incentives, promotion, insurances, leaves etc.,

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### **Introduction**

Employee benefits and benefits in kind often called fringe benefits, perquisites, or perks, are several sorts of non-wage compensation provided to employees in addition to their standard income or salary. A salary packaging or salary exchange arrangement occurs when an employee exchanges salaries for another type of perk. Most employee benefits are taxed in some way in most nations. Examples of these benefits include: housing, furnished or not, with or without free utilities; group insurance, disability benefit security; retirement benefits; daycare; tuition payment; sick leave; vacation social security; profit sharing; the business student loan contributions; legal representation; long-service leave; domestic assistance and other specialized benefits.

Motivation is the desire within a person that drives them to perform. People often act from a single reason: to achieve a goal. Thus, motivation is a goal-oriented drive that rarely arises in a vacuum. The phrases need, want, want to be, and drive are all alternatives for motive, which is the foundation of the word motivation. Understanding motivation matters a lot because it influences performance, compensation reactions, and other HR concerns.

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### **Finding:**

The outcome of the research stated that prerequisites is an organization providing various benefits and incentives programmes are employee satisfied with the working culture in organization.

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### **Review of Literature:**

Bruce and Pepitone (1999) propose an interesting viewpoint according to which managers cannot motivate employees; managers can only influence what employees are motivated to do. Hunter et al. (2012) defines that achievement is a unique and specialized form of organizational performance. Satyawadi and Ghosh (2012), employees are motivated to a greater extent by achievement and self-control. Now this can be understood: an employee who is achievement motivated seeks achievement, bringing realistic but challenging goals, and betterment in the job. Mahazril et al. (2012) organizations had the duty to appreciate the employee from time to time and offer other form of benefits such as payment, which will help in employee motivation. Wiley (1997) concluded that good pay is an important motivator regardless of age. Leadership is about getting things done the right way, to do that you need people to follow you, you need to have them trust you. And if you want them to trust you and do things for you and the organization, they need to be motivated (Baldoni, 2005). According to Thomas (2009) the main challenge of motivation in workplaces is identifying what motivates each individual employee taking into account his or her individual differences. In other words, individual differences have been specified by Thomas (2009) as the major obstruction for management in engaging in employee motivation in an effective manner. Lockley (2012), on the other hand, addresses the same issue focusing on cross-cultural differences between employees in particular. Namely, culture can be explained as knowledge, pattern of behaviour, values, norms and traditions shared by members of a specific group (Kreitner and Cassidy, 2012), and accordingly, cross-cultural differences is perceived to be

a major obstruction in the way of successful employee motivation. Bartol and Martin (1998) describe motivation as a power that strengthens behaviour, gives route to behaviour, and triggers the tendency to continue (Farhad et al., 2011). This explanation identifies that in order to attain assured targets; individuals must be satisfactorily energetic and be clear about their destinations. Llopis (2012) draws attention to the increasing relevance of the work-life balance problem for modern employees and stresses its negative impact on the level of employee motivation. Specifically, Llopis (2012) reasons that unless employees achieve an adequate level of work-life balance in personal level, management investment on the level of employee motivation can be wasted.

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### **TYPES OF BENEFITS AND MOTIVATION :-**

As employee's necessities grow, so does the types of benefits companies provide. Global benefits and comprehensive incentives system. Employee benefits are classified into four categories based on their function in the daily lives of employees.

1. Medical insurance
2. Life insurance
3. Retirement plans
4. Paid sick leave
5. Flexible work hours
6. Wellness programmes
7. Student loan repayment
8. Paid holidays

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### **OBJECTIVE OF THE STUDY:**

- To examine the impact of health, safety, and welfare measures on the productivity of workers.
- To study the effect of job promotions on employees.
- To explore the challenges to motivation and job satisfaction.

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### **SCOPE OF THE STUDY:**

- To identify the employees' level of satisfaction upon that job
- This study is helpful to that organization for conducting further research.
- This study is helpful to the organization for identifying the area of dissatisfaction of job of the employees.
- This study helps to make a managerial decision to the company.

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### **NEED OF THE STUDY**

The purpose of the study is to assess employee benefits and motivation within the company. A strong motivational program is necessary to help the organization reach its objectives.

- Employee benefits refers to all aspects of a work place environment that support the wellbeing of its staff.
- It includes physical safety , mental health , and stress management programs.
- It also encompasses employee benefits such as health insurances ,vacation times and other supporting services.
- Physiological
- Security

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### **IMPORTANCE OF THE STUDY**

Employee benefits and Motivation has a range of consequences. These consequences can be observed in terms of an individual's physical and mental health, productivity, absenteeism, and turnover.

- Improved employee engagement
- Increased loyalty

## DATA SOURCES

- This is a primary data source for the projects I'm working on because I gathered information from both low- and high-level industry employees. I gather primary data through
  - Personal observation
  - Questionnaires
  - Secondary data was collected from company websites, other social media platforms like newspapers, journals etc....

### Sample size

The company total population is 200 employees . In that total population I randomly select 120 employees using simple random sampling technique.

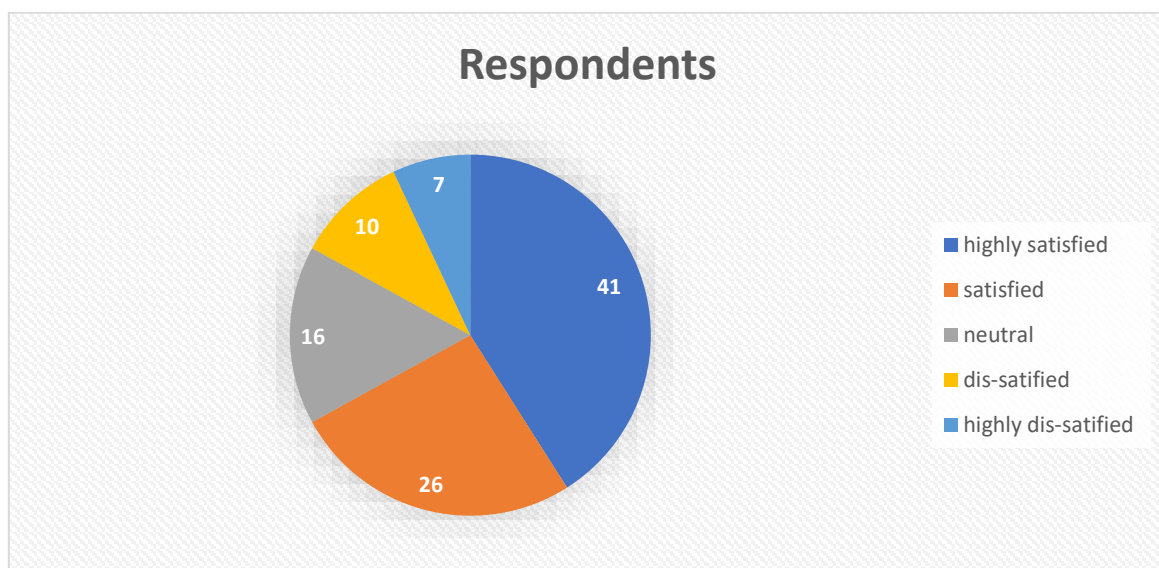
## Data analysis and interpretation

Table -1: Are you satisfied with the support from HR department

| s.no  | Opinion              | Respondents | Percentage |
|-------|----------------------|-------------|------------|
| 1.    | Highly satisfied     | 49          | 41         |
| 2.    | Satisfied            | 31          | 26         |
| 3.    | Neutral              | 19          | 16         |
| 4.    | Dis-satisfied        | 12          | 10         |
| 5.    | highly dis-satisfied | 9           | 7          |
| Total |                      | 120         | 100        |

A graphic representation of how satisfied employees are with the HR department's support.

Graph-1



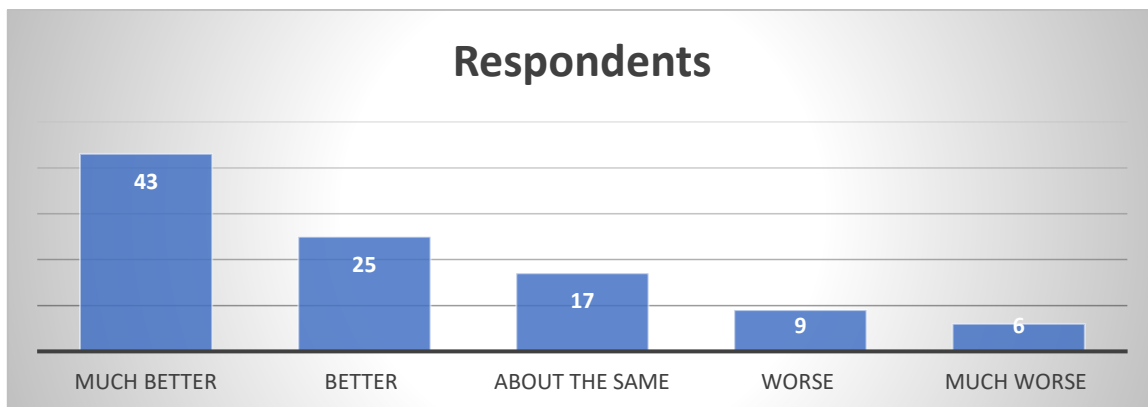
### Interpretation :

According to graph 1, 41% of respondents were highly satisfied with the support provided by the HR department, 26% were satisfied, 16% were neutral, 10% were dissatisfied, and 7% were dissatisfied with the organization. As a result, we can conclude that this organization cares for employees in the Human Resources section.

**Table-2: How does the health insurance plan compare to other business organizations.**

| s.no  | Option's       | Respondents | Percentage |
|-------|----------------|-------------|------------|
| 1     | Much better    | 52          | 43         |
| 2     | Better         | 29          | 25         |
| 3     | About the same | 20          | 17         |
| 4     | Worse          | 11          | 9          |
| 5     | Much worse     | 8           | 6          |
| Total |                | 120         | 100        |

A graphical representation of how much insurance an organization provides to its employees in comparison to other organizations.

**Graph-2****Interpretation :**

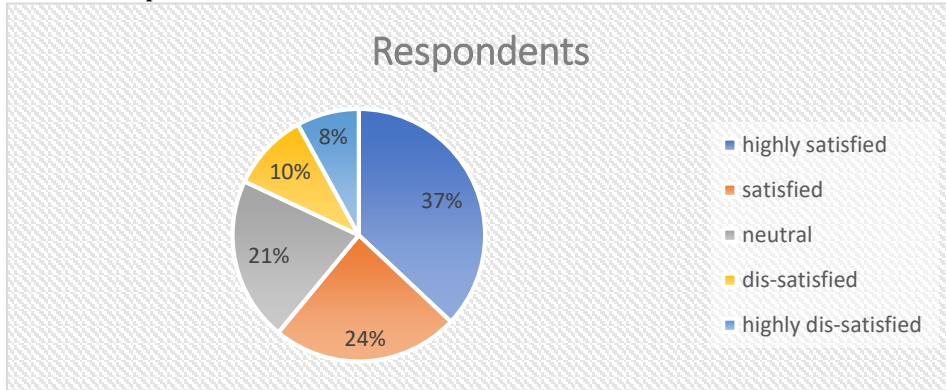
Based on the above graph 2, we can conclude that 43% of respondents are much better another 25% are better but 17% believe our organization and the other organizations provide the same benefits, the remaining 9% are worse, and the 6%, are much worse .

**Table-3 : How far are you satisfied with the incentives provides by the organization**

| S.no  | Options              | Respondents | Percentage |
|-------|----------------------|-------------|------------|
| 1     | Highly satisfied     | 44          | 37         |
| 2     | Satisfied            | 29          | 24         |
| 3     | Neutral              | 26          | 21         |
| 4     | Dis-satisfied        | 12          | 10         |
| 5     | highly dis-satisfied | 9           | 8          |
| Total |                      | 120         | 100        |

A graphical representation indicates how far employees are satisfied with incentives.

**Graph-3**



**Interpretation :**

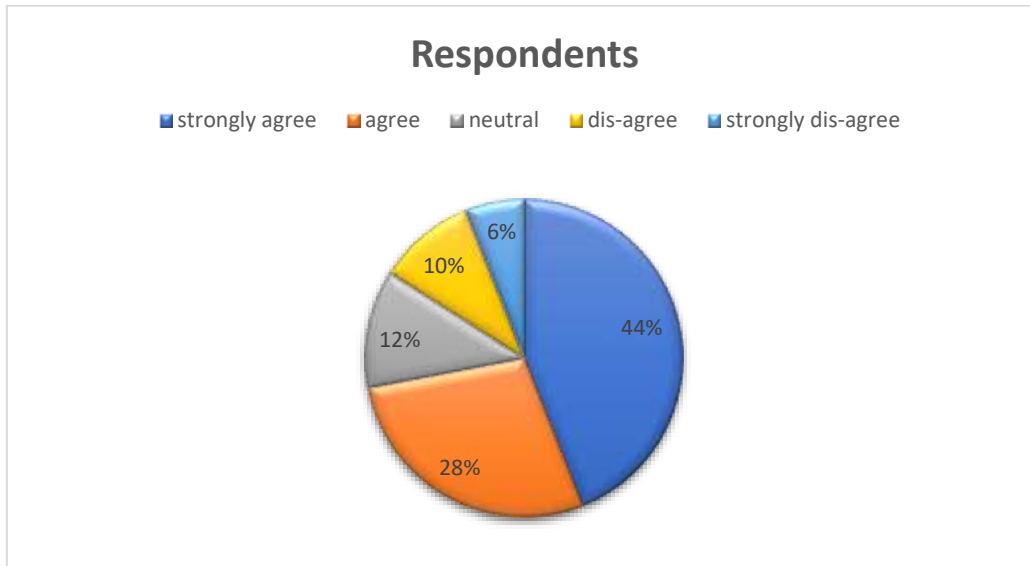
From our previous graph 3, we can determine how satisfied employees are with the incentives provided. 37% of respondents are highly satisfied, 24% are content, 21% are neutral, and 10% are dissatisfied, with the remaining 8% being highly dissatisfied.

**Table-4: Does the organization provide medical facility for employees.**

| s.no         | options           | Respondents | percentage |
|--------------|-------------------|-------------|------------|
| 1            | Strongly agree    | 52          | 44         |
| 2            | Agree             | 34          | 28         |
| 3            | Neutral           | 15          | 12         |
| 4            | Disagree          | 12          | 10         |
| 5            | Strongly Disagree | 7           | 6          |
| <b>Total</b> |                   | <b>120</b>  | <b>100</b> |

Graphical representation is how the organization provides medical facilities to its personnel.

**Graph-4**



**Interpretation :**

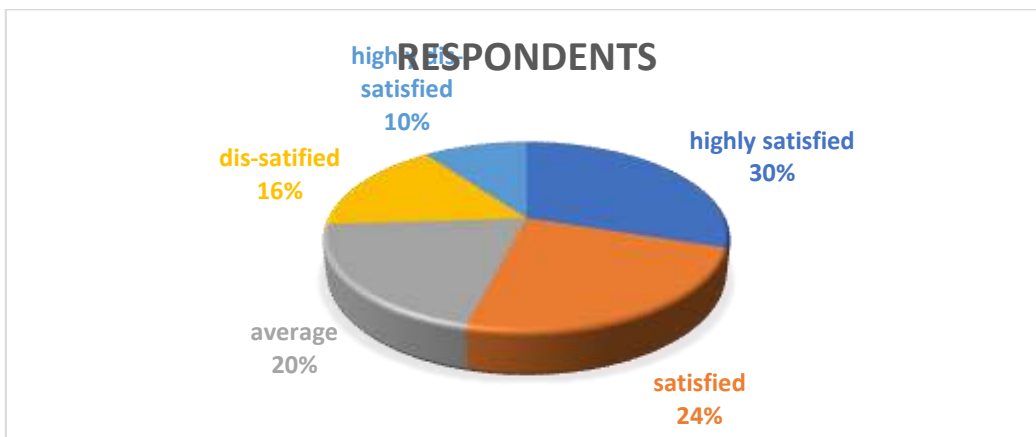
From the above graph, 4 shows how an organization provides medical services. We conclude that 44% of respondents strongly agree, 28% agreed, 12% neutral, 10% disagree, and 6% strongly disagreed.

**Table-5: Are you satisfied with the working culture in the organization.**

| S.no         | Option              | Respondents | Percentage |
|--------------|---------------------|-------------|------------|
| 1            | Highly satisfied    | 35          | 30         |
| 2            | Satisfied           | 29          | 24         |
| 3            | Average             | 24          | 20         |
| 4            | Dissatisfied        | 20          | 16         |
| 5            | Highly dissatisfied | 12          | 10         |
| <b>Total</b> |                     | <b>120</b>  | <b>100</b> |

Graphical representations show how satisfied employees are with their workplace culture.

Graph-5:



#### Interpretation :

The graph above shows how satisfied employees are with the organization's working culture. We conclude that 30% of respondents are very satisfied with the working culture, 24% are content, 20% are average, and the other 16% are dissatisfied, with another 10% being extremely dissatisfied with it.

#### Finding

1. 41% of respondents were highly satisfied with the support provided by the HR department.
2. 43%, are feeling better about their insurance planning.
3. 37% of respondents are highly satisfied with incentives provided by the organization.
4. 44% of respondents strongly agree provide medical facility for employees.
5. 30% of respondents are very satisfied with the working culture.

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