



A Study on Employee Motivation in Information Technology Industry

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ABSTRACT :

Happy workers are productive workers and productive workers are likely to be happy. Employee job satisfaction is essential to face the dynamic and ever-increasing challenges of maintaining productivity of the organization by keeping their workforce constantly engaged and motivated. Furthermore, environmental pressures, rising health costs and various needs of the workforce also pose a challenge for the management. This could be overcome by creating a work environment that maintains employee job satisfaction as well as motivates people towards exceptional performance at the workplace achieving work-life balance, for this paper to bring outcome on the title Data has been collected through primary and secondary sources and finalised responses from 100 respondents. This paper outlines the broad contours of various variables responsible for employee satisfaction and various ways by which one can maximize employee satisfaction.

KEYWORDS: Deviance, Employee Performance, Satisfaction, turnover.

INTRODUCTION :

Employee motivation can serve as a major driver of organizational success. But keeping team members motivated still proves elusive for many organizations today, and not without reason. Every employee responds to different motivators, and investing in the wrong ones only depletes your company's budget without effect. Preferences also shift over time, so what engages your workforce right now is almost certain to evolve in the coming years.

REVIEW OF LITERATURE:

Den, okkonen (2012), It stated that the motivation helps to share knowledge through intra-organizational social media platform which can help the organization to reach the objectives and goals which impacts on performance of the work systems. Elizabeth boye (2016) Focused on risk factors associated with management to ensure that employees are well motivated to embark and effective performance to comply with health and safety rules which comes with rewards is the utmost importance. Milota, Ludmila (2015) During the achieving and improving of the representation of organization, motivation needs aspirations and interest of employees for the work to attain their targets and to enhance the skills and performance of employees.

OBJECTIVES OF THE STUDY:

- To study satisfaction level with power and authority given by the company to employees.
- To measure the impact of supervisors on employees.
- To measure the impact of per group on employees
- To measure the impact of the appraisal system on motivation.
- To measure the effects of motivation on employee turnover, absenteeism, and work efficiency.

SCOPE OF THE STUDY:

- To study the familiarization with various aspects in the organization.
- The study helps to understand the various motivation technique used in the Acute soft solutions.
- This study provides the wide scope which provides the hands on experience regarding to the practices in the organization.

NEED OF THE STUDY:

The workforce will be better satisfied if the management provides them with opportunities to fulfill their needs like psychological and physiological

Workers tend to work effectively if the company provides sufficient motivation to the employees in the organization

STATEMENT OF THE PROBLEM: The title A Study on Employee Motivation.

RESEARCH METHODOLOGY:

Provide an overview of the research methodology section Explain its importance in ensuring the validity and reliability of the study on employee job employee motivation.

DATA SOURCES:

The data sources for an employee job satisfaction. These sources collectively provide a comprehensive view of an employee's job satisfaction.

METHODS OF DATA COLLECTION:

1.Primary Data

2.Secondary Data

1.PRIMARY DATA: I collected the primary data is with in the organization which is provided by the workers in that organization and this information is also known as firsthand information I conducted the questionnaire in the employees.

2.SECONDARY DATA: Collected the information about the employee job satisfaction levels in that organization through the various methods like, journals and magazines this data can be also known as second hand information.

SAMPLE SIZE : Total number of populations are 400.

Sample size is $t=I$ have taken the sample size of 100 individual sample size.

SAMPLE TECHNIQUES: I conduct Stratified Random Sampling for sample size. It comes under probability sampling. where the population is defined in that time the probability sampling is using.

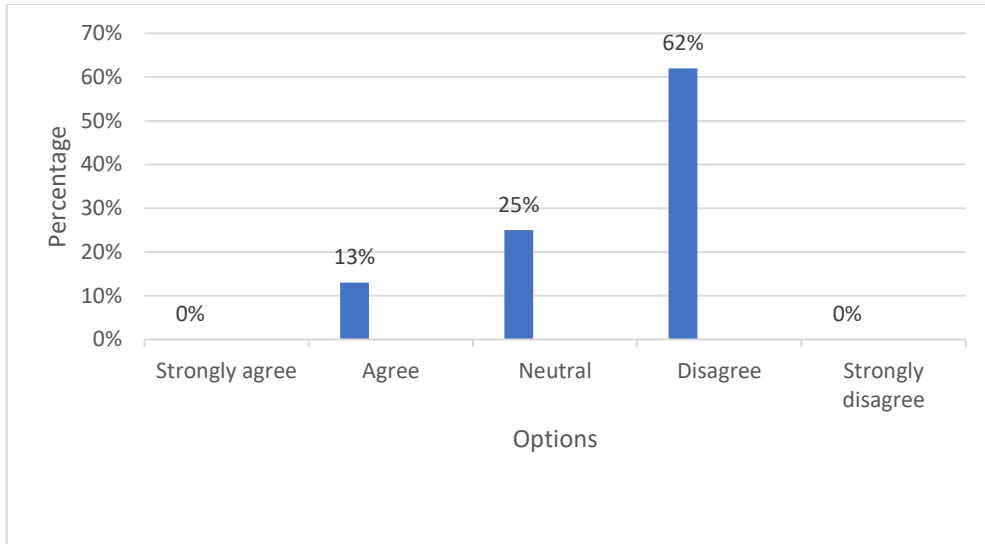
DATA ANALYSIS AND INTERPRETATION:

1. Representing the satisfaction level of employees with the existing salary structure

TABLE-5.3: Distribution of sample respondents with respect to opinions on representing the satisfaction level of employees with the existing salary structure

S. No	Options	No of Respondents	Percentage
1	Strongly agree	0	0%
2	Agree	13	13%
3	Neutral	25	25%
4	Disagree	62	62%
5	Strongly disagree	0	0%
	Total	100	100%

GRAPH 5.3: Graphical representation of Distribution of sample respondents with respect to opinions on representing the satisfaction level of employees with the existing salary structure



INTERPRETATION:

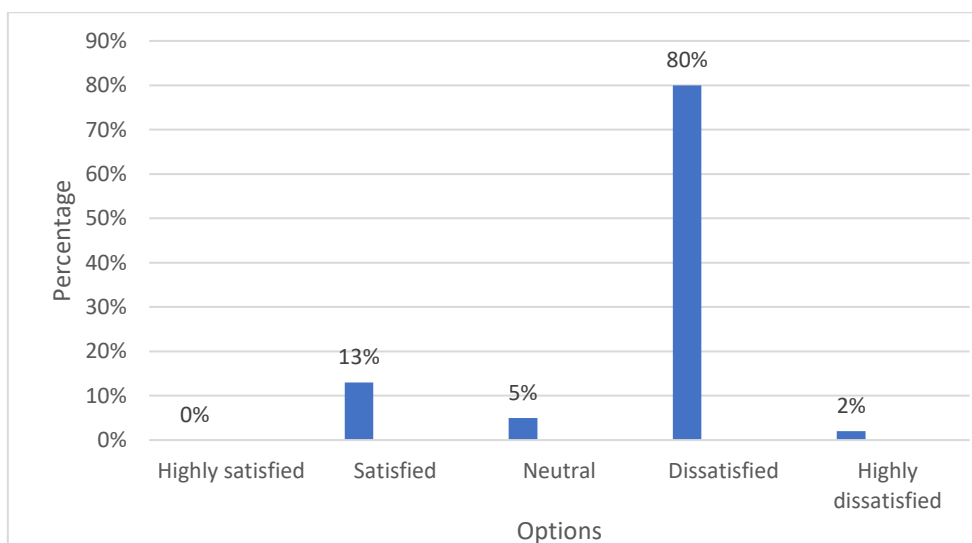
From the above table and graph, 13% of respondents find salary agree, 25% of respondents were neutral, 62% of respondents find it disagree, and the majority of respondents opinion the salary that the disagree.

2. REPRESENTING SATISFACTION LEVEL ON INCENTIVES:

TABLE-5.4: Distribution of sample respondents with respect to opinion on representing satisfaction level on incentives

S. No	Options	No of Respondents	Percentage
1	Highly satisfied	0	0%
2	Satisfied	13	13%
3	Neutral	5	5%
4	Dissatisfied	80	80%
5	Highly dissatisfied	2	2%
	Total	100	100%

Graph-5.4: Graphical representation of the distribution of sample respondents with respect to opinion on representing satisfaction level on incentives



INTERPRETATION:

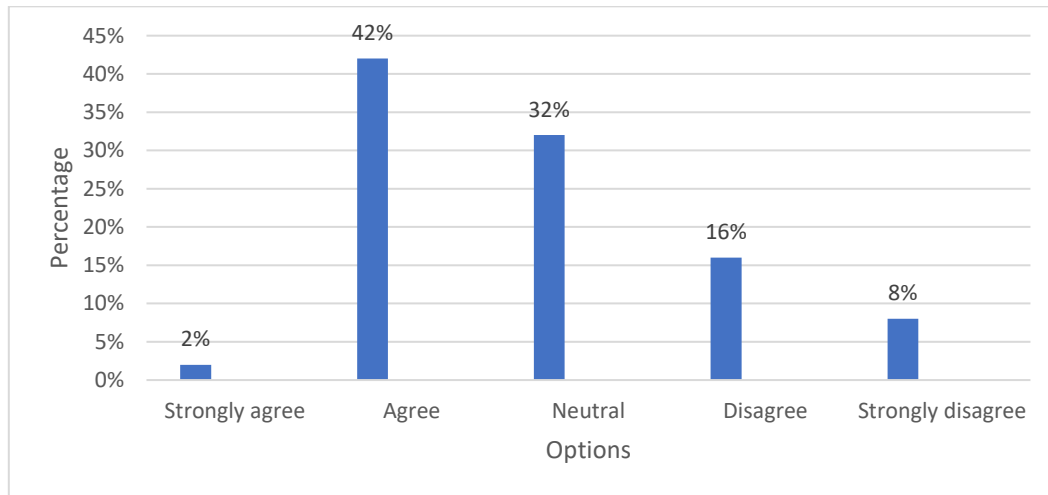
From the above table and graph 13%, of respondents find incentives as satisfactory, 5% of respondents find incentives neutral, 80% of respondents find incentives dissatisfied, 2% of respondents find incentives as highly dissatisfied, and most respondents opinions that the incentives are dissatisfied.

3. REPRESENTING SATISFACTION LEVEL WITH MEDICAL FACILITIES PROVIDED

Table-5.5: Distribution of sample respondents with respect to opinion on representing satisfaction level with medical facilities provided.

S. No	Options	No. of respondents	Percentage
1	Strongly agree	2	2%
2	Agree	42	42%
3	Neutral	32	32%
4	Disagree	16	16%
5	Strongly disagree	8	8%
Total		100	100%

GRAPH-5.5: Graphical representation of distribution of sample respondents with respect to opinion on representing satisfaction level with medical facilities provided



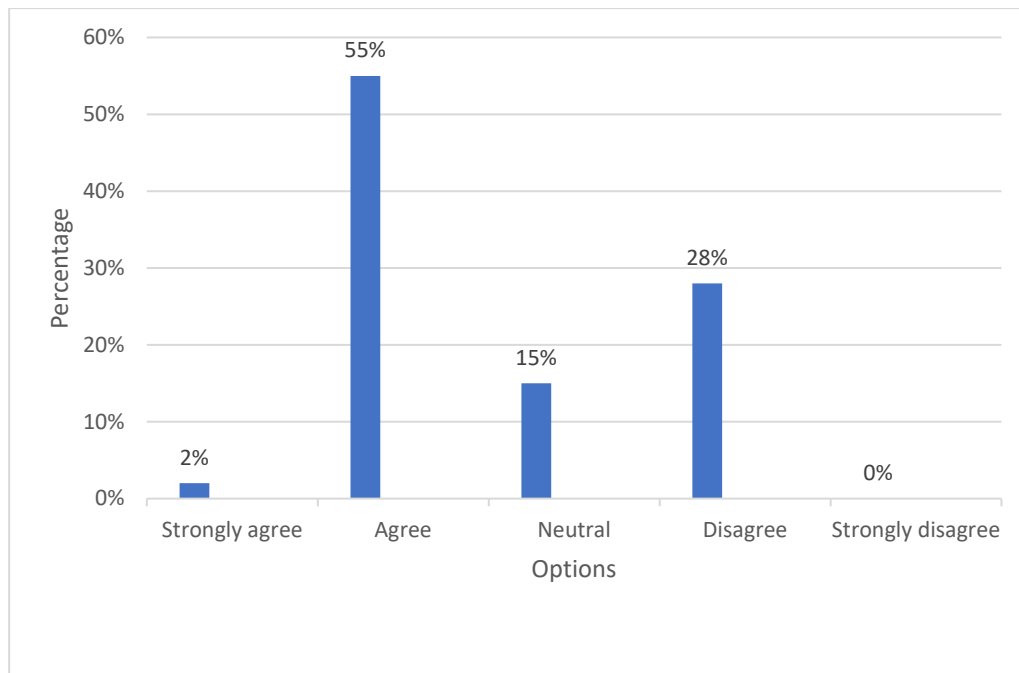
INTERPRETATION:

From the above table and graph, 2% of respondents find medical facilities as strongly agree, 42% of respondents find medical facilities as agree, 32% of respondents find medical facilities as neutral, 16% of respondents find medical facilities as disagree, 8% of respondents find medical facilities as strongly disagree, 42% of the respondents said that the medical are agree.

4. REPRESENTING SATISFACTION LEVEL WITH PROMOTIONS

Table-5.6: Distribution of sample respondents with respect to opinion on representing satisfaction level with promotion

S. No	Options	No of respondents	Percentage
1	Strongly agree	2	2%
2	Agree	55	55%
3	Neutral	15	15%
4	Disagree	28	28%
5	Strongly disagree	0	0%
Total		100	100%

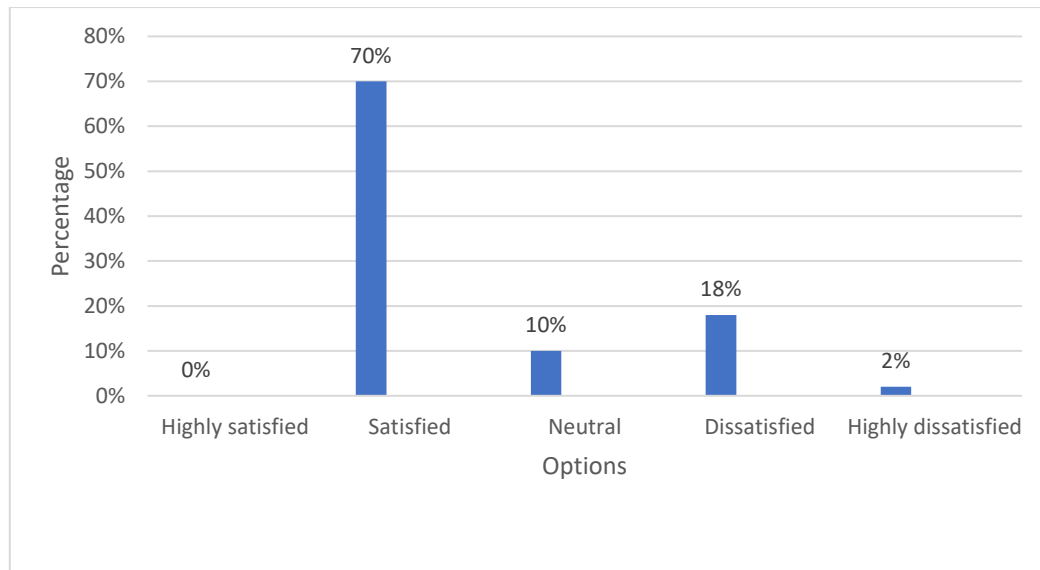
GRAPH-5.6: Graphical representation of the distribution of sample respondents with respect to opinion on representing satisfaction level with promotion**INTERPRETATION:**

From the above table and graph 25% of respondents find promotion as strongly agree, 55% of respondents find promotion as agree, 15% of respondents find promotion as neutral, 28% of respondents find promotion as disagree, the majority of respondents' opinion on promotion is that it is agree.

5. REPRESENTING SATISFACTION LEVEL WITH TRAINING**TABLE-5.7: Distribution of sample respondents with respect to opinion on representing satisfaction level with training**

S. No	Options	No. of respondents	Percentage
1	Highly satisfied	0	0%
2	Satisfied	70	70%
3	Neutral	10	10%
4	Dissatisfied	18	18%
5	Highly dissatisfied	2	2%
Total		100	100%

GRAPH-5.7: Graphical representation of the distribution of sample respondents with respect to opinion on representing satisfaction level with training



INTERPRETATION:

From the above table and graph, 70% of respondents find training satisfactory, 10% of respondents find training neutral, 18% of respondents find training dissatisfied, 2% of respondents find training highly dissatisfied, and most of the respondent's opinion is that the training is satisfactory.

Findings:

- ✓ 62% of the employees do not agree with the salary, and 13% of the employees agree with the salary. Therefore, most of the employees do not agree with the salary.
- ✓ 80% of the employees are dissatisfied with incentives, and 13% of employees are satisfied with incentives. Therefore, most of the employees are not satisfied with the incentives.
- ✓ 42% of the employees agree with the medical facilities, and 16% of the employees disagree. Therefore, most of the employees agree with medical facilities.
- ✓ 55% of the employees agree with promotions, and 28% of the employees disagree. Therefore, most of the employees agree with promotions.
- ✓ 70% of the employees are satisfied with the training, and 18% of the employees are not satisfied with the training. Therefore, most of the employees are satisfied with the training.

SUGGESTIONS:

- ✓ Employees' salaries must be increased to motivate them.
- ✓ Incentives must be enhanced.
- ✓ The company must provide stress-releasing programs

CONCLUSION:

The main objective of the study in Acute soft solutions Ltd was to find out whether the workers in the company are satisfied with the level of motivation provided by the company. According to the survey report, most employees are satisfied with the motivational factors provided by the company. Employees have expressed their dissatisfaction with various monetary and non-monetary benefits and the facilities provided by Acute soft solutions pvt Ltd. The motivational practice should be improved further as per the suggestions.

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- Elizabeth boye (2016), International Journal of Engineering Technologies and Management research, vol 5, 454-907
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