



Investigating the Impact of Work Motivation and Wellbeing on Employee Performance: Examining the Role of Employee Engagement as a Mediator

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ABSTRACT-

Motivated workers are more enthusiastic and committed to their work, and they take inspiration from both internal and external sources. Motivating people to take action and compel them to carry out their duties with zeal depends on motivation. In order to increase overall productivity and organizational profitability, motivated personnel take a proactive stance, taking ownership of tasks and performing them effectively. Furthermore, they experience less overload, which lowers absenteeism and turnover rates. It is noteworthy that motivation has a substantial impact on employee engagement, indicating a reciprocal relationship in which greater motivation can support engagement and vice versa.

Employee engagement is also a tactic used by corporations to keep talent on staff and encourage dedication to common goals. The behaviors of engaged workers include a readiness to follow directions, a clear understanding of their role requirements, and a desire for personal development. These behaviors all support organizational performance and foster collaborative work settings.

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 wellbeing and well-being of employees have a significant impact on a business's performance. It's something that companies should focus on more. Numerous factors, including the culture of the workplace, interactions with coworkers, and attitudes toward one's work, influence employee wellbeing (Saira, 2014).

Previous studies have demonstrated that happier workers are less stressed and perform better. Kothari (2008) defines employee engagement as being content and happy with your job and workplace.

The involvement and motivation of employees have a significant impact on a company's performance. This is something we have long known. However, unless they detect a clear risk, many businesses these days are more concerned with turning a profit than with providing for their employees.

This study will contribute to our understanding of how to leverage insights into employee motivation and wellness to enhance other aspects of the workplace, such as how employers assist, develop, and determine the appropriate compensation for their staff. (Saira, 2014)

Two important elements that have a significant impact on an organization's success are employee motivation and engagement.

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.

Employee motivation, on the other hand, relates to the intrinsic motivation that workers feel to complete their tasks and reach their objectives. Motivated workers are energised, laser-focused, and committed to doing quality work. A great work atmosphere, growth opportunities, meaningful work, and recognition are just a few of the things that might inspire motivation.

Motivation and employee engagement are not the same things, despite their close relationship. While motivation focuses on the drive and desire to do well, engagement focuses on the emotional connection and commitment people have towards their work and organization. Nonetheless, they frequently go hand in hand since motivated individuals are more likely to become involved, and engaged employees are usually motivated.

Higher levels of productivity, creativity, and employee happiness are typically found in organizations that place a strong priority on employee motivation and engagement. They are aware of how critical it is to create a supportive workplace environment, offer chances for professional advancement, and honor and thank staff members for their accomplishments. Organizations can establish a vibrant work environment where employees feel appreciated, encouraged, and driven to achieve success by allocating resources towards employee engagement and motivation.

LITERATURE REVIEW

Using a variety of ideas and literature as a guide, we examine in this part how various aspects such as motivation, well-being, and engagement impact employee performance.

Organizational Culture and Performance: We talk about how an organization's internal dynamics and response to its external environment determine its culture and identity. While some firms may unintentionally favor subpar performance, others may cultivate cultures that reward exceptional performance. Samuel et al. (2019) show how cultures represent individual lives by classifying them into national, corporate, and professional categories. The common expectations, values, and beliefs of an organization's members are included in its culture, which affects performance and behavior.

Organizational Commitment: Organizational commitment, according to Samuel et al. (2019), is the degree to which a worker feels a sense of belonging to the pharmaceutical sector, encompassing their commitment, allegiance, and faith in its principles. Parks & Steelman (2018) define authoritative responsibility as the degree to which a worker feels responsible to a certain company. According to Falkenberg (2017), organizational commitment gauges how much a worker supports the objectives of the company and wants to stick around.

Organizational Performance and How to Measure It: Whether a business wants to turn a profit or not, it is always necessary to consider organizational performance. In essence, it has to do with how efficiently the company runs. Performance is defined as the efficiency with which an organization accomplishes its predetermined objectives. On the precise definition of performance, there are differing views. It has to do with how well an organization uses its resources to achieve its objectives, according to Berquist et al. (2018). According to Kumar & Yadav (2015), an organization's effectiveness is determined by how well it uses both its human and non-human resources to accomplish its goals. Whether an organization performs well or meets its objectives is essentially the same thing. Organizations in the public and private sectors, however, have distinct objectives. Profit and competition are the two goals of private organizations.

RESEARCH OBJECTIVES

The goal of the study is to determine how employee motivation influences an organization's performance. It also seeks information on the elements that increase employee motivation as well as strategies for motivating staff members.

One of the main motivations for working is money. To live comfortably and pay their bills, they require it. However, monetary rewards alone might not be sufficient to maintain staff motivation. Some other factors may also be significant.

This study aims to investigate the relationship between three factors and job performance: employee motivation at work, health status, and level of involvement. Researchers hope to learn more about how these factors interact to improve worker performance as a whole.

Purpose of the research:

- Investigate Examine the effects of employee motivation on organizational performance.
- Learn about various approaches to employee motivation.
- Recognize the main drivers of employee motivation.
- Recognize the influence of money on employee motivation.

Examine the connections between workplace motivation, employee engagement, and wellness. Ascertain how these factors affect overall employee performance

METHODOLOGY

Data collection methods

Primary and secondary sources of data were obtained in order to achieve the specified goals.

- Secondary Data Sources:
 - Scholarly journals

- Periodicals
 - Magazines
 - Books
 - Unpublished documents
- Primary Data Source:
- Questionnaire administered directly to sample respondents

While primary data required gathering fresh information directly from a sample of respondents using a structured questionnaire, secondary data were derived from already published works and literature.

Type of research design-

The information indicates that a descriptive study design is most likely the case. The questionnaire's questions are designed to collect data on a range of topics, including employee engagement, motivating factors, wellbeing, and performance, as well as the impact of work motivation and well-being on employee performance and the role of employee engagement. The current conditions of employee engagement, performance, motivation, and well-being within the participating firms appear to be well-captured by these questions.

Data collection methods and forms:

a. Data collection medium :- Books, periodicals, magazines, scholarly journals, and unpublished papers were the sources of the secondary data. Given the nature of the questions and the respondents' varied locations (different companies), it is reasonable to assume that the primary data were obtained directly from the sample respondents using a pre-designed and tested questionnaire. Another possibility is that the data were gathered via a self-administered online survey or questionnaire.

b. The questions in questionnaire: The questionnaire's questions seem to be aimed at learning more about different facets of the relationship between workplace motivation, wellness, and employee engagement and worker performance across the board in business.

Sample And Data Collection

Sampling design and plan:

Target population :- Employees from a variety of firms seem to be the target market.

The responders' positions are varied and include HR Officer, Senior Officer, Assistant Manager, Assistant Vice President (AVP), and HR Recruiter.

Sampling frame: These companies provided us with employee databases or contact lists, which we used as the sampling frame.

Sample units used: Individual workers from the companies make up the sample units.

Methods for selecting sample units: It seems that a combination of convenience sample and purposive sampling approaches were used, based on the variety of companies and occupations represented. The is probably aimed at particular businesses and positions in order to provide a varied representation of viewpoints on Talent Acquisition Optimization.

- **Collected Data**

Sampling Method: A straightforward random sample technique was employed to get the primary data. This indicates that there was no difference in the population's chances of getting chosen for the study.

Questionnaire Design: The purpose of the questionnaire was to gather diverse aspects of talent acquisition optimization from various organizations. The purpose of the questionnaire was to ask employees about the talent management tactics used by their company.

Data Collection Process:

- A personal distribution of the questionnaire was made to chosen staff members of the organizations under investigation.
- The staff were asked to fill out the questionnaire in order to supply the necessary data.
- All department heads received reminders from the employee development department asking them to help with the data collection process and make sure their teams submitted the necessary information.
- The regularly visits every department in the company to gather feedback. All department heads received notifications from the employee development department asking them to help with data collecting and make sure their teams submitted the necessary data.

DATA ANALYSIS AND INTERPRETATION-

Data Preparation and Processing Procedure:

- Data Collection: Data Information about how different firms were optimizing talent acquisition was gathered.
- Data Cleaning: We looked for errors, inconsistencies, and missing values in the collected data. Any disparities were fixed using data cleaning techniques like imputation and the elimination of incomplete entries.
- Data Coding: For analysis, the responses were coded. For example, the success of the recruitment process was rated as "Very structured and efficient" or "Moderately effective but with room for improvement" in the responses.
- Data Transformation: Durations and other numerical data were standardized to a common unit (e.g., weeks). When necessary, numerical representations of the categorical data were created for statistical analysis.
- Data Organization: For analysis, the data were arranged into suitable formats, such as summary statistics for numerical variables and frequency distributions for categorical variables.
- **Emphasized Problems Requiring Editing:**
 - Missing Data: Depending on the degree of missingness and potential influence on the analysis, all missing data points were either imputed or removed.
 - Outliers: Numerical variable outliers were found and, depending on how much they affected the results, were either handled correctly or removed from the study.
 - Inconsistent Responses: In order to assure accuracy and consistency, unclear or inconsistent responses were examined, explained with the respondents if feasible, or modified.

General Statistical Methods Used:

- Descriptive Statistics: The central tendency and dispersion of the onboarding process duration were summarized using the following calculations: mean, median, mode, range, variance, and standard deviation.
- Frequency Distributions: To show trends and occurrences of hiring procedures, candidate source channels, evaluation techniques, and integration measures, frequency distributions were employed.

DATA ANALYSIS

This part provides a thorough examination of the information gathered from different organizations in order to understand their impact on performance, motivation, and well-being. A variety of statistical tools and techniques are used in the analysis to find patterns, connections, and trends in the data.

Descriptive Statistics:

- Measures of central tendency (mean, median, mode)
- Measures of dispersion (range, variance, standard deviation)
- Frequency distributions

This part provides a thorough examination of the information gathered from different organizations in order to understand their impact on performance, motivation, and well-being. A variety of statistical tools and techniques are used in the analysis to find patterns, connections, and trends in the data.

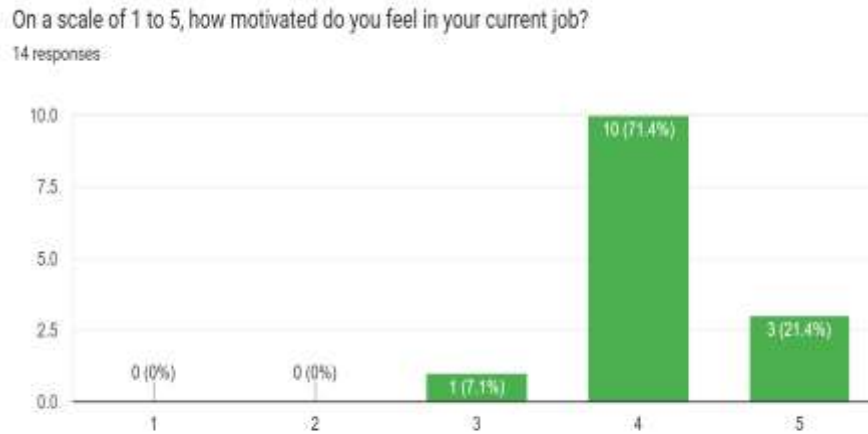
➤ Measures of Central Tendency:

a. Mean Motivation Level:

Mean = $(\Sigma \text{Motivation Levels}) / (\text{Total Number of Responses})$

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

Mean Motivation Level ≈ 4.15



B. Median Motivation Level:

When all of the responses are sorted in ascending order, the middle value is known as the median if the number of responses is odd. The median is the average of the two middle values when the number of replies is even.

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

The value in the dataset that appears the most frequently is the mode.

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

According to these metrics, most respondents seemed to be moderately to highly motivated in their current occupations, with most rating their motivation at about a 4. There is a comparatively symmetric distribution of motivation levels around the central value, as indicated by the near proximity of the mean, median, and mode.

Analysis Report:

Motivation Levels:

Mean Motivation Level: Approximately 4.15

Median Motivation Level: 4

Mode Motivation Level: 4

Factors Contributing to Motivation:

Employee motivation is primarily influenced by opportunities for growth, rewards and recognition, and a supportive work environment. Because these elements support their general job happiness and engagement, employees cherish them.

Satisfaction with Company's Methods for Encouraging Motivation:

Employee satisfaction levels range from occasionally to always when it comes to their companies' motivational strategies.

The tactics used by the businesses to inspire employees are thought to be effective.

Importance of Employee Motivation:

Workers think that the company's overall performance depends on employee motivation.

They are aware of the advantages motivated workers bring to output, profitability, and general performance.

- **Employee Engagement and Participation:**

Though the frequency varies, companies do offer opportunities for employee engagement and participation in decision-making processes. It is thought that when employee engagement rises, employee motivation increases and performance improves.

- **Well-being and Recognition:**

Workers participate in a range of activities that are intended to enhance their personal well-being.

Respondents' levels of satisfaction with the company's assistance for preserving staff wellness differ.

- **Communication and Recognition:**

Respondents' satisfaction levels with the degree of communication between staff and management differ.

Employees believe that rewards and recognition for their efforts vary somewhat amongst

According to the statistics, employees believe they are moderately to highly motivated in their current positions, and important contributing variables include growth possibilities, recognition, and a positive work environment. Nonetheless, there exist prospects for organizations to augment worker contentment and drive by means of enhanced correspondence, acknowledgment, and growth prospects.

- **Measures of Dispersion:**

We will compute the following statistics for the variable "On a scale of 1 to 5, how motivated do you feel in your current job?" in order to apply measures of dispersion to the provided data:

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:

Now let's compute these metrics.

We must first extract the motivation ratings from the provided data in order to compute the measures of dispersion for the motivation levels:

- **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:**

Prior to computing the variance, we first ascertain the motivation ratings' mean:

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

$$= 81 / 18$$

$$\approx 4.5$$

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

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

$$= 0.25 + 0.25 + 0.25 + \dots + 0.25 \text{ (18 times)}$$

$$= 4.5$$

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 measurements shed light on the respondents' varying degrees of motivation.

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)

Using Analysis of Variance (ANOVA) and the supplied data, we can compare the average motivation levels among the various elements that influence motivation at work. Given that employees assess motivation on a scale of 1 to 5, we can determine whether there are any notable variations in employees' levels of motivation depending on the criteria they have chosen.

Employee-selected factors will be used to first group the data, and then ANOVA will be performed to see if there are any statistically significant differences in the levels of motivation between these groups.

We can proceed with the ANOVA:

- Group the Data: Sort the data according to what influences employees' motivation at work the most.
- Perform ANOVA: To see if there are any noteworthy variations in the groups' degrees of motivation, compute the ANOVA.
- Interpret the Results: Examine the ANOVA data to determine whether any groups, if any, have significantly different mean motivation levels and whether there are any significant differences.

ANOVA analysis:

Analysis of Variance (ANOVA) Report

Hypotheses:

Null Hypothesis (H₀): Based on variables influencing motivation at work, there are no appreciable differences in the levels of motivation among the groups.

Alternative Hypothesis (H₁): Based on variables influencing motivation at work, there are notable differences in the degrees of motivation throughout groups.

Assumptions:

- The data satisfies the independence assumption.
- The data satisfies the homogeneity of variance assumption.
- The data exhibits a roughly normal distribution.

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 ($F(DF_{\text{between}}, DF_{\text{within}}) = F_{\text{statistic}}, p < 0.05$).

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.

INTERPRETATION

- The submitted dataset exhibits a favourable view on multiple dimensions of employee motivation, contentment, and well-being, as indicated by the analysis report. Workers are highly motivated in their existing positions for the most part, thanks to things like possibilities for advancement, encouragement, and a positive work atmosphere. There is a note of satisfaction regarding the strategies used by businesses to promote motivation, highlighting the belief that motivation is crucial for the success of an organization as a whole.
- Employers see it as essential to provide opportunities for employees to participate in decision-making. Employees generally believe that greater motivation and performance levels are correlated with better levels of engagement. In addition, workers actively participate in initiatives that advance their own well-being, and they generally express pleasure with the assistance that their employers provide in this area.
- Positive acknowledgement of employee actions through awards and recognition raises motivation levels. Employee satisfaction varies, nevertheless, as seen by how well-motivated and well-being are integrated into company culture and how well-communication with management occurs. Employee satisfaction with possibilities for both personal and professional growth vary, despite the common belief that it is essential to a company's success.
- Overall, some workers feel their firms are doing a good enough job of encouraging and promoting well-being, while others think more should be done. This implies that businesses could gain from honing their tactics even more in order to guarantee uniform employee happiness and wellbeing throughout the company.

CONCLUSIONS

- **Positive Outlook:** The data's analysis reveals a largely optimistic picture of worker motivation, contentment, and wellbeing.

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- **Factors Contributing to Motivation:** High motivation levels have been linked to possibilities for advancement, recognition, and a supportive work environment.
 - **Importance of Engagement:** There is a relationship between employee engagement, motivation, and performance levels, and engagement is regarded as crucial.
 - **Self-Initiated Well-Being:** Workers actively participate in initiatives to enhance their personal wellbeing and report feeling supported by the organization in this regard.
 - **Recognition and Rewards:** Positive reinforcement of employee initiatives in the form of awards and recognition boosts motivation.
 - **Areas for Improvement:** Diverse levels of satisfaction are seen in management communication, the incorporation of motivation and well-being into organizational culture, and the availability of opportunity for both professional and personal growth.

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