



To Study the Role of HR Subdivision in Motivating Employees to Work

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ABSTRACT

This research explores the critical role of the Human Resources (HR) subdivision in fostering employee motivation within organizations. Within an organization's larger Human Resources (HR) division, HR subdivisions are specialized departments or sections that concentrate on particular HR duties or tasks. Usually, these divisions are set up to increase productivity, simplify HR procedures, and cater to different organizational and personnel requirements. Therefore by examining various HR practices and their impact on employee engagement, job satisfaction, and productivity, the study aims to identify effective strategies for enhancing motivation. The study emphasizes the interconnectedness of HR functions and their role in creating an environment where employees feel valued and empowered. Practical recommendations are provided for HR practitioners to design and implement strategies that not only motivate employees but also align with long-term organizational objectives. This research contributes to the growing body of knowledge on HR's role in motivation, offering actionable insights for businesses aiming to thrive in a competitive landscape. This study also underscores the importance of aligning motivational strategies with organizational goals and employee aspirations to create a mutually beneficial work environment. Practical recommendations are provided for managers and HR professionals, focusing on fostering engagement, enhancing job satisfaction, and building a culture of trust and empowerment. By addressing the evolving needs of the modern workforce, the research offers actionable insights to improve employee motivation and organizational success in competitive and dynamic environments.

Keywords: Human Resource, HR Subdivision, Employee motivation.

INTRODUCTION:

Human Resource: Basically, it is a department in charge of managing staff members and maintaining a happy and effective workplace and is called human resources, or HR. It manages payroll, benefits, employee relations, labor law compliance, and the hiring, development, and retention of talent. HR also prioritizes enhancing employee engagement, developing workplace culture, and coordinating workforce plans with corporate objectives. By controlling performance, settling disputes, and putting policies into place, HR assists companies in maintaining moral and legal workplace standards, which in turn promotes employee motivation and company success.

Any organization's foundation is its human resources (HR) department, which is in charge of overseeing its most precious resource: its employees.

HR Subdivision: A number of specialist subcategories within human resources (HR) concentrate on different facets of organizational development and personnel management. To put it simply, human resource management aids in the growth of resources and the management of people by utilizing and upholding all organizational goals to accomplish individual and organizational objectives as well as the advancement of society.

As it is already mentioned above what actually human resource is therefore it also has many subdivisions (departments), they are listed below:

1. Recruitment and selection: For new hires, this is the most crucial aspect of HR procedures. Hiring new employees based on their abilities, expertise, and skills to handle every facet of a business in order to accomplish its goals. However, in order to hire someone with such expertise and experience, a business must first locate the open position, conduct interviews, hire, then place the candidate in the role—a almost impossible process. Any error made during the hiring procedure could result in a number of troublesome situations for the company. The most crucial step for HR to accomplish its objectives is choosing candidates for the open position.

2. Performance management: It is the process of raising an employee's level of productivity inside the company. Only when HR is able to gather employee feedback reviews and continues to monitor their regular work performance for the company will it be feasible. Meeting with employees on a regular basis is the only way for management to monitor their performance. Improvements in employee performance not only helped the firm grow, but they also inspired other workers to put in more effort. or the necessary position.

3. Learning & Development: It's critical for management to retrain staff members when they acquire new personnel for their company. This indicates that a large number of new hires lack work experience, or in other words, they have weak abilities that may be related to their job or their inner skills, such as how they interact, behave, or communicate. All of these are important considerations for workers in a company. Therefore, it is the management's

responsibility to help their employees increase their talents by offering them training or counselling and by giving them every chance to contribute to the future development of the company.

4. Compensation & Benefits: Fair and equal compensation is the critical factor among the fresher's that help them to seek for new job opportunities. While compensation is a key aspect to offer negotiation and retention, that is must to be balances with the line budgets and profit margins of an organization. Compensation can be provide in various methods i.e. compensation based on money paying for the work (salary and bonuses), and some compensation can be regarded as non-monetary compensation that means benefits i.e. pensions, extra holidays, cell phones etc, which often led to motivate their employee's.

5. Employee-Employer connection: It is the duty of management to keep the connection between the employer and employees harmonious and beneficial. Relationships between employees and their superiors aid in the development of excellent working relationships. They are able to improve communication in the workplace because to this. The relationship between an employee, their employer, and every other member of the organization's staff is referred to as a labor relation. It includes the procedures and methods used to manage and negotiate terms and conditions of employment, guarantee equitable treatment, and settle disputes that nearly always arise among employees in a company.

6. Human Resources Compliance: This refers to internal regulations, rules, and laws pertaining to labor and employment practices. In addition to preventing legal problems, compliance fosters equity among employees and improves the working environment. Laws, for instance, regulate the number of hours that employees must work.

7. Human Resources Information and Payroll: HRIS uses a methodical technology to process payroll, secure employee data, and adhere to employment regulations. The computation, allocation, and administration of employee wages and salaries are all part of the payroll structure. It guarantees precise adherence to tax rules and regulations as well as compensation. All member data is kept under strict security by the management and is only examined when necessary.

Along with putting the needs and development of its employees first, these HR departments collaborate to develop a unified strategy that advances the objectives of the company. Human resources plays a crucial role in fostering an atmosphere where employees can flourish and propelling organizational success by emphasizing the human aspect.

Motivation: The word "MOTIVATION" is derived from the term "motive." This means how a person can be active in very particular way. Motivation is an internal stage of behavior that push an individual to get engaged in a proper direction to achieve a goal. The only need of a person is to satisfy his/her needs. Therefore, motivation is a process that causes a person to realize their own needs as human needs are the only causes of action. It is a psychological needs that drive the human behavior to aim for the goals. Whatever decision we make is a small part of motivation. Motivation is a behavior that indulged human to act in certain manner. It actually describes why a person does something.

In the workplace, motivation is essential for engagement, productivity, and job satisfaction. While unmotivated workers may feel disengaged and perform worse, motivated workers are more likely to be dedicated, innovative, and productive. Managers and human resources specialists frequently concentrate on comprehending and improving motivation using a variety of techniques. Offering worthwhile incentives (such as bonuses or promotions), supplying chances for professional growth, cultivating a favorable workplace culture, and establishing a feeling of purpose by coordinating personal aspirations with corporate aims are a few examples.

REVIEW OF LITERATURE:

- **Koster,F and Latham, G.P (2018):** The study emphasizes how reward systems (financial and non-financial) play a crucial role in motivating employees. It argues that recognition programs and rewards that acknowledge employee effort contribute significantly to sustained motivation and job satisfaction.
- **Aswathappa (2017),** who is an Indian academic, defines that simply HRM refers to the application of management principles to management of people in an organization. Further, in the summary of the first chapter of his book titled Human Resource Management, HRM is a management function that helps managers plan, recruit, select, train, develop, remunerate and maintain members of an organization. Here members means employees of a particular organization.
- **Krishnan and Singh (2016):** These researchers focus on the influences of Indian culture, particularly the importance of group harmony, in shaping HR practices. They highlight that HRM in India must account for the collectivist mindset where cooperation and team based approaches are valued over individualistic achievements. For example, recruitment and team management strategies should focus on group fit and interpersonal relationships rate than just individual competencies
- **Stone, D.L. and Deadrick,D.L (2015):** This study looks at the role of technology in HR practices and its impact on employee motivation. HR systems like performance management software, e-learning platforms, and employee recognition apps are increasingly utilized to foster a motivating environment in digital workplaces.
- **Rao and Abraham (2015):** This study identifies some of the key challenges in motivating employees in Indian organization, including the impact of bureaucracy, rigid hierarchies, and lack of autonomy. The research suggests that Indian organizations often struggle with motivation

due to the top down management structure, where decision-making is centralized. To overcome these challenges, they recommend that HR managers adopt more empowerment based strategies, where employees are given more autonomy and decision-making power in their roles.

- **Chaudhary and Sharma (2012):** They explored the relationship between job satisfaction and motivation in Indian organizations. They argued that employee's motivation in India is closely tied to job satisfaction, which itself is influenced by factors such as work-life balance, job security, career development opportunities and employee recognition. The study emphasize that motivation in India is not driven solely by financial incentives, but also by a desire for job stability and a sense of social responsibility within the workplaces.

RESEACRH METHODOLOGY:

3.1. Statement of the study:

This study aims to investigate how the Human Resources (HR) division can encourage staff members to improve their job satisfaction and productivity. It specifically seeks to investigate the ways in which HR procedures—such as training, career development possibilities, recognition programs, and employee engagement initiatives—affect workers' motivation levels.

3.2. Research Objectives:

In order to create a motivated and effective workforce, the HR division plays a critical role in employee motivation. In order to create a positive work atmosphere, HR is essential. The main of the research is to:

- To analyze the role of HR subdivision.
- To identify how HR helps in motivating their employees to work.
- To identify the key motivational factors.

3.3. Significance of the study:

This study is important because it has the potential to improve knowledge of how HR influences employee motivation and, consequently, organizational performance. The study can help HR professionals and organizational leaders improve their strategy by finding the best HR practices that motivate employees.

3.4. Research design:

Its follows **Quantitative Research design**. This type of research design allows collecting the data in the form of survey and questionnaire only to access employee's perceptions on HR practices and their impact on motivation.

3.5. Universe:

The universe of the study refers to the entire group or population from the study of the participant that was selected.

3.6. Population:

Employees from different department and position within an organization.

3.7. Sampling Methodology:

It consists of **Random Sampling method**.

3.8. Sample size:

41 participants from Indutch Composites Technology pvt ltd, Waghodia Rd, Gujarat 391760.

3.9. Data collection:

Data was collected in the form of survey/questionnaire, using likert scale question. (for e.g. On the scale of 1-4, how motivated do you feel in your current role?).

3.10. Limitation of the study:

- **Restricted Data Scope:** Research may be based on particular metrics (such as surveys or interviews) or data sources that only record a subset of employee motivation.
- **Time Restrictions:** It could take some time for HR initiatives to have an impact. Studies with a short time frame might not fully capture the extent of HR's impact in motivation or long-term benefits.
- **HR initiatives' long-term effects** could not be reflected in short-term studies.

FINDINGS:

According to the study's findings, staff engagement and motivation within the company are seen in a varied but overall good light. Key points include:

- 1. Employee Motivation:** Of the workforce, a sizable percentage (53.7%) report feeling moderately motivated, while 24.4% report feeling highly driven. Overall employee engagement might use some work, though, as 19.5% of workers feel less motivated and 2.4% feel unmotivated.
- 2. Key Motivating Factors:** According to research, awards and recognition rank highest among motivators (43.9%), with a supportive work environment coming in second (26.8%). With 12.2% and 17.1%, respectively, less influence from job security and relationships with coworkers, it is clear that concrete recognition and a supportive workplace culture are essential for motivating employees.
- 3. HR efforts:** While most employees (73.2%) are aware that HR has programs in place to boost motivation, just 65.9% think HR regularly solicits input on these efforts. It could be better to make sure that every employee is aware of these projects and has a say in their development.
- 4. Effectiveness of HR Programs:** Of the employees, 41.5% believe that HR's motivating programs are very or extremely effective. Nonetheless, 17.1% of employees believe that these initiatives are less successful, indicating that HR should increase the programs' impact for a wider audience.
- 5. Workplace engagement:** The majority of workers (53.7%) say they are moderately engaged in their jobs, while 36.6% say they are highly engaged. Despite the fact that many workers have a strong connection to their jobs, this suggests that employee engagement might be raised.
- 6. Performance Perception:** 46.3% of employees think HR performs well in its role, and 51.2% think HR is occasionally effective, indicating that HR's performance is perceived favourably. A tiny disparity in opinions does exist, though, as 2.4% of workers believe HR might do better.
- 7. Problems and Opportunities for Development:** The survey highlights several important factors that impact motivation, such as stress from work (46.3%), a lack of training opportunities (24.4%), and inadequate management communication (19.5%). Given these difficulties, it is possible that motivation and job satisfaction might be considerably raised by addressing workload balance, expanding training possibilities, and fostering better communication.
- 8. Company Culture and Values:** In general, 22.0% of workers say they are very driven by the company's culture and values, while 46.3% say they are somewhat motivated. Nonetheless, 4.9% feel unmotivated and 26.8% feel less driven, suggesting a possible chance to better match corporate culture with employee motivation.

According to the survey, there are benefits to employee engagement and motivation, but there are also certain areas that require improvement, most notably communication, training opportunities, and workload stress. Even while many people acknowledge and enjoy HR activities, they could use more uniformity and inclusive feedback systems. Enhancements in these areas may result in increased employee engagement and motivation.

SUGGESTIONS:

Here are some recommendations based on the study's findings to raise employee engagement, motivation, and general job satisfaction in the company:

- 1. Improve Recognition Programs:** HR should make sure that recognition programs are uniformly applied at all organizational levels since rewards and recognition are the biggest motivators for workers. To keep motivation levels high, regular, individualized recognition of accomplishments might be formalized through prizes, shout-outs, or even modest incentives.
- 2. Enhance Channels of Communication:** HR should concentrate on enhancing communication between leadership and employees, as a significant portion of workers (19.5%) believe that inadequate communication from management compromises their motivation. To keep staff members informed and involved with the company's objectives, this could entail holding frequent team meetings, having open and honest decision-making procedures, and providing feedback loops.
- 3. Minimize Workload Stress:** Given that 46.3% of workers say that stress from their jobs has a significant impact on their motivation, management and human resources must evaluate workloads and make sure they are manageable. Reevaluating job positions, allocating responsibilities more fairly, and providing resources or tools to assist staff in better managing their workload are some examples of how to do this. It could also be advantageous to implement wellness initiatives or stress management workshops.
- 4. Boost Training and Development possibilities:** HR should fund more professional development activities, like workshops, online courses, and mentorship programs, as 24.4% of workers believe there are not enough training possibilities. Giving workers the tools they require for professional growth can boost their engagement and drive.
- 5. Boost employee feedback mechanisms:** Despite the fact that 65.9% of workers are aware that HR solicits input on incentive initiatives, 34.1% of workers do not. In order to make improvements, HR should use more regular and easily available methods to get input, like suggestion boxes, focus groups, and anonymous surveys. Employee engagement and value will increase if these suggestions are implemented and adjustments are communicated based on employee input.
- 6. Boost HR's Effectiveness and Consistency:** Although 51.2% of workers think HR is only occasionally effective, 46.3% of workers think HR performs a good job. HR should regularly review and modify its programs to better suit the demands of its employees in order to increase their effectiveness and

consistency. Frequent surveys or audits could assist HR in pinpointing areas that require development and guaranteeing that activities are in line with the needs of employees.

7. Encourage a Positive Company Culture: Given that 26.8% of workers say they are less inspired by the company's culture and values, HR should concentrate on integrating the company's fundamental values into day-to-day operations and cultivating an environment that values cooperation, diversity, and respect for one another. Workshops, team-building exercises, or setting up areas where staff members may express their thoughts and influence the culture of the company are some ways to do this.

8. Offer More Regular Motivational Programs: Based on the statistics, it appears that HR regularly hosts motivational programs; nevertheless, there might still be room to extend the variety or frequency of these efforts. A variety of weekly, monthly, and quarterly programs could be offered to accommodate employees' individual requirements and preferences while offering continuous support and engagement at various intervals.

9. Customize Programs to Meet Individual Needs: HR should think about providing customized programs that cater to the particular requirements of various groups, given that employee motivation might fluctuate greatly. In order to make sure that every employee feels supported and included, this may entail developing projects specifically for various departments, positions, or even seniority levels.

The company may increase employee motivation, cultivate a more engaged staff, and boost general satisfaction by addressing these areas, all of which can eventually result in increased productivity and retention.

CONCLUSION:

Several important insights regarding employee engagement and motivation inside the company are highlighted in the report. Even though most workers report moderate to high levels of engagement and motivation, there is still room for improvement, especially in the areas of communication, training opportunities, and workload stress. Although awards and recognition have the biggest effects on employee motivation, better management communication and more reliable, efficient HR initiatives are also clearly needed. According to the report, even while HR initiatives are usually well-received, a sizable percentage of workers still believe that they could be more consistent or impactful.

This study offers insightful information about the elements that influence employee engagement and motivation within the company. The findings show that although most workers express moderate to high levels of motivation, there are some significant issues that require attention. Workload stress, which impacts almost half of the workforce and is a key obstacle to continuous motivation, is the most important of these issues. This emphasizes the necessity for the company to evaluate how work is distributed, offer stress-reduction tools, and make sure workers aren't overburdened by unreasonable demands.

The crucial significance that rewards and recognition play in inspiring workers is another important discovery. Given that 43.9% of respondents emphasized the value of acknowledgment, it is evident that regular recognition is essential to preserving healthy morale. Nevertheless, even while efforts at acknowledgment are valued, a sizable percentage of workers still say they feel underappreciated or less involved. This shows that more customization and frequency could improve recognition programs, which might not be uniformly felt or effective.

The report also emphasizes how crucial it is for management and staff to communicate effectively, as a significant portion of workers (19.5%) said that ineffective communication hinders motivation. In addition to more efficient methods for feedback, regular, transparent communication from leadership would probably increase employee satisfaction and trust, which would further enhance a positive work environment.

Furthermore, training and development opportunities were identified as a need for improvement, with 24.4% of workers complaining about a lack of chances to advance their skills. By encouraging career advancement, more extensive learning and development initiatives will boost employee retention and motivation.

Although HR's contribution to motivation is generally seen favorably, there is potential for growth in terms of making their programs more uniform and effective overall. Despite the fact that most employees (65.9%) are aware of HR programs, almost one-third do not believe that HR adequately incorporates their input to enhance these efforts. This gap might be closed by bolstering feedback loops and making sure that every employee feels engaged in directing HR initiatives.

Although many employees find the firm's culture and values to be motivating, the 26.8% who feel less motivated by them point to a chance to improve the relationship between employee engagement and company values. Additionally, HR programs' feedback mechanisms can be improved to guarantee that every employee has a say in how these efforts are shaped.

In summary, the company has made progress in inspiring its employees, but it is evident that a number of areas need improvement in order to raise total employee engagement. Employees can flourish in a more encouraging and supportive work environment if the organization addresses workload stress, enhances communication, increases training opportunities, personalizes recognition, and fortifies HR feedback mechanisms. After all, these initiatives will not only improve job happiness and motivation but also increase productivity, improve staff retention, and create a more lively corporate culture.

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