

Relevance of Employee Motivation and Job Satisfaction for Organizational Performance

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Abstract: *In the present business climate as it is evident with high occupation misfortunes because of cutback and conservation to make a lean association, it is likewise essential for associations to stop loses of performing workers because of diminishing position fulfillment and absence of inspiration to proceed with the association for long. Propelled and fulfilled workers will have submitted approach towards authoritative goal; thusly associations will likewise need to show comparative responsibility towards representative targets. Here the part of HR is to consistently pursue arrangement of desires of the worker with the objectives of the association. This goal can be accomplished by establishing rousing workplace which advances and addresses representative requirement for development and improvement. These elements albeit complex in nature and as they couldn't be tended to for singular worker premise as it might fluctuate case to case it is significant for HR to investigate the regular spaces of crossing point. Occupation fulfillment or representative inspiration is contemplated to deal with the turnover as well as there are other antagonistic impacts of disappointment like truancy, low execution, lower spirit, low commitment to the group, less coordination, less direction towards hierarchical target these could influence the association ability to contend in the exceptionally aggressive business climate. Henceforth the HR needs to prompt a hierarchical climate and advance authoritative culture which takes in to thought of the overall need.*

Keywords: Job satisfaction, Motivation, Human resource Management, worker commitment, organizational culture.

I. INTRODUCTION

Worldwide business climate is quick changing and the associations which are versatile to the change are the one going to endure. Associations need to outline techniques to persevere through the difficult rivalry, and the one which can endure will actually want to support longer than others. Perhaps the best test associations face today is the means by which to oversee turnover of work power that might be brought about by relocation of a ton of modern specialists. This might be a direct result of their absence of Motivation and responsibility for the association; this perspective stresses the significance of the investigation of Motivation and its relationship to Job Satisfaction way that they are adjusted to the association techniques and furthermore comprehend the representative assumptions. These procedures are coordinated towards the maintenance and fascination as well as beaten other unfavorable impacts of de inspiration and disappointment like truancy, low execution, lower resolve, low commitment to the group, less coordination, less direction towards hierarchical target these could influence the association ability to contend in the profoundly cutthroat business climate. This makes it imperative to examine and comprehend the components which propel and make work fulfillment among representatives. As a piece of a particularly aggressive business climate each association needs to design and plan according to the overarching industry circumstance. Today the associations are exceptionally centered around client inclinations in order to augment the profits of business. The associations have likewise understood the significance of building interior competency and limit to endure and contend in this unique business climate. Guaranteeing worker responsibility towards authoritative target has been a basic issue looked by larger part of the

association. Associations are giving a valiant effort in understanding different variables which could propel the workers and ensure the necessary responsibility towards authoritative target. The associations neglecting to improvement such system of authoritative practices will result in to high turnover of workers which will trouble association with additional expense of recruiting and preparing new representatives just as non execution of association plans and procedures in the ideal way and low efficiency and execution. The four most significant pointers are factors that are to some degree manageable to change. For instance, expanding preparing openings, improving the actual working conditions and climate through improved actual designs, hardware, and materials, may help improve these significant working conditions. Other profoundly harsh variables (more prominent than 40% conflict) included freedom to propel, great work benefits, time for day to day life, great pay, and being situated in a decent area (Peters et al, 2010). These components of occupation fulfillment are dynamic in nature and each factor varyingly affects the representative inspiration. Henceforth it is significant for the association to keep up the stock and creation of components impacting representative inspiration and occupation fulfillment to set aside legitimate measures in effort to empower to confront rivalry. This has welcomed undeniable degree of duty on HR of the association to refresh themselves with current degree of fulfillment and inspiration among workers to guarantee the necessary degree of responsibility.

II. MOTIVATION

Motivation can be defined as stimulating, inspiring and inducing the employees to perform to their best capacity. Motivation is a psychological term which means it cannot be forced on employees. It comes automatically from inside the employees as it is the willingness to do the work. Motivators are the incentives or techniques used to motivate the people in an organisation. Common motivators used by the managers are increment, bonus, promotion, recognition, respect etc. It is a process of inducing people to perform to their best ability to accomplish the goal.

III. NEED FOR CONCENTRATE ON EMPLOYEE INSPIRATION

Each fruitful association is supported by a submitted worker base, and the responsibility is the result of inspiration and occupation fulfillment. The energy propels workers towards authoritative target. It would be unthinkable for the association to produce execution without responsibility. To make an upper hand association need to have a cutthroat worker strategies and practices. Inspiration is a significant incitement which coordinates human conduct. No individual has same mentality or conduct, thus in middle of this variety association should outline rehearses which will actually want to fulfill the gathering and not simply a person. Association ought to be able to distinguish and assess interior inspiration which a worker gets from work fulfillment and further improve it with outside inspiration as needed for which association could observe inspiration hypotheses. There have been number of hypotheses on inspiration clarifying comparable parts of inspiration, they are as following:

- **Maslow's need chain of importance hypothesis:** The hypothesis clarifies five degrees of need which follow a pecking order. The requirement for a higher level emerges with the satisfaction of the previous need. Following are the requirements Physiological necessities, wellbeing and security need, Social need, Self worth and Self realization. There are exemption for the hypothesis that occasionally the need may not follow the pecking order because of unusual mentality and conduct of the individual.
- **Herzberg's two-factor hypothesis:** The hypothesis is otherwise called two factor hypothesis inspiration variables and cleanliness factors. The hypothesis expresses that there are sure factors in the authoritative climate which if present will be to persuade the workers and certain components if accessible may fulfill the representatives yet in the event that not there don't prompt disappointment.
- **McGregor's hypothesis 'x' and hypothesis 'y':** The hypothesis expresses that capacity of inspiring individuals includes certain suspicion about human instinct. Hypothesis X and Y are two series of expectations about the idea of individuals. Each set of nature should receive diverse approach to spur and accomplish the outcomes.

- **Vroom's valence x hope hypothesis:** The hypothesis is otherwise called hope hypothesis and states that the conduct of a representative relies upon the normal result of the demonstration. Objective setting hypothesis: The hypothesis depends on the standard of objective clearness being a significant factor of inspiration.
- **ERG hypothesis of inspiration:** The hypothesis proposed by Clayton is an adjusted rendition of Maslow's hypothesis of progression of need. The hypothesis separates needs in to three classes Existence, relatedness and development. McClelland's hypothesis of necessities: The hypothesis focuses on that the human conduct is influenced by three requirements Power, Achievement and Affiliation.
- **Reinforcement hypothesis of inspiration:** The hypothesis established by B F. Skinner and his partners recommended that the individual conduct if capacity of its outcome. It depends on the law of impact.
- **Equity hypothesis of inspiration:** The hypothesis depends on the standard of uniformity. It expresses that the inspiration is identified with straightforwardly to the view of value rehearsed by the association

IV. GOALS OF THE EXPLORATION

To comprehend the effect of HRM approaches and practices on worker inspiration and occupation fulfillment. To investigate successful methods of inspiration rehearsed by associations. To investigate the difficulties to inspiration and occupation fulfillment. To comprehend the components contribute towards inspiration and occupation fulfillment making worker responsibility. Significance of inspiration Organizations are in profound need of persuaded representatives as it is being perceived that inspiration influences accomplishes following authoritative goals:

1. Unified heading of the gathering/Teams
2. Higher degree of viability and proficiency
3. Elevated authoritative responsibility
4. Optimum utilization of assets
5. Building an exhibition situated climate (Creative and Innovative) Increases association capacity to confront unsure business challenges
6. Employee maintenance and fascination for steady and nonstop labor supply

V. DIFFICULTIES TO INSPIRATION

It is out and out not simple for an association to establish a propelled and submitted climate, following are a couple of difficulties confronted:

- Dynamic and cutthroat business climate
- Ignorance and less comprehension of significance inspiration with respect to the board
- Non responsibility of association towards worker assumption, a tight attitude
- Non – serious hierarchical construction and individuals strategies and practices
- Less comprehension of the worker assumptions
- Existing execution the executives framework
- The ambiguous hierarchical assumption from employees
- Competitive representative market, making high versatility of workers

VI. RESEARCH METHODOLOGY

The examination paper is expects to feature the significance, challenges and various methods of inspiration utilized in the associations, consequently more reasonable in nature. The information is gathered more from the accessible writing and further from the workers of an association in order to comprehend the variables which inspire the representatives. These current practices were extricated as elements of inspiration and utilized in the survey to situate the representative reaction on the equivalent. The exploration looks to delineate the part of HRM work viability in inspiring representatives and upgrading position fulfillment. This is an expressive exploration, where the examination attempts to observe the previous investigates and information gathered to make an assessment on the variables of HRM which

persuades representatives and makes work fulfillment. The auxiliary wellsprings of information have been the basic segment of the examination information assortment plausibility, which are diaries, articles distributed exploration papers, cites and so on.

6.1. Data Collection

The primary data collected by means of survey questionnaire. The number of questionnaire floated for the research purpose were 150, out of which 106 questionnaire were received fully filled, 100 considered for analysis. The response rate is 70%. The respondent’s belonged to different organizations; convenience sampling method is used to collect data. Following table represent the data collected.

HRM Factors of motivation	Highly dissatisfied/ Dissatisfied	Neutral	Highly satisfied/ Satisfied
Training and development	12	25	63
Career advancement opportunities	26	21	53
Performance Management	19	20	61
Compensation and benefit	27	35	38
Financial rewards system	26	23	51
Recognition and appreciation	36	30	34
Work life balance	40	15	45

Table: Factors of motivation and job satisfaction %.

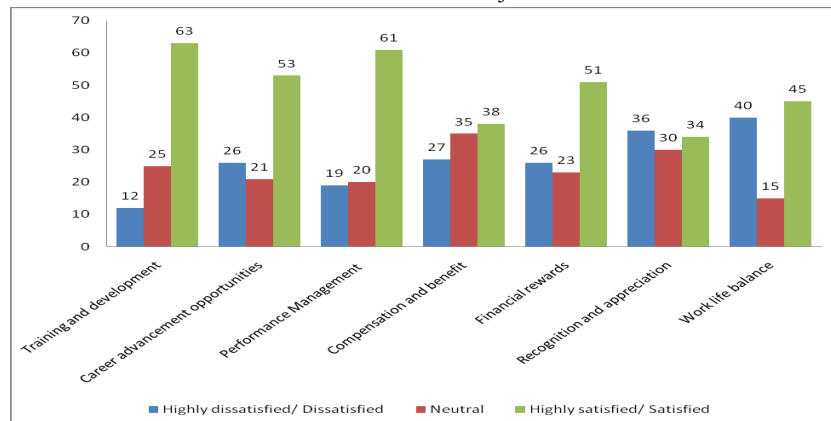


Chart 1: Factors of motivation and job satisfaction %.

6.2 Data Analysis Interpretation

As per the data collected we can make following analysis and interpretation: in the give organizations the training and development, performance management activities score 63% and 61 % of satisfaction while remaining % of response being dissatisfied and neutral. The compensation and benefit, financial rewards 38% and 51% of satisfaction while remaining % of response being dissatisfied and neutral. For career advancement opportunities 26% of the employees showed dissatisfaction and 21% stayed neutral and 53% of employees expressed satisfaction with the career advancement policies and practices. For Recognition and appreciation 36% of employees expressed dissatisfied 30 % stayed neutral and 34% expressed dissatisfaction. For work-life balance 40% employees expressed dissatisfaction, 15% stayed neutral and 45% expressed satisfaction.

Following interpretation could be drawn from the above data, the training and development, performance management and career advancement opportunities have been fairly performing as per the response of the employee

but still have a large scope of development and change. The compensation policies have been one important factor which effects the motivation of the employee's records lowest score of satisfaction and similar are the scores of recognition and appreciation practices. It could be said that the organization should maintain a balanced approach between financial and non financial rewards. The employees were also found low while responding for the work-life balance.

VII. SUGGESTIONS

1. The first thing association need to comprehend is that inspiration is an interaction which is compelling if persistent in nature and the equivalent is to be spread the word about for the top and center level administration
2. The association should comprehend and clear any musings in any case could thwart the cycle of inspiration like; Money is just thing that can spur workers, dread could be utilized to accomplish results, simultaneously associations need to comprehend that expanded Job fulfillment doesn't implies expanded occupation execution.
3. Organizations should plan methodologies in arrangement with corporate objectives and goals and the equivalent to be passed on to the workers and permit them to know their commitment in accomplishment of the equivalent.
4. The key to propelling representatives is to have a reasonable comprehension of worker assumption and furthermore comprehend what inspire the representatives exclusively and aggregate gatherings.
5. Organizations should include representatives in objective setting and dynamic; this will expand worker investment and give an awareness of others' expectations in accomplishment of authoritative objectives and objective.
6. Organizations need to create execution the executives framework which viably compensates, perceiving and appreciating emphatically and reliably.
7. Organization should make vocation improvement and headway freedoms to the workers. A climate advancing solidarity, information sharing and worker commitment to permit representatives distinguish themselves with the association.
8. Organization needs to plan and casing authoritative construction and cycles like preparing and advancement, execution the board, pay and rewards and so forth which upholds and work with work and helps establishing a roused and submitted climate in the association.
9. Organization needs to plan and casing hierarchical construction and cycles like preparing and advancement, execution the board, remuneration and prizes and so forth which upholds and work with work and helps establishing a spurred and submitted climate in the association.

VII. FURTHER SCOPE OF RESEARCH

The limit of the examination is further extension for the examination on the idea of Motivation and occupation fulfillment worker and its adequacy in acquiring representative responsibility. As the examination is restricted to the writing accessible and is bound to the perspectives and thoughts communicated by the representatives overviewed. There must be further investigation consolidating both subjective and quantitative strategies for research. As the examination is in the underlying phase of advancement couldn't adjust to the quantitative exploration techniques.

Study doesn't preclude the chance of the proposed variables or more accessible in the association yet has a view that regardless of whether these elements are being placed by and by will be by singular drives or few associations could be significant. It is additionally being perceived that HRM factor adaptability may vary starting with one association then onto the next independently and consolidated.

VIII. CONCLUSION

The vast majority of the explores have presumed that inspired workers have beneficial outcome on the association efficiency and execution. This makes inspiration as the main part of any authoritative arrangement and establishing a climate which works with and upholds worker to perform ideally. The present business association expects associations to be more inventive and imaginative which can't occur without having a submitted and faithful representative base

The accomplishment of each business relies on numerous elements yet the main factor that influences the business is its workers. In the event that the workers of a business are inspired towards hierarchical level headed, the business can accomplish its objectives without any problem. The work of any director in an association is to complete things through its representative and for this the supervisor ought to have the option to rouse representatives. Inspiration is a vital part of any work place, in the event that the representatives are not roused, there is no work fulfillment and this prompts decreased efficiency. Representative inspiration technique is distinctive for various associations and for various workers, likewise could be one significant factor permitting representatives to conclude whether to remain or leave the association. Inspiration practice and hypothesis are unique and troublesome subjects contacting each space of any association. The subject of worker inspiration isn't as expected comprehended and ineffectively rehearsed by numerous associations; thus there is expansion in representatives leaving the association looking for better work environments. Human instinct is intricate and to comprehend the spurring component of each worker is a troublesome undertaking. Consequently a compelling authority and the board is needed to see the value in representatives. Worker inspiration requires exploration and investigation of human instinct and includes a distinct way to deal with manage people. Perceptions and examination in this field has demonstrated that all around spurred representatives are more gainful and innovative. Representatives will do just on the off chance that you need them to do or something else in the event that you persuade them to do. Inspiration is an expertise which should be mastered and rehearsed for any business to endure and succeed. Furthermore the way that worker inspiration is straightforwardly connected with business benefits makes it even more imperative to keep representatives empowered and upbeat. Human resources is the most important resource of any association. The present association likewise faces a major test of maintenance just as fascination of new ability in the association, and inspirational systems could be one significant supporters of hierarchical accomplishment in long haul.

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