

# THE IMPACT OF EMPLOYEE MOTIVATION ON PERFORMANCE IN AN ORGANIZATION

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## Abstract:

Motivation is the study of how individual and group of individuals in organizations are motivated by their superiors. Motivation increases the level of morale in employees for working. Employee motivation has a fruitful effect on employee performance in organization.

The Research paper has tried to analyze both positive and negative impact of employee motivation in organization.

## Keywords:

Motivation, Employee motivation

## Introduction:

Motivation is the process of creating organizational conditions which will impel employees to strive to attain company goals. Motivation is an internal feeling. It implies any emotion or desire which so conditions one's will that the individual is properly led into action. Motivation consists of the three interacting and interdependent elements of needs, drives and goals.

Needs are the deficiencies and are created whenever there is a physiological or psychological imbalance. Drives are also called motives. Motives

are set to alleviate needs. These are action oriented and provide an energizing thrust towards goal accomplishment. Motivation is a hypothetical construct which is defined in terms of antecedent conditions and consequent behavior. Motivation is an intervening variable for it cannot be seen, heard, or felt and can only be inferred from behavior.

Motives can be expressed in several types of behavior namely:

- Consummator behavior
- Instrumental behavior
- Substitute behavior

Employee motivation is defined as the passion, energy level, liability and the amount of innovative ideas that an employee brings to the organization on a regular basis.

Employee motivation is all about how attached an employee feels in tandem to the organization's goals and how authorized he/she feels. Motivation is of two types:

- Intrinsic motivation
- Extrinsic motivation

## Intrinsic motivation

Intrinsic motivation means that an individual is motivated from within. He/she has the desire to perform well at the workplace because the results

are in accordance with his/her belief system. An individual's deep-rooted beliefs are usually the strongest motivational factors. If you overdo any of these, there are high chances that the individual loses motivation. It is well observed in children and I am using this as an example here if children are over praised for the little things they are expected to do on a daily basis, their motivation level decreases. Now if you are reading this blog, there are good chances you are not a child, although we encourage children to read good content, the purpose of writing this blog is to still focus on adults. So, if you are a manager, supervisor or in a leadership role, please be intentional with your feedback or praise. Make sure it is empowering and your employees understand your expectations.

### **Extrinsic motivation**

Extrinsic motivation means an individual's motivation is stimulated by external factors-rewards and recognition. Research says extrinsic rewards can sometimes promote the willingness in a person to learn a new skill set. Rewards like bonuses, perks, awards, etc. can motivate people or provide tangible feedback. But you need to be careful with extrinsic rewards too! Too much of anything can be harmful and as a manager or a supervisor, you need to be clear to what extent are you going to motivate your employees to accomplish organizational goals.

### **How employees are motivated in an organization:**

In organization employees are appointed on the basis of their skills, qualification and knowledge. Mainly organization focuses on quality not quantity. They want that their employees must have skills that help in the growth of the organization. The instruments which are used by organization are:

- **Incentive:**

Incentive is a positive motivational instrument that helps to motivate the employees to do work or any other in the organization. It is a type of payment that encourages the employees for performing the task given to them in working environment. Incentives are of two types: financial incentives and non- financial incentive. Financial incentives are those in which a monetary amount is paid to employees like Pay and Allowances, Bonus, Productivity linked Wage Incentives, Profit-Sharing, Retirement Benefits, Stock Options or Co-partnership, Commission, Perquisites.

Non- financial incentives are those in which psychological, social and emotional needs of an individual are fulfilled. Satisfying these needs also plays an important role in their motivation. These incentives focus mainly on the fulfillment of these needs and thus cannot be measured in terms of money. Non- financial incentives are increment in Status, good Organizational Climate, Career Advancement Opportunity, Job Enrichment, Job Security, Employee Recognition Programmes, Employee Participation, and Employee Empowerment.

- **Trip & Holiday package:**

Trip and holiday package is a type of motivating method in which organization provide 4 to 5 days trip or holiday package to the employees. For motivating employees sector also give them trip and holiday package. In these trip and holidays package the employees do not have to bear expenses themselves the all expenses are provided to them by organization side. In this way employees get motivated towards their job and working. They thought that company is doing so much for them so

for that reason they also give their full attention towards the organization.

- **Extracurricular activity:**

Extracurricular activity is that type of motivational instrument in which organization organize different- different activities in their campus like Holi party, Diwali party, Navratri celebration, Birthday celebration etc. These types of activities helps to engaged employees towards the organization and motivate them to do task related to their job.

- **Workshop & Seminar:**

Workshops and seminars are those types of motivational methods that are used in private sector organization to engaged employees towards their job. The organization organizes different types of workshops and seminar for all the respective departments. In these way employees in different departments felt their importance that organization is organizing such special seminars & workshops for them and they get motivated and do their job willingly.

### **Impact of employee motivation on performance:**

Employee motivation has its both positive and negative impact on the performance in organization. It improves both their viability and productivity definitely to increase organizational performance. Workers are the core of any organization.

Positive impacts are: - There are many positive impacts some of them are listed here:

1. Employees get motivated and do their all job related tasks effectively and efficiently.
2. Employees do not take unnecessary leaves from the organization. They come regularly to the organization.
3. Sometimes they also give their extra time to the organization for the task.
4. The profitable ratio of the organization will increase.
5. It helps the organization to achieve goals on time with minimum use of raw material.
6. The performance ratio will increases will is very fruitful for organization.

Negative impacts are: - There are many negative impacts some of them are listed here:

1. Some employees get to much motivated and they take their job for granted and do not give full attention to organization. They became their own boss.
2. The ratio of performance decreases when they take job for granted.
3. Sometime the employees take motivation in wrong sense and make a bad image for the organization.

## **Conclusion:**

- Motivation plays a very essential role in every organization.
- Employee's motivation helps a lot in the growth of the organization.
- Motivation has good as well as bad impact on performance of employees.

## **Suggestions:**

- Organization should motivate their employees by organizing different activities.
- Superior should check that employees were not taking their motivation in wrong way.

## **References:**

- <https://www.questionpro.com/blog/employee-motivation/>
- A book from Trueman's specific series