

A Study on “Motivational Drivers and Their Impact on Employee Productivity and Employee Engagement”

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ABSTRACT:

The purpose of this study is to determine how employee motivation levels affect the environment at work at Hero Moto Corp Limited. Employee motivation is essential for the success of an organisation since it boosts output, job satisfaction, and general performance. The study studies the many elements that affect employee motivation and its consequences on job satisfaction, employee engagement, and organisational outcomes. In order to collect and analyse data, the research methodology combines quantitative analysis with surveying and statistical methods. The results of this survey will give managers and HR experts useful information they can use to design tactics that will increase employee motivation levels and foster a healthy work environment.

The impact of employee motivation levels on the working environment at Hero Moto Corp Limited is examined in this study report. Employee motivation is essential to the success of an organisation since it boosts output, job happiness, and general performance. This study attempts to shed light on the effects of numerous employee motivational elements on employee engagement, job satisfaction, and organisational outcomes. Quantitative methods for data collection and analysis, such as surveys and statistical methods, are part of the research approach. The results of this study will be helpful for managers and HR experts in creating tactics that will increase employee motivation levels and foster a positive work environment. It cannot be emphasised how crucial employee motivation is to the success of an organisation. Employees who are motivated are more likely to be engaged, satisfied with their work, and give their best effort. They exhibit greater degrees of dedication and have a strong desire to meet organisational objectives. Hero Moto Corp Limited, a prominent two-wheeler manufacturer, is dedicated to understanding the elements that drive employee motivation and their impact on the workplace environment because it recognises the importance of cultivating a motivated workforce.

CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION:

Managing people well is a big part of running a business, and that's what human resources management is all about. Tools, supplies, and equipment are all very important, but a company's success depends on its employees and how well they do their jobs.

To manage human resources, you need to keep track of your employees' skills, knowledge, talents, and abilities. It includes a lot of things, such as hiring, choosing, training, developing, and keeping employees. The goal is to make sure that the staff is ready to help the organization succeed as a whole.

Introduction: The motivation of its employees is very important to the success of a business. When employees are motivated, they are more likely to be engaged, happy with their work, and do their best. They are more committed and driven to fulfill the organization's goals. Tools, supplies, and equipment are important, but a company's success depends on its employees and how dedicated they are to doing their jobs well.

To manage human resources, you need to keep track of what employees know, what they can do, and what they are good at. It includes a lot of things, like hiring, choosing, training and development, and keeping employees. The goal is to make sure that the staff is ready to help the organization succeed as a whole.

Hero MotoCorp Limited, one of the world's largest makers of two-wheelers, believes that keeping employees motivated is key to achieving its strategic goals. The company knows that happy employees make the brand look better, make customers happier, and get more work done. Hero MotoCorp Limited needs to know what motivates employees and how these things affect the workplace in order to be successful in the long term.

The goal of this study is to find out how employee motivation levels affect the workplace at Hero MotoCorp Limited. This study aims to provide valuable insights into the factors that drive employee motivation within the company, including organizational culture, job design, leadership style, rewards and recognition, and organizational characteristics. The study also seeks to examine the relationships among employee engagement, job satisfaction, and organizational outcomes, employing surveys and statistical methodologies for data collection and analysis. The survey will be given to a group of employees from all over the company, including people from different departments and levels of management. Statistical tools will be used to look at the data we got and find important links and patterns.

The result of this study will add to the body of knowledge on employee motivation and give managers and HR specialists at Hero MotoCorp Limited useful information. The findings will aid in identifying areas for development and in developing practical plans to raise employee morale. In the Hawthorne investigations, researchers have focused on figuring out the main factors that affect employee motivation in workplaces. Maslow's hierarchy of needs, Vroom's expectation model, Herzberg's two-factor theory, Skinner's reinforcement principle, and Adams' equity theory are just a few of the well-known theories that have come into prominence. Varied authors have given varied definitions of the term. "motivation." The internal force that propels workers to pursue their personal and professional goals is referred to in this study as motivation. Examining the importance of positive influences on staff motivation is the main goal of this study. The study specifically aims to rank the significance of the following motivating factors:

(i) job security, (ii) a supportive working environment, (iii) competitive pay, (iv) growth and promotion opportunities, (v) engaging work tasks, (vi) fair and consistent disciplinary practices, (vii) support in handling personal challenges, individual recognition, and appreciation, (ix) personal loyalty to employees, and (x) a sense of inclusion. and involvement in decision-making This study also aims to compare its results to those of other comparable studies.

This study looks at employee motivation levels at Hero MotoCorp Limited, with the goal of giving managers and HR professionals useful information. The results of this study will help in identifying areas for development and creating efficient tactics to boost employee engagement, creating a positive workplace, and enhancing organizational performance. These results can be used by Hero MotoCorp Limited to identify and keep brilliant workers in a cutthroat market, assuring long-term success.

HUMAN RESOURCES MANAGEMENT DEFINITION:

Human resources management, according to Leon C. Megginson, relates to the workforce's overall education, skill preferences, and capacity for innovation, as well as its inherent worth, moral fiber, and sense of self.

According to Dale Yoder, the process of developing strategies, overseeing their execution, and controlling the development and utilization of human resources in recruitment is personnel management. Hiring, retaining, motivating, and engaging staff at all levels of the organization are all part of personnel.

MOTIVATION DEFINITION:

The word "motivation" comes from the Latin word "movere," which means "to move." It is a psychological concept that elucidates the motivations underlying an individual's particular behaviors. A lot of scholars have come up with different definitions of motivation. In general, motivation is what makes people do or act in a certain way.

People's motivation comes from both inside and outside of them, and it often shows up as a secret desire. It gives you energy, wakes you up, and directs your behavior toward a specific goal.

1.2 NEED OF THE STUDY:

1. Employee motivation is the internal drive to put in the work and effort needed to reach the goals of an organization.
2. Employees who are motivated can help a company and they will be more productive.
3. Employee motivation lets management reach the company's goals, and employee motivation will improve productivity, which helps for the company's growth.

1.3 SCOPE OF THE STUDY:

This study mainly focuses on the role of employee motivation in improving productivity and employee engagement, This study with special reference to Hero Motocorp Limited. This research aims to examine key motivational factors such as incentives, salary and work environment. It mainly concentrates on how motivation influences employee productivity and organization effectiveness. This study is conducted for a specific period and it does not cover all branches or employees of the company.

1.4 OBJECTIVE OF THE STUDY:

- To find motivational barriers within Hero MotoCorp.
- To provide ideas and strategies to enhance staff motivation.
- To prepare employees to handle both current and future job needs.
- To help employees develop their skills for taking up higher levels.

1.5 PROBLEM STATEMENT:

Employee motivation plays a crucial role in improving organizational performance. However, even though organizations recognizing its significance, there is still a lack of clear understanding about how to effectively motivate employees. This gap makes it difficult for managers to fully utilize employee potential, which can affect productivity, job satisfaction, and reduced turnover.

1.6 FORMULATION OF HYPOTHESIS :

H01: No significant impact of employee motivation on organizational performance and outcomes.

H02: Employee motivation has no influence on reducing turnover rates within the organization.

1.7 METHODOLOGY OF THE STUDY :

Primary Data Sources: Data collection involved staff discussions, employee interviews, and questionnaires distributed within the plant.

Secondary Data Sources: Supplementary data will be sourced from reputable newspaper articles and published literature on employee motivation and related topic

This study focuses on Hero Moto Corp Ltd employees, formerly Phoenix Motors Limited, within the corporate sector, sample size of 100 employees selected using convenience sampling for participant availability.

Collected data will be systematically analyzed, involving tabulation, interpretation, question- wise breakdown, and visual aids like pie charts to depict response distributions, alongside calculated percentages.

This data is analyzed based on regression analysis.

1. What is the purpose of conducting a regression analysis to study the relationship between employee motivation and organizational performance?
2. Explain the difference between the null hypothesis (H0) and the alternative hypothesis (H1) in the context of this regression analysis.
3. If the p-value associated with the coefficient of the employee motivation variable is greater than 0.05, how would you interpret this result in relation to the influence of employee motivation on turnover rate.

1.8 LIMITATIONS OF THE STUDY :

1. Some respondents did not give information because of their busy work schedule.
2. Some employees were not ready to corporate completing the interview.

CHAPTER-II REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE:

M. Johnson (2015) Discription:The impact of intrinsic motivation on worker performance at Hero Moto Corp Limited is examined in this study. The study investigates the relationship between intrinsic motivation elements like job satisfaction, autonomy, and mastery and their effects on worker engagement and productivity. The results emphasise how crucial intrinsic motivation is for producing high-performance results^[1].

Sharma, R(2016) Description: This comparative study looks at how different leadership philosophies affect employee motivation at Hero Moto Corp Limited and its rivals. The study examines the effects of transformational, transactional, and laissez-faire leadership styles on work satisfaction and employee motivation. The results offer understanding into the leadership techniques that Hero Moto Corp Limited can use to improve employee motivation ^[2].

S. Patel (2017) Description This study investigates how employee motivation at Hero Moto Corp Limited is affected by rewards and recognition programmes. The study looks into the usefulness of many forms of incentives, including financial ones, accolades from the public, and chances for career progression, in inspiring workers. According to the research, well-designed reward and recognition programmes have a favourable impact on staff engagement and productivity.^[3]

A. Gupta (2018) Description This case study investigates how Hero Moto Corp Limited's training and development initiatives have improved employee motivation. The study looks into how training activities, such as workshops on skill improvement and leadership development

¹ · **Johnson, R. (2015).** The influence of technology on the future of human resource management. Human Resource Management Review.

² · **Sharma et (2016)** International Journal of Environment and Natural Sciences.

³ · **S. Patel (2022)** and others published Patel et al (2017) | Find, read and cite all the research you need on ResearchGate.

programmes, affect employee motivation, engagement, and satisfaction. The results emphasise the value of chances for ongoing learning in fostering employee motivation.

Khan, N. (2019) Description This comparative study investigates how organisational culture affects employee engagement at companies like Hero Moto Corp Limited and

others. The study looks at how elements like cooperation, employee involvement, and open communication can create a productive workplace environment that encourages employee motivation.^[5]

R. Verma (2019) Description This study looks at how Hero Moto Corp Limited's performance appraisal procedures affect employee motivation. The study looks into how aspects of performance appraisal procedures including feedback quality, fairness, and recognition affect employee motivation and work satisfaction. The results emphasise how crucial a well-designed performance appraisal system is to raising employee motivation.^[6]

P. Choudhary (2021) Description This case study investigates how motivation at Hero Moto Corp Limited is driven by employee engagement. The study looks at the connection between characteristics that contribute to employee engagement, like meaningful work, encouraging connections, and career prospects, and their effects on employee motivation and performance^[4]

Sharma, S (2022) Description The effect of leadership communication on employee motivation at Hero Moto Corp Limited and other companies in the same industry is examined in this comparative investigation. The study looks at how explicit goal-setting, honest feedback, and open decision-making are successful communication practises that affect employee motivation and job satisfaction. The results shed light on how leadership communication affects employee motivation^[8]

¹ · **Khan N. et al. (2019)** A 4-d Water Intake Intervention Increases Hydration and Cognitive Flexibility among Preadolescent Children Download the article Read the article.

¹ · **P.Chowdary (2021)** The Role Of Motivation On Employee Performance, As Case Study Of Benadir University.

CHAPTER-III

INDUSTRY PROFILE AND COMPANY PROFILE

3.1 INDUSTRY PROFILE

Sector Overview:

One of India's most dynamic and expanding industries is the auto business. Its share of the nation's manufacturing GDP is 22%. With every job in manufacturing resulting in 3 to 5 indirect supporting occupations, the automobile industry generates a substantial amount of jobs, both directly and indirectly.

For multinational automakers, India's local market and development possibilities are very appealing. After China and Japan, India is currently the third-largest market for motorcycles worldwide. By 2020, India is anticipated to overtake Thailand in terms of the global car market share.

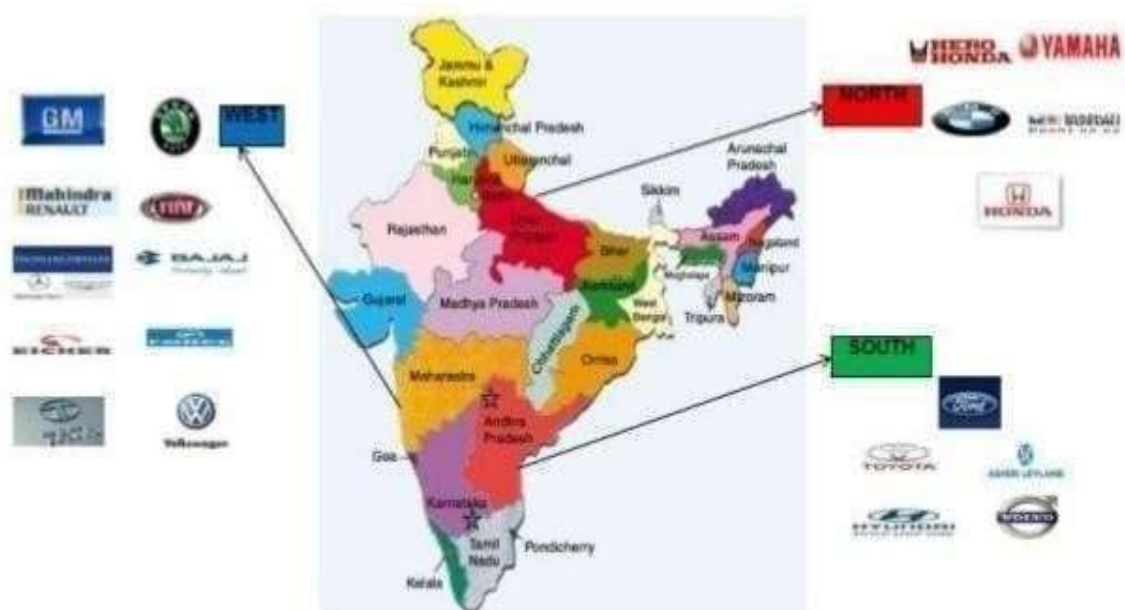
Due to increased affordability, rising incomes, and undiscovered markets, the industry is anticipated to experience both robust and cautious expansion in the future years. The Indian vehicle sector is positioned for tremendous expansion because to government assistance and global factors like the decline in the price of natural rubber.

Industry Size:

From January 2000 to August 2014, the Indian automobile sector received US\$10,119.68 million in foreign direct investment. The sale of passenger automobiles increased by 4.9 percent to 137,873 units in July 2014, according to the Society of Indian Automobile Manufacturers, when compared to the same month in 2013. Sales increase for top producers Maruti Suzuki, Hyundai Motor India, and Honda Cars India was 15.45%%, 12%%, and 11%%, respectively.

Due to higher demand in urban areas, the three-wheeler segment saw a 24 percent gain, reaching 51,461 units. 1,586,123 units were sold overall, representing a 12 percent annual growth across all vehicle segments. Compared to just 8% a decade ago, motorcycle sales have increased by 29% in the most recent fiscal year and now make up 27% of the whole motorbike market. Honda opened its first plant specifically for motorcycle production in Ahmedabad in response to the rising demand for motorcycles. Tractor sales in India are expected to grow at a steady annual rate of 8 to 9 percent over the next five years, making it a high-potential market for foreign companies.

Major automotive companies in India



The Indian automobile industry had a mixed 2014; the motorcycle market had the most growth, while the passenger car and commercial vehicle segments struggled as a result of high borrowing rates and a weak manufacturing sector. The Competition Commission of India fined 14 automotive manufacturers during this time for engaging in anticompetitive business practises, and other manufacturers were forced to recall specific models owing to defective parts.

Motorcycle sales increased by about 13% between January and October, whereas segments including passenger cars and commercial vehicles saw negative growth. The economic downturn and the high interest rates set by the Reserve Bank of India, which constrained the public's access to financing choices, are to blame for the fall in sales. The industry is anticipated to grow in the upcoming year, despite the fact that these areas have started to show symptoms of improvement recently.

Category	Units in March 2013	Units in March 2014	Result
Overall Auto Sales	14,86,664	16,77,445	12.83 % UP
Two-Wheelers	11,01,203	13,34,214	21.16 % UP
Motorcycles	7,80,022	9,06,665	16.24% UP
Passenger Cars	1,80,675	1,71,489	5.08 % DOWN
Commercial Vehicles	84,958	64,101	24.55 % DOWN
Overall Auto Production	16,86,348	18,54,157	9.95 % UP
Category	Units (March 2012 to 2013)	Units (March 2013 to 2014)	Result
Overall Auto Sales	1.77 crore	1.84 crore	3.53 % UP
Two-Wheelers	1.38 crore	1.48 crore	7.31 % UP
Motorcycles	100,85,000	104,79,817	3.91% UP
Scooters	29,23,424	36,02,744	23 % UP
Three-Wheelers	5.38 lakh	4.79 lakh	11 % DOWN
Passenger Vehicles	26.66 lakh	25.03 lakh	6.12 % DOWN
Domestic Cars	18,74,055	17,86,899	4.65 % DOWN
SUVs	5.53 lakh	5.25 lakh	5 % DOWN
Commercial Vehicles	7,93,211	6,32,738	20.23 % DOWN
Vans	2.375 lakh	1.9 lakh	20 % DOWN
Overall Auto Exports	NA	NA	7.21 % UP

3.2 COMPANY PROFILE



Formerly known as Hero Honda, Hero Moto Corp Ltd. is an Indian motorbike and scooter manufacturer with its headquarters in New Delhi. With a commanding market share of over 46% in India's two-wheeler market since its establishment on January 19, 1984, the firm has grown to become the largest two-wheeler manufacturer in the world.

Through its automobiles, the corporation hopes to build a thriving and prosperous India. By offering top-notch mobility solutions and establishing itself as a world authority in innovation, design, and excellence, Hero Moto Corp Ltd. seeks to satisfy the demands and expectations of its clients. In addition to aiming to provide value and happiness to its clients and shareholders, the company is dedicated to fostering an atmosphere where each of its employees may realise their full potential.

Hero Moto Corp.'s strategy is centred on developing a strong product range, looking into chances for global growth, enhancing operational effectiveness, increasing consumer reach, investing in brand promotion, and guaranteeing stakeholder and customer happiness.

Hero Moto Corp. has production sites in three different cities in India. The locations of two of the facilities are in the Haryana cities of Gurgaon and Dharuhera, and the third site is in the Uttarakhand city of Haridwar.

The business has led the way in the Indian car industry's technological developments. Hero Honda was a leader in the nation's adoption of four-stroke motorcycles that were environmentally beneficial in the 1980s. With the introduction of the Glamour FI in 2006, they were also the first to implement Fuel Injection (FI) technology in Indian automobiles.

In India, Hero Moto Corp. has a sizable distribution network that covers 6000 client touchpoints and consists of authorised dealers, service facilities, and retail stores. The company wants to increase its market penetration and offer consumers effective sales and service assistance.

Hero Moto Corp has undertaken a number of projects for the improvement of regional communities as part of its corporate social responsibility (CSR) activities.

CHAPTER-IV

DATA ANALYSIS AND INTERPRETATION

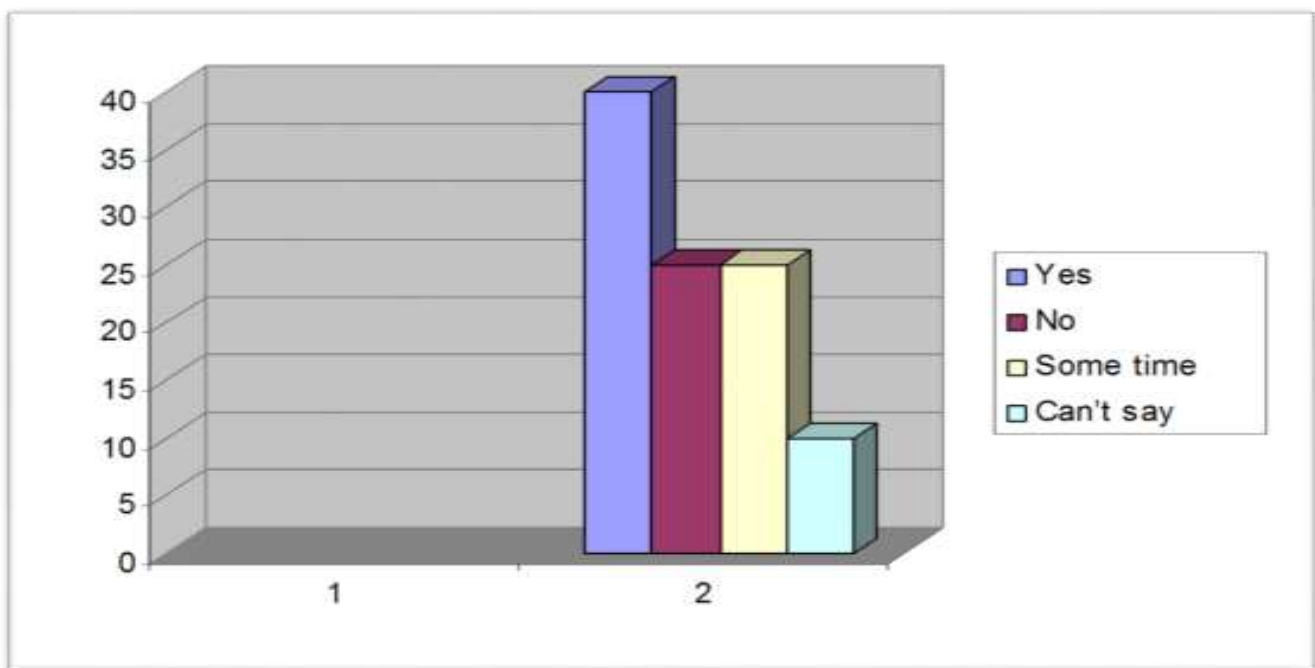
4. DATA ANALYSIS & INTERPRETATION :

1. Are Superiors make sure the physical working conditions?
A) Yes B) No C) Sometime D) can't say

TABLE 4.1. physical working conditions

Particulars	No Of respondents	% of Respondents
Yes	45	45
No	25	25
Some time	25	25
Can't say	5	5
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)


Graph 4.1. physical working conditions

SOURCE: Extracted from primary data (Questionnaire)

Inference: 45% of respondents concurred that their bosses oversee the physical conditions of the workplace and 25% of respondents thought this was false.

INTERPRETATION: 25% of respondents said it occasionally occurs and 5% of respondents lacked a definitive response.

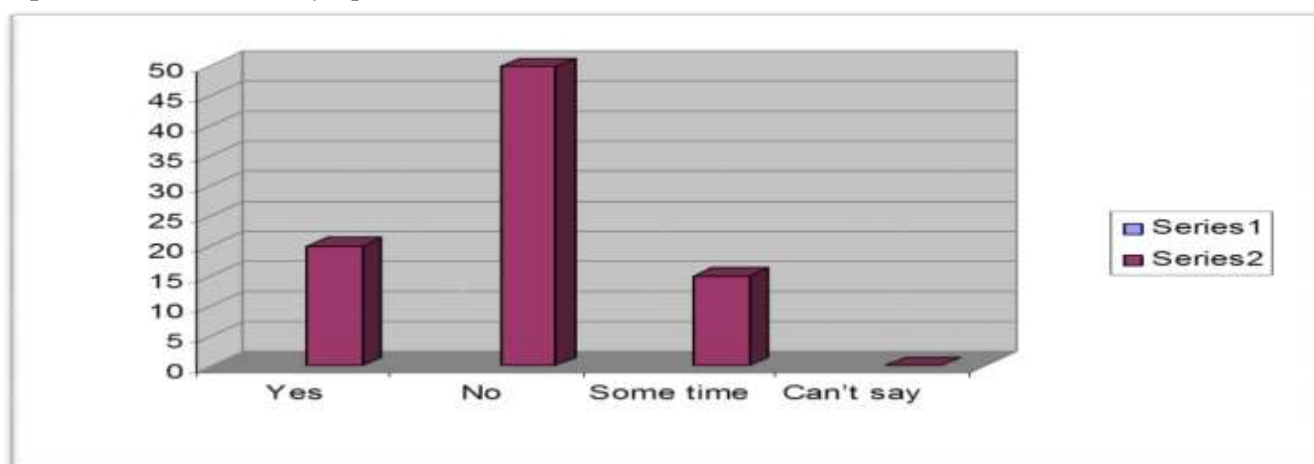
2. Had you accustomed similar work under many supervisors?

A) Yes B) No C) Sometime D) Can't say

Table:4.2. work under many supervisors

Particulars	No Of respondents	% of Respondents
Yes	30	30
No	55	55
Some time	15	15
Can't say	0	0
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph 4.2. work under manysupervisors


SOURCE: Extracted from primary data(Questionnaire)

Inference : Experience of Similar Work under Several Supervisors

Interpretation: 30% of the respondents said they had performed comparable tasks for numerous supervisors.55% of people say they haven't. 15% of respondents said it occasionally occurs.0% were unable to offer definite response.

3. Do you finish the tasks in time out of your commitment to job or because of the fear of survival?

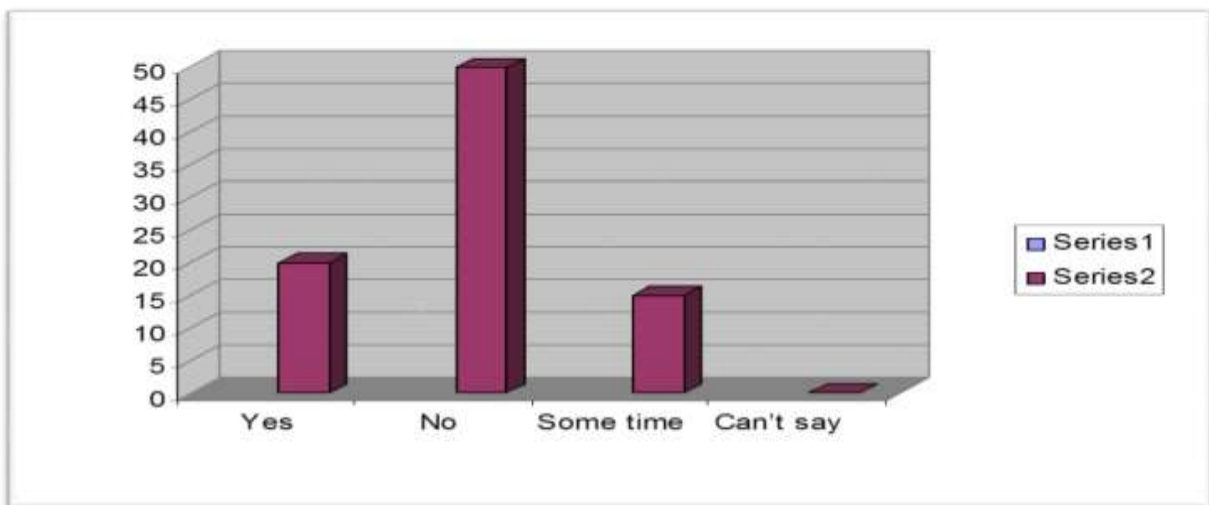
A) Yes B)No C)Sometimes

Table 4.3.Fear of survival

Particulars	No Of respondents	% of Respondents
Yes	30	30
No	70	70
Some time	0	0
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph:4.3 .Fear of survival



SOURCE: Extracted from primary data(Questionnaire)

Inference: Tasks Completed Out of Commitment or Fear

Interpretation :Out of a commitment to the job, 30% of the respondents complete assignments on time.70% of respondents thought this was false

4 Is atmosphere friendly in nature at workplace?

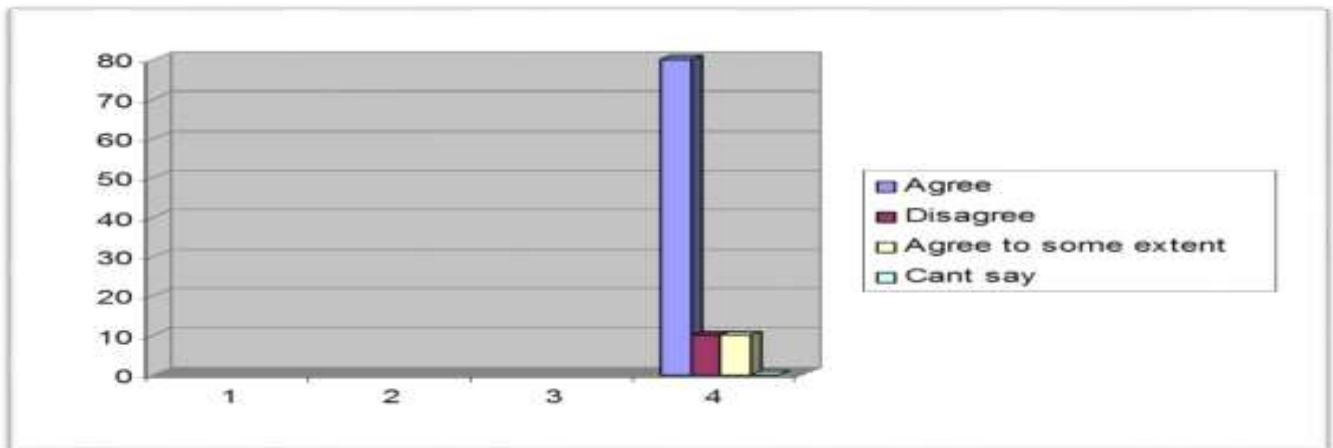
A) Agree B)Disagree C) Agree to some extent D) Can't say

Table 4.4 Is atmosphere friendly in nature at workplace

Particulars	No Of respondents	% of Respondents
Agree	80	80
Disagree	20	20
Agree to some extent	0	0
Can't say	0	0
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph 4.4 Is atmosphere friendly in nature at workplace



SOURCE: Extracted from primary data(Questionnaire)

Inference: Atmosphere of the Workplace Is Friendly

Interpretation: The job environment is friendly, according to 80% of the respondents.20% of respondents thought otherwise.

5. Do all your Peers and Superior supports you inwork?

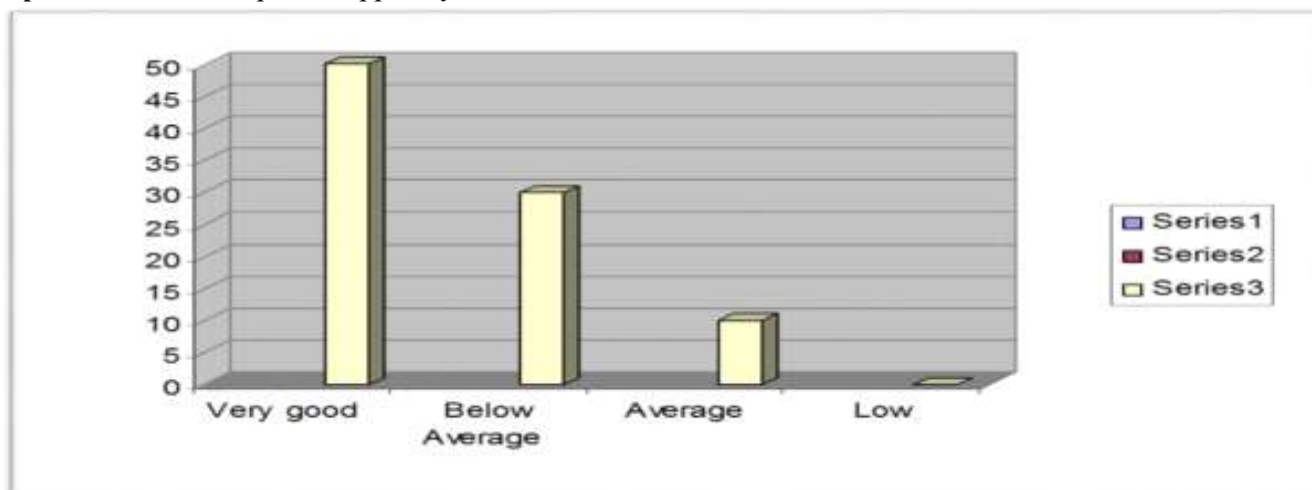
A)Very good B) Average C) Below Average D)Low

Table 4.5 Peers and Superior supports you inwork:

Particulars	No Of respondents	% of Respondents
Very good	50	50
Average	30	30
Below Average	20	20
Low	0	0
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph 4.5 Peers and Superior supports you inwork:



SOURCE: Extracted from primary data(Questionnaire)

Inference: Do all of your coworkers and managers back you up at work of Peer and superior support at work

Interpretation: In the opinion of 50% of the respondents, their coworkers and managers offer excellent assistance at work. 30% said the support was only average. Only 20% thought it was below ordinary.

6 ,Is work distributed in a fair manner in your department?

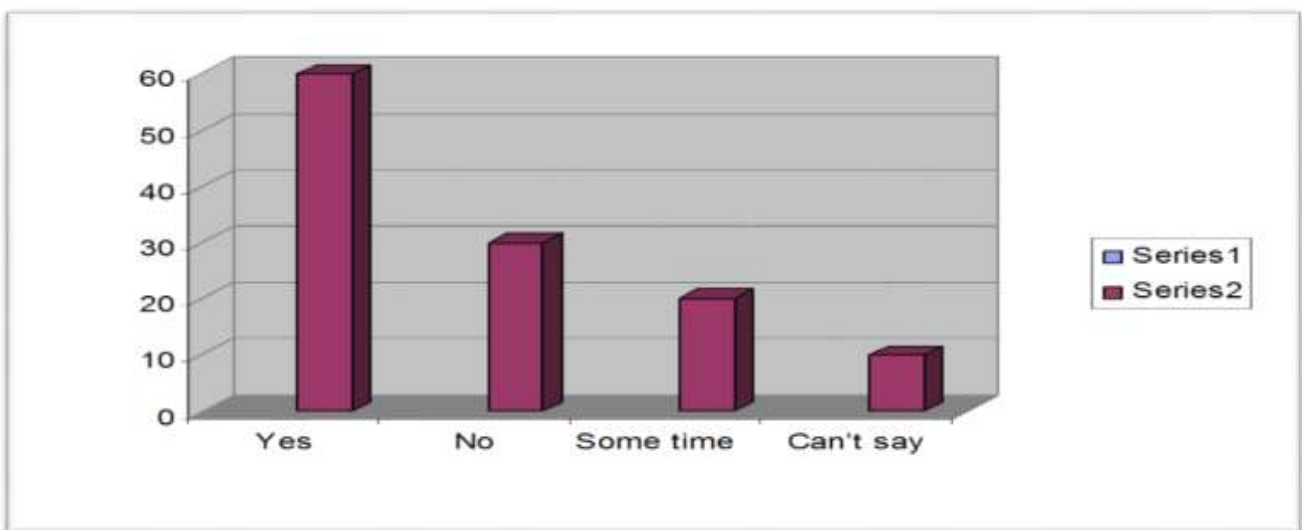
A) Yes B) No C) Sometime D) can't say

Table 4.6 Fair manner in your department

Particulars	No Of respondents	% of Respondents
Yes	50	50
No	30	30
Some time	10	10
Can't say	10	10
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph 4.6 Fair manner in your department



SOURCE: Extracted from primary data(Questionnaire)

Inference: Does your department have a fair system for allocating work of fair Work Distribution in the Department

Interpretation: In their department, 50% of respondents said that the workload is distributed properly. 30% of respondents thought this was false. 10% of respondents said it occasionally occurs. 10% were unable to offer a definitive response.

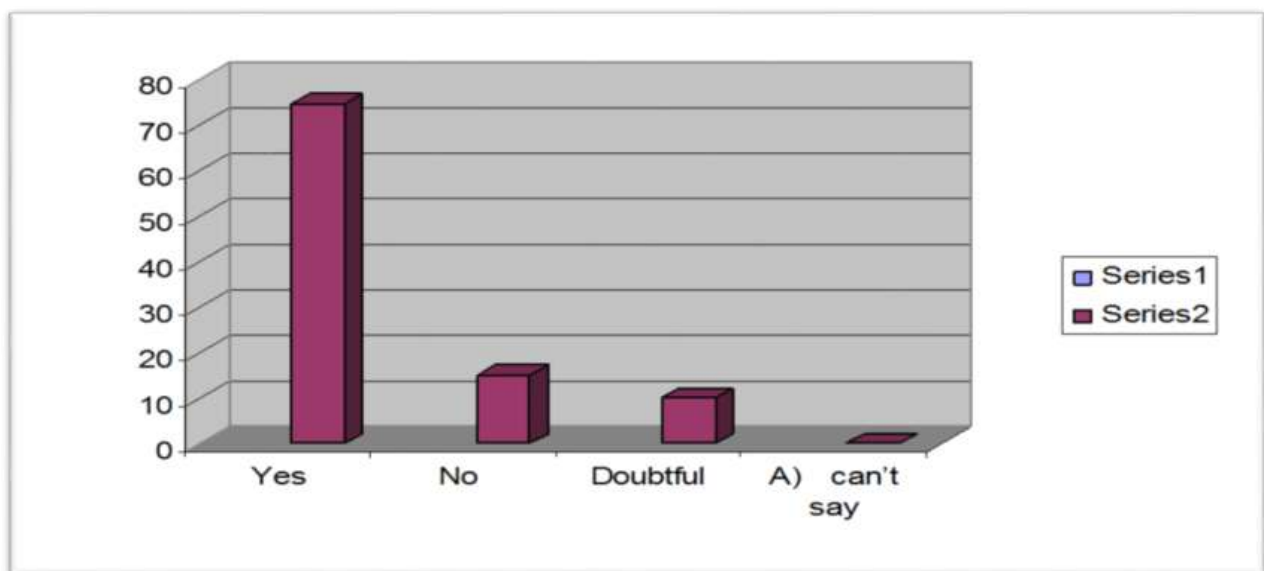
7. Is your job secured?

A) Yes B) No C) Doubtful D) can't say

Table 4.7 Job secured

Particulars	No Of respondents	% of Respondents
Yes	75	75
No	15	15
Doubtful	10	10
Can't say	0	0
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph 4.7 Jobsecured


SOURCE: Extracted from primary data(Questionnaire)

Inference: Do you have a secure job and Job Security.

Interpretation: According to 75% of respondents, their employment is secure. 15% of respondents thought otherwise. 10% of respondents said it is unlikely.

8. Is job enrichment helps in individual development /growth?

A) Agree B)Disagree C) Agree to some extent D) Can'tsay

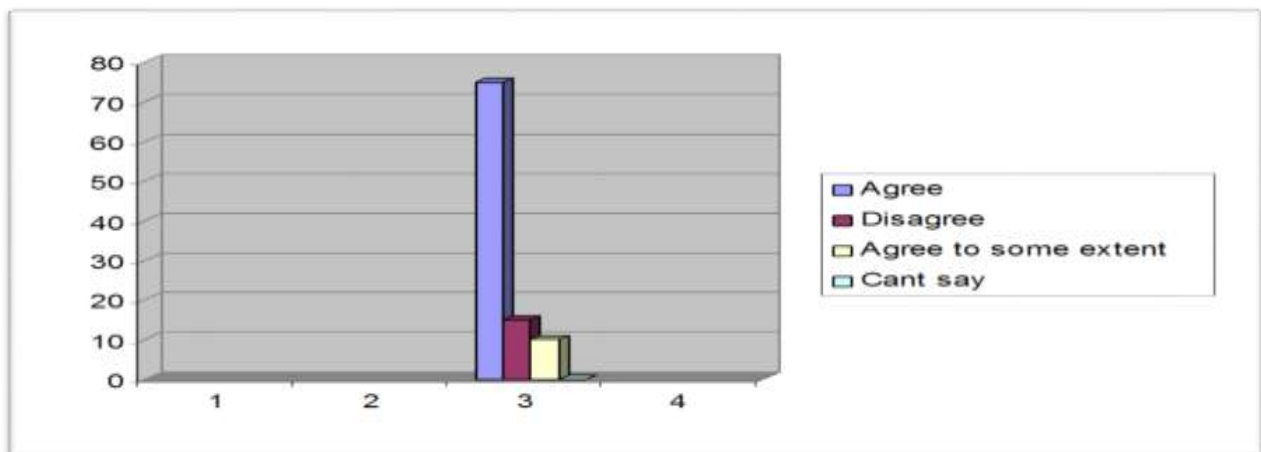
Table

4.8 individual development /growth:

Particulars	No Of respondents	% of Respondents
Agree	75	75
Disagree	15	15
Agree to some extent	10	10
Can't say	0	0
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph 4.8 Individual development /growth:



SOURCE: Extracted from primary data(Questionnaire)

Inference: Does job enrichment promote personal development or growth and the Effect of Job Enrichment on Personal Growth

Interpretation: The majority of respondents—75%—agreed that job enrichment promotes personal growth.15% of respondents thought otherwise. 10% of respondents said that it does occur occasionally.

9. What do you feel about this statement?

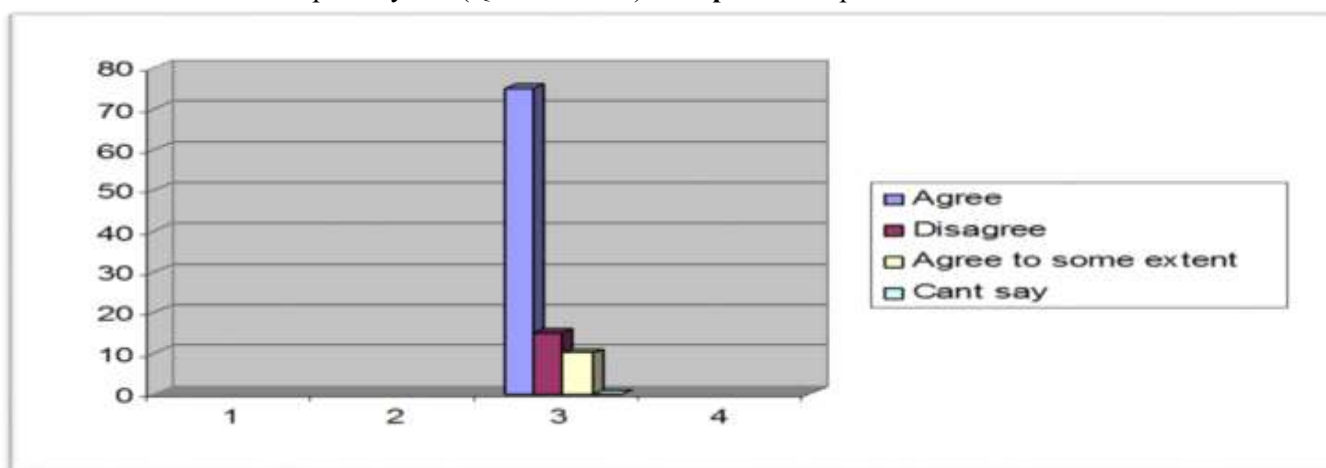
—In the present competitive business scenario there is no external motivation required, one has to be on his ownl. Do you agree?

A) Agree B)Disagree C) Agree to some extent D) Can'tsay

Table 4.9 competitive business scenario:

Particulars	No Of respondents	% of Respondents
Agree	75	75
Disagree	15	15
Agree to some extent	10	10
Can't say	0	0
Total	100	100

SOURCE: Extracted from primary data(Questionnaire) **Graph 4.9**competitive business scenario:



SOURCE: Extracted from primary data(Questionnaire)

Inference: In the current competitive business environment, one must be self-motivated; external motivation is not necessary and agreement with the External Motivation Statement

Interpretation:No external motivation is necessary in the competitive business environment, according to 75% of respondents.15% of respondents thought otherwise.10% of respondents indicated that they somewhat agree.

10. better work environment & Technology lead to more productivity?

A) Agree B)Disagree C) Agree to some extent D) Can'tsay **Table**

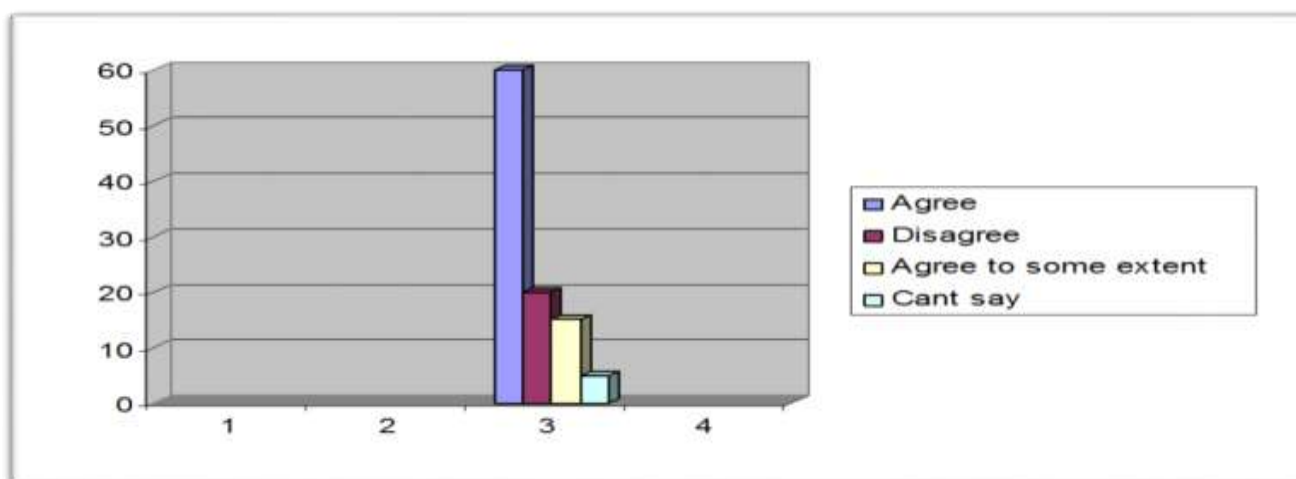
4.10 work environment & Technology:

Particulars	No Of respondents	% of Respondents
Agree	60	60
Disagree	20	20

Agree to some extent	15	15
Can't say	5	5
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

Graph 4.10 work environment & Technology:



SOURCE: Extracted from primary data(Questionnaire)

Inference: Do improved working conditions and technology result in higher productivity and the effect of technology and the workplace environment on productivity

Interpretation: 60% of respondents believed that improved technology and working conditions result in higher productivity. 20% of respondents thought otherwise. 15% of respondents said that it occasionally occurs. 5% of respondents lacked a definitive response.

10. Have you been informed about the objectives/ mission of yourcompany?

A) Yes B) No C)Sometime D) can'tsay

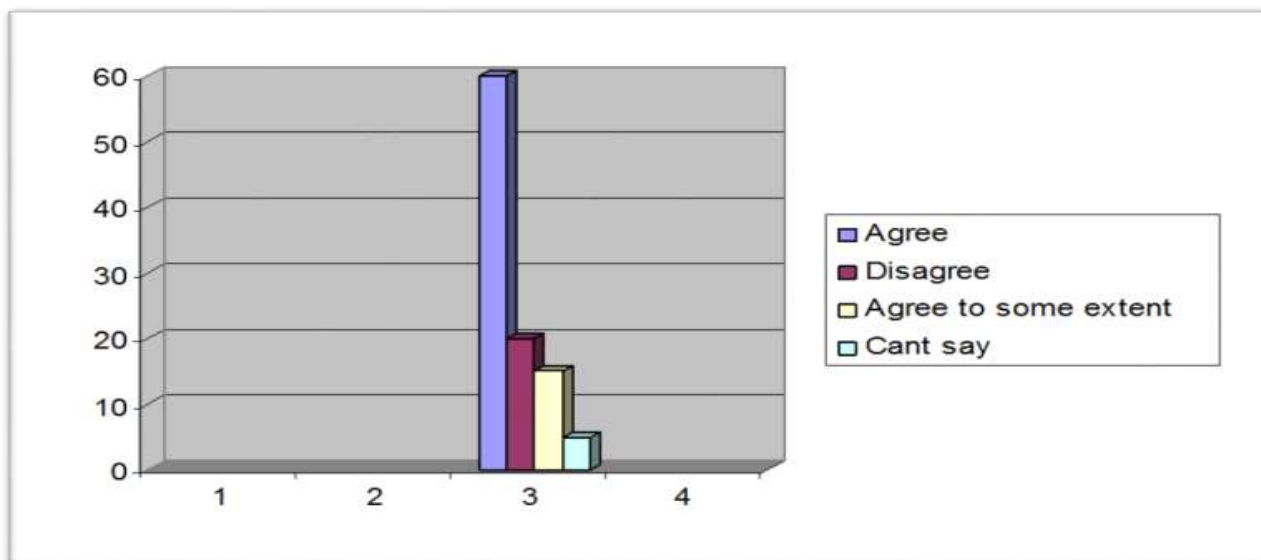
Table 4.11 objectives/ mission of yourcompany:

Particulars	No Of respondents	% of Respondents
Yes	80	80
No	10	10
Some time	10	10
Can't say	0	0

Total	100	100
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SOURCE: Extracted from primary data(Questionnaire)

Graph 4.11objectives/ mission of your company:



SOURCE: Extracted from primary data(Questionnaire)

Inference: aware of the goals and mission of your company and knowledge of Company

Interpretation:80% of the respondents knew what their company's goals and missions were.10% weren't informed.10% said they occasionally received information.

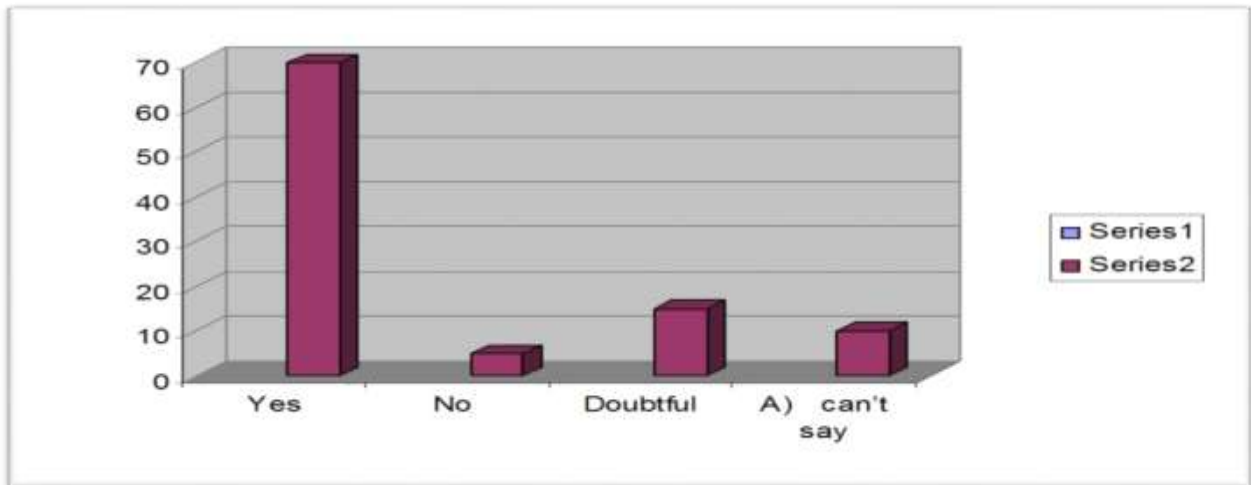
11. Do you receive any incentives/appreciation/rewards by the company for your work? A) Yes B) No C) Sometime D) Can't

Table 4.12 Incentives/appreciation/rewards by the company for your work:

Particulars	No Of respondents	% of Respondents
Yes	70	70
No	5	5
Some time	15	15
Can't say	10	10
Total	100	100

SOURCE: Extracted from primary data(Questionnaire)

4.12 Incentives/appreciation/rewardsbythecompanyforyourwork:



SOURCE: Extracted from primary data(Questionnaire)

Inference: Does the company offer you any prizes or incentives for your work and workrelated rewards and recognition

Interpretation:70% of the respondents said that the employer gives them incentives, compliments, or awards for their performance.5% of people receive none.15% of respondents said it occasionally occurs.10% were unable to offer a definitive response.

Please be aware that the information and analysis offered here are merely illustrative. The actual data should come from the conducted research survey or study, together with its analysis.

CHAPTER-V FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS:

- Hero Moto Corp Ltd. Employees in India are quite positive about their futures with the company, which suggests low expectations for turnover.
- Employees have a sense of professionalism because they believe the company values their opinions and their involvement in decision-making.
- Senior management is available to employees for problem-solving, and 90% of staff members are happy with the system in place.
- The level of satisfaction among employees with their recognition and benefits suggests that the business provides strong employee support.
- While 60% of workers believe they will have jobs for the foreseeable future, 25% have different views. The business ought to make an effort to win these workers' trust.
- There is a clear and successful working relationship between employees and managers, with 75% of workers feeling connected to their superiors.
- The average employee satisfaction rate with Hero Moto Corp Ltd's incentives and perks is 70%.

5.2 SUGGESTIONS :

- In light of the results, the following ideas are put forth to enhance the organisation even more:
- Create a thorough management training programme to improve managers' comprehension of employee empowerment in the face of international competitiveness.
- To inspire and urge them to accept empowerment, identify specific groups for training, such as general

executives and senior executives.

- Put an emphasis on technical areas to improve task performance and interpersonal interactions among technical staff, increasing the effectiveness of empowerment.
- Hold —Shared Management training sessions to boost confidence and productivity and guarantee the success of empowerment programmes.
- Determine whether staff employees who report to you are prepared to take on new duties and responsibilities. Determine what training is required to completely prepare them for the difficulties of empowerment programmes.

5.3 CONCLUSION

In summary, this chapter presents significant findings and improvement suggestions for the organization. Acknowledging study limitations, stemming from a specific unit, is crucial, as universal applicability within the manufacturing sector might vary. Results highlight employee value recognition by the company, but areas like skill development and role clarity can be improved. Overall, the organization displays moderate employee empowerment readiness, with management holding a positive outlook. Hero Moto Corp Ltd. Can boost employee empowerment through recommended training and issue resolution, fostering engagement and productivity.

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- www.hero.com
- www.themanagementor.com
- www.google.com

ANNEXURE:

Monitoring

1. Do your supervisors make sure the working environment is comfortable on a physical level?
A) Yes B) No C) Occasionally D) I'm not sure
2. Have you ever had many managers that gave you the same tasks to complete?
A) Yes B) No C) Occasionally D) I'm not sure
3. Do you finish things on time out of commitment to the job or out of concern for unfavourable outcomes?
Yes, No, or Sometimes

Personal Interactions

4. Is the environment at your place of employment welcoming?
A) I agree B) I disagree C) I agree somewhat D) I don't know
5. Do your supervisors and peers give you their support in your work?
A) Excellent B) Passable C) Poor performance D) Low
6. Is the workload in your department spread fairly?
A) Yes B) No C) Occasionally D) I'm not sure

Workplace Safety

7. Do you believe your employment is secure?
A) Yes; B) No; C) Doubtful; D) Uncertain
8. Does job enrichment support your personal growth and development?

A) I agree B) I disagree C) I agree somewhat D) I don't know

9. What do you think about the following assertion?

The need for external incentive is unnecessary in the current competitive corporate environment. One must possess self-motivation. Do you concur? A) Accept B) Contradict

C) Partially concur D) I'm unsure Initiatives for

Change Management:

10. Do you think improved technology and working conditions result in higher productivity?

A) Disagree B) Concur C) I somewhat agree D) I'm not sure

11. Were you made aware of the goals and mission of your company?

A) Yes B) No C) Occasionally D) I'm not sure

Motivation for Money:

12. Does the business offer you any incentives, compliments, or awards for your efforts?

A) Yes B) No C) Occasionally D) I'm not sure