Employee Perception Towards Organisation Motivation

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Abstract:

This study, Motivating employees to complete their work correctly and on time is one of the major tasks of management. Changing an employee's perception of his place within a company is sometimes an effective way of improving organizational behavior constructively. Employees who perceive that they have a greater control over their work lives will likely be more motivated to excel within the organizational structure. In employee relations, perception is a major factor. Most of the time, it is formed by organizational roles, styles of leadership, styles of communication at the workplace, etc. and so it is very important that the organization be able to form the correct perception in the minds of its employees. Thus, a proper and effective supervision is required to preventemployees from having a wrong understanding

Keywords: organizational behavior, styles of leadership, employees Motivation.

INTRODUCTION:

Employee Perception

Perception is what you think of the world around you and vice versa. It is usually just an idea of truth or reality and can differ from person to person.

Due to its subjective nature, perceptions can prove to be quite dangerous, if not controlled or clarified. If you're an employer, it can be very harmful for your business and your brandimage if your employees do not understand your values and culture. In employee relations, perception is a major factor. Most of the time, it is formed by organizational roles, styles of leadership, styles of communication at the workplace, etc. and so it is very important that the organization be able to form the correct perception in the minds of its employees. Thus, a proper and effective supervision is required to prevent employees from having a wrong understanding. Social Perception in Organizational Behavior

If you want to increase employee motivation, it's important to consider the role of social perception in organizational behavior. Social perception, according to The Oxford Review, is the ability to read other

people's facial expressions, body language and tone to pick up on how other people are feeling. Employees' conclusions about what their leaders and colleagues want from them strongly affect their motivation.

Unfortunately, our social perception is often lacking, advises the University of Minnesota. If employees have stereotypes of how their coworkers will act or feel because of age, race or gender, those stereotypes can affect social perception. Someone who thinks women are irrationally angry may assume a woman colleague's complaints are irrational and not worth taking seriously.

People are often wrong about self-perception. Many people either overestimate or underestimate their skills and abilities, which affects how motivated they are to tackle a challenge. People also perceive themselves as normal. Unmotivated employees who do an indifferent job may be convinced that everyone's a slacker like themselves. This perception encourages them to continue their conduct.
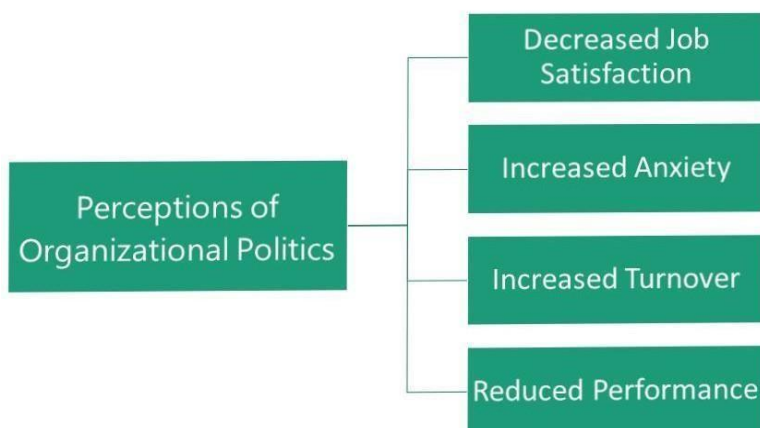
Motivation and Organizational Behavior

Organizational behavior (OB) is defined by the University of Southern Indiana as the study of how employees interact with each other and the organization. OB is a multidisciplinary field that looks at what motivates employees and how companies can motivate them better. There are many examples of motivation theories. Some leaders motivate with fear or bullying, while others rely on a fair reward system, a good working environment and strong leadership.

REVIEW OF LITERATURE:

ARTICLE: 1

Tile: Employees' Perception and Motivation towards Training and Development Programmes in Health Sector of Pakistan

Author: Shah Rollah Abdul Wahab

Source: 1 |www.hssr.in

Abstract

Training is the one of the most important function of human resource in any organization. It increases the efficiency and the effectiveness of both employees and the organization. The focus of this research paper is to know about the training and development programs in the health sector of Pakistan. And also to evaluate the employees' motivation and perception about these training and development programs. The researchers have used Khyber Pakhtunkhwa (KPK) province as a case for this. Data was collected through questionnaire and semi structured interviews from the concerned department and was analyzed through SPSS. The findings clearly revealed that there is no systematic and strategic approach for conducting training and development programs in the health sector of Khyber Pakhtunkhwa. The main barriers appeared to be organizational environment and the political intervention. Moreover, organizational environment and political interventions are identified as the most important barriers for effectively conducting training and development programs.

ARTICLE: 2

Tile: A study on employees perception towards employee engagement

Source: International Journal for Quality Research

Author: Dr.C.K.Gomathy

Abstract:

Employee Engagement is the level at which employee dedication, both emotional and rational subsist in relation to achieve the mission, and vision of the organization. The knack of the organization to achieve its objective mainly depends upon the efficacy of its Employee Engagement Programme. Therefore it requires immense planning and concern to formulate and execute Employee Engagement strategies. The main Objectives of the paper are to study different employee engagement tools, to find out the Impact of & need for improving employee engagement & to know the attitude of employees towards the Employee Engagement and to understand the complexities therein. The paper takes into consideration primary data through questionnaire method, in which information is obtained with the help of questionnaire which is prepared exclusively for specific purposes

ARTICLE: 3

Tile: Employee Perceptions Of Motivational Factors

Author: M. and Hook

Source: Journal of Emerging Technologies and Innovative Research

Abstract

During the last century, our views on employees have changed from seeing them as a cog in a machine to understanding that their human qualities affect their performance in their position. Along with this has come an increased interest in motivation – how best to inspire optimal effort. One area of contest is in regards to the role that financial incentives can play – some believe them to be demotivating while others contend that they can be a beneficial tool. This research looks into the question of how employees themselves view financial incentives and where the idea of financial incentives falls within the larger scope of other common motivational factors available in the workplace. Through a survey, employees at an advertising distribution company were asked to rank various motivational items and also answered a set of questions to garner their feelings toward financial incentives. This data gives insight into how employees see motivational factors and thus can provide us with clues on how they will respond to them in the workplace. This can be quite beneficial to both the employer and employee as it has the potential to increase productivity and retention for the employer while also raising the satisfaction of the employee.

RESEARCH GAP:

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OBJECTIVES:

- To know how employee perception on organization motivation can change and create animpact on Organization.
- To see relationship between workplace support and employees motivation.
- To know whether the company culture affects the employee motivation.
- To evaluate the working environment in the companies.
- To find out what are the various factors that motivate the employees.
- To provide a view of employee perception on organization motivation.
- To identify the need of employee perception change

RESEARCH METHODOLOGY:

Need For The Study

- Understanding the importance of employee perception, the health of your organization.
- To be retention of employees in our organization.
- To know whether organization motivation can change employee perception.
- The need for a positive self-image at work.

Scope Of The Study:

The benefit of the study for the researcher is that it helped to gain knowledge and experience and also provided the opportunity to study and understand the prevalent recruitment procedures.

The key points of my research study are:

i. To Understand and analyze various HR factors including recruitment procedure at consultant.

ii. To suggest any measures/recommendations for the improvement of the recruitment procedures

Methodology

data collection is more of an art than science. data collection is done in many ways. sometimes they are to be collected in a fresh manner or sometimes in one or other way of the data will be gathered the source of information fall under two categories:

1. primary data

2. secondary data

PRIMARY DATA:

Primary data are data gathered for a specific purpose or for a specific research report. for the systematically collecting the data the closed end questionnaire is used. The questionnaire consists of questions relating to various aspects of the study for proper data collection.

SECONDARY DATA:

Secondary data are data that are collected for another purpose and already exist somewhere .data pertaining to company is collected from company web site company catalogues and magazines. the company profile gives a detailed report of history, various products manufacture by its etc.

A survey is a complete operation, which requires some technical knowledge survey methods are mostly personal in character. survey are best suited forgetting primary data.

Sampling Design:

Simple Random Sampling, Simple random sampling is a type of probability sampling in which the researcher randomly selects a subset of participants from a population. Each member of the population has an equal chance of being selected. Data is then collected from as large a percentage as possible of this random subset.

Sample Size:

102, {ONE HUNDRED TWO} the number of subjects included in a sample size. By sample size, we understand a group of subjects that are selected from the general population and is considered a representative of the real population for that specific study.

Research Design:

This study is exploratory and descriptive in nature.

1.   Short questionnaire

2.   Long questionnaire with customized

3.   open-ended question
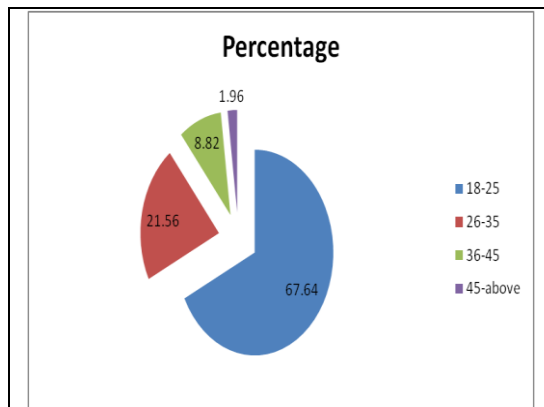
4.   Online survey

TOOLS USED FOR THE SURVEY:

For the purpose of analysis different statistical tools is used, they are;

☐   Mean

☐   Standard deviation

☐   Graphical pie chart

☐   Graphical bar chart

## DATA ANALYSIS & INTERPRETATION:

1. Age of the Respondent

Age	No of respondents	Percentage
18-25	69	67.64
26-35	22	21.56
36-45	9	8.82
45-above	2	1.96
Total	102	100%

Interpretation: there are lot of employees who are there in the organization with the age of 69% are 18-25 age group people in the organization. Where else 22% are 26-35 age group people .and remaining are 36-45 above employees. So based on age perceptions it can be true or fair feedback from the reality of what they seen or experienced.

**Do you feel there is a scope for personal growth such as skill enchantment?**

	No of respondents	percentage
Strongly agree	3	2.94
Agree	67	65.6
Neutral	1	0.98
Disagree	13	12.7
Strongly disagree	18	17.7
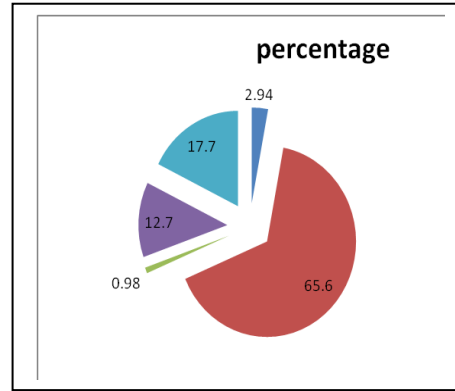
Interpretation: As per the report 67% of people were agreed for personal Growth of employees from the organization, strongly agree with 3 persons out of 102 in 100% Strongly disagree with 18 people who are showing less interest in accepting the growth for future use Mean 3.23 Standard deviations is 2.9.

Day to day decisions here demonstrate that quality and improvement are toppriorities?

	No of respondents	Percentage
Strongly agree	5	4.90
Agree	75	73.52
Neutral	2	1.96
Disagree	15	14.70
Strongly disagree	5	4.90
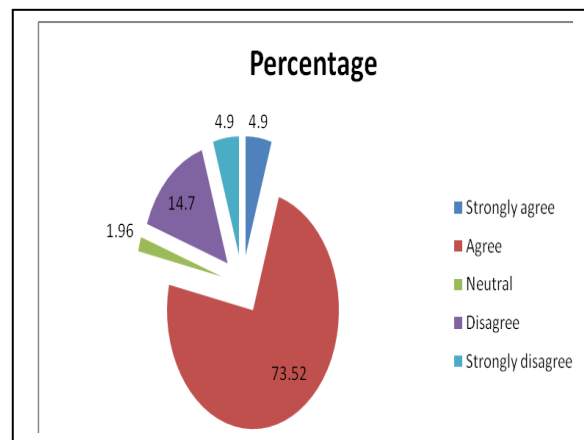
Interpretation: As per the survey of this Project 75% were agreed that there Isan improvement. Strongly agree was just 5% out of 102 samples disagree with 15% and strongly disagree 5% Mean is 3.8 Standard Deviation is 3.1313 quality ofimprovement will be increased day by day in employees.

STATISTICAL ANALYSIS

ANALYSIS OF MEAN AND STANDARD DEVIATION

QUESTIONS	MEAN	STANDARD DEVIATION
Do you feel there is a scope for personal growth such as skill enchantment	3.2	2.9
Day to day decisions here demonstrate that quality and improvement are top priorities	3.5	3.1
Qualifications of the respondent	3.5	3.1
Are there some things we are not doing so great here	3.2	2.
I rarely think about looking for a job at another company	3.2	2.7
Gender of the respondents	4.5	3.9
Count of experience	4.8	4.2
Motivation me to go beyond what I would in a similar role elsewhere	4.2	3.7
I believe there are good career opportunities for me at this company	4.3	3.8
Are there some things we are doing great Here	4.3	3.9
I would recommend [company] as a great place to work	4	3.8
Do you experience personal such as upgrading your skills	3.8	3.3
Age of the respondent	4.5	4

CONCLUSIONS:

The findings and suggestions provided by this analysis will help to improve the employees working environment e and create the awareness about the employee perception towards organization motivation system in any industries.

Objectives and needs are helpfully to get the need of the project, and the data interpretation is proved that by number of feedback review saying that favorable for the company's original feedback based on employees perception, and frame work will suggest the real structure of this project to identify the final output overall usability of this project is about employees different perceptions from various organizational motivation.

It is not related to maintaining changes in organization motivation, it is employees perception but also keeping in mind their requirements for long term cooperation for the company requirements .as well as the employee perception always unfavorable or favorable but need to satisfy every employee with the basic commission for what they do.

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