

# Impact of Motivation on Employee Performance

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## Abstract

The research was intended to examine the impact of motivation on employee performance. The research was basically carried out to determine the level of effect motivation has on employee performance. Managers and leaders spent a great time on how to motivate employees. They informed and explain the organization vision to employee and influence them to behave in ways that ensure achievement of organizational goal, through motivation.

One of the greatest challenges to the organization is to make all employees contribute to the success of the organization in a moral and socially responsible way. Due to dynamic and competitive organizational environment, organizations need to realize the importance and value of employees.

The main purpose of the study is to establish the relationship between employees' motivation and their performance towards the organization. The research was carried out to see if there is any link between motivation and performance and which one will lead to the other.

There are three main research objectives and they include; the factors that influence employee motivation, the challenge organization face as they implement motivation and the effect motivation has on employees' performance.

## Introduction

Human beings are a resource to an organization. Like another resource they represent an investment whose development and utilization require proper managing. There is a fundamental trust the people are organizations most important assets.

The efficiency of a person depends on two factors, firstly, the level of ability to do a certain work, secondly, the willingness to do the work. So the first factor is concerned it can be acquired by education and training, but the second factor can be created by motivation. A person may have several needs and desires. It is only

strongly felt needs which become motives. Thus motives are a product of needs and desires motives are many and keep on changing with time motives are invisible and directed towards certain goals.

Motivation deals with human beings and has direct elements to their performance. In the present stage of technological development, work is highly complex phenomenon. Employee motivation is always an interesting area for researchers, managers and academicians. What really motivates an employee? is a million dollar question. Researchers and practicing managers are in constant search to find a common and globally acceptable answer as to what motivates an employee and how to motivate all types of employees? And how to sustain motivational levels? Several experts have defined the term motivation in their own way.

Management's basic job is the effective utilization of human resources for achievements of Organizational objectives. The personnel management is concerned with organizing human resources in such a way to get maximum output to the enterprise and to develop the talent of people at work to the fullest satisfaction. Motivation implies that one person, in organization context a manager, includes another, say an employee, to engage in action by ensuring that a channel to satisfy those needs and aspirations becomes available to the person. In addition to this, the strong needs in a direction that is satisfying to the latent needs in employees and harness them in a manner that would be functional for the organization.

## Literature review

One of the most important functions of management is to create willingness amongst the employees to perform in the best of their abilities. Therefore the role of a leader is to arouse interest in performance of employees in their jobs. Motivation means that process which creates on inspiration in a person to motivation is derived from the word 'motive' which means the latest power in a person which impels him to do a work. Motivation is the process of steering a person's inner drives and actions towards certain goals and committing his energies to achieve these goals. It is the process of stimulating people to strive willingly towards the achievement of organizational goals motivation may be defined as the work a manager performs an order to induce subordinates to act on the desired manner by satisfying their needs and desires. Thus motivation is concerned with how behaviour gets started, is energized, sustained and directed.

**Employees' motivation** is a critical aspect at the workplace which leads to the performance of the department. Motivating your employees needs to be a regular routine.

**"An employees' motivation is a direct result of the sum of interactions with his or her manager."**

## Objectives

There are various reasons why every industry need to motivate their employees-

Employee motivation is the energy, commitment, and enthusiasm employees bring into the workplace every day.

Motivated employees enjoy their jobs most of the time, are excited to complete most of their tasks to the utmost of their abilities, and are looking to learn and grow in their roles.

- They're at their job for more than just a paycheck.
- Companies need to work thoughtfully to motivate employees and keep them motivated through their careers.
- Motivated employees are a tremendous asset to any business. They perform their tasks, both large and small, with the intent of doing the best job they can. They can inspire others on their teams to do the same.
- And if they're leaders and managers, they can help a whole team succeed by bringing focus and positive energy to others as well.

## **RESEARCH METHODOLOGY**

The Title of the project is "Study and analysis of "IMPACT OF MOTIVATION ON EMPLOYEES PERFORMANCE" at "KINETIC ROLLS".

The survey emphasis on managing inventory levels of raw materials, work-in progress, and finished goods and also observed its manufacturing process.

The research design is descriptive study. The source of the data collection is both primary and secondary with the survey.

The collected data is analyzed with various inventory techniques and the remedies taken by the firm to maintain necessary quality standard.

### **Sources of data collection**

The data were collected through primary and secondary sources.

#### **Primary Sources:**

The primary sources are discussion with employees, data's collected through questionnaire.

#### **Secondary Sources:**

The secondary data mainly consists of data and information collected from records, company websites and also discussion with the management of the organization. Secondary data was also collected from journals, magazines and books.

#### **Sampling Method:**

The researcher had adopted simple random sampling technique. The sampling unit was chosen randomly from executives and non-executives working in KRPL of the organization.

### **Sample Size:**

Number of the sampling units selected from the population is called the size of the sample. Sample of 30 respondents were obtained from the population.

### **CONCLUSION**

A healthy organization must manage the human resources in such a way that they work with a high degree of satisfaction, productivity and moral. Hence, the human beings need greater attention and care to achieve the objectives and goals of the organization. The study on employee motivation highlighted so many factors which will help to motivate the employees and collected information through structured questionnaire. The study helped to findings, which were related with employee motivational, programs which are provided in the organization.

The performance appraisal activities really play a major role in motivating the employees of the organization. It is a major factor that makes an employee feels good in his work and results in his satisfaction too. The organization can still concentrate on specific areas which are evolved from this study in order to make the motivational programs more effective. Only if the employees are properly motivated- they work well and only if they work well the organization is going to benefit out it. Steps should be taken to improve the motivational programs procedure in the future. The suggestions of this report may help in this direction.

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