

Study of Work force motivation and Satisfaction

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Abstract - This document shows the required format and appearance of a manuscript prepared for IJSREM e-journals. The abstract should consist of a single paragraph containing no more than 200 words. It should be a summary of the paper and not an introduction. Because the abstract may be used in abstracting and indexing databases, it should be self-contained (i.e., no numerical references) and substantive in nature, presenting concisely the objectives, methodology used, results obtained, and their significance. A list of up to six keywords should immediately follow, with the keywords separated by commas and ending with a period.

Key Words: satisfaction, motivation, productivity, Performance, Feedback.

1.INTRODUCTION

This study delves into the intricate relationship between workforce motivation and job satisfaction, aiming to uncover the key factors that ignite an employee's inner drive and contribute to a positive and fulfilling work experience. Understanding these drivers is crucial for organizations seeking to enhance productivity and cultivate a thriving work environment. The research will explore various motivational theories and their practical applications in the workplace, examining how factors such as recognition, opportunities for growth, and a sense of purpose can significantly impact employee engagement. Furthermore, it will investigate the role of compensation, benefits, and work-life balance in fostering a sense of contentment and loyalty among employees. By identifying the specific elements that contribute to both motivation and satisfaction, this study seeks to provide actionable insights for employers looking to optimize their human resource practices. The ultimate goal is to create a workplace where employees feel valued, empowered, and intrinsically motivated to contribute their best, leading to enhanced productivity and overall organizational success. The investigation will employ a mixed-methods approach, combining quantitative surveys with qualitative interviews to gain a comprehensive understanding of the complexities of workforce motivation and satisfaction. Finally, the study will analyze the correlation between motivated employees and their work productivity.

2. OBJECTIVES

The Objective of this study aims to assess workforce motivation and job satisfaction levels among employees in garment industries. It seeks to evaluate the current motivation and satisfaction levels, identify the key factors that influence workforce motivation, and determine the key factors that contribute to job satisfaction within the garment industry context. Ultimately, the research aims to provide insights into enhancing employee well-being and productivity.

3. LITERATURE REVIEW:

1. **Jiayu Fan (2025)** This review explores how motivation drives productivity through job satisfaction. It highlights the significance of fair compensation and career development support in motivating employees and emphasizes the role of job satisfaction in translating motivation into improved work outcomes.
2. **Imam Hidayat, Endi Supardi, Alvis Anwar, Sarfilianty Anggiani (2021)** This paper reviews 20 studies from 2017 to 2021, examining the relationships between employee motivation, job satisfaction, and performance. The findings indicate that both motivation and job satisfaction positively and significantly affect employee performance, suggesting they are key determinants of performance.
3. **Mariani Ika Wardani, Siti Mujanah (2023).** This literature review analyzes 25 journals to understand how organizational culture, job satisfaction, and work motivation influence employee performance. The study concludes that these factors are interrelated and collectively impact performance, emphasizing the importance of a supportive organizational culture.
4. **Ananda Sulistio, Ismi Darmastuti (2022).** This scoping review synthesizes research on the relationship between employee empowerment and job satisfaction across various industries. The findings suggest that empowerment practices positively influence job satisfaction, highlighting the role of autonomy and participation in enhancing employee morale.
5. **Reni Silviah (2024)** This article examines how employee performance, leadership, and workload affect job satisfaction. It concludes that effective leadership and manageable workloads are crucial for maintaining high job satisfaction levels, which in turn influence overall performance.
6. **Riggio (2016)** suggests that transformational leadership, which involves inspiring and motivating employees to achieve their full potential, can lead to higher levels of motivation and satisfaction.

Research & findings:

Research tools:

- Chi-square test

Chi-Square Tests

	Value	D f	Asymptotic Significance (2-sided)
Pearson Chi-Square	65.174a	16	0.000
Likelihood Ratio	72.503	16	0.000
Linear-by-Linear Association	10.247	1	0.001
N of Valid Cases	113		

a. 14 cells (56.0%) have expected count less than 5. The minimum expected count is .45.

Hypotheses Chi-Square Test:

- **Null Hypothesis (H₀):**
There is **no significant relationship** between the My workload is manageable and reasonable and . I feel my efforts contribute meaningfully to the company’s success variables.
- **Alternative Hypothesis (H₁):**
There is a **significant relationship** between the My workload is manageable and reasonable and I feel my efforts contribute meaningfully to the company’s success variables.

Interpretation

- The **Pearson Chi-Square value is 65.174** with a **p-value of 0.000**, which is **less than the standard alpha level of 0.05**.
- This means we **reject the null hypothesis**.
- There is a **statistically significant association** between the two variables being tested.
- The **Likelihood Ratio test** also supports this with a significant result (p = 0.000).
- The **Linear-by-Linear Association** is significant as well (p = 0.001), suggesting a potential **trend or ordinal relationship** between the variables.

FINDINGS

1. Workload and Work-Life Balance

- **Flexible Work Arrangements:** Offering options such as remote work, flextime, and compressed workweeks.
- **Clear Communication and Boundaries:** Encouraging employees and managers to set clear boundaries between work and personal life.
- **Wellness Initiatives:** Providing resources and programs to support employee physical and mental well-being.
- **Leading by Example:** Managers demonstrating healthy work-life balance to create a supportive culture.

2. Employee Contribution & Recognition

- **Foster Transparency and Communication:** Clearly communicate company goals and how each department and individual contributes.
- **Empower Employees and Encourage Input:** Create platforms for employees to share their ideas and suggestions.

This can include suggestion boxes, brainstorming sessions, or dedicated feedback channels.

- **Provide Regular Feedback and Coaching:** Regular feedback, both positive and constructive, is crucial for employee development and motivation.
- **Measure and Track Employee Engagement:** Regularly assess employee engagement levels through surveys and feedback sessions. This data can provide valuable insights into how employees feel about their contributions and the recognition they receive.
- **Cultivate a Culture of Appreciation:** Encourage managers to express gratitude and appreciation for their team members' contributions.

3. Compensation and Benefits

- **Transparency is key:** Employees need a clear understanding of how compensation is determined, including the factors considered and the rationale behind pay grades and increases.
- **Regular market research:** Staying competitive requires ongoing research into industry benchmarks and salary trends.
- **Tailored benefits packages:** Consider offering a flexible benefits program that allows employees to choose options that best suit their individual needs. This could include options like increased vacation time, professional development opportunities, or wellness programs.
- **Effective communication:** Clearly communicate the value and accessibility of existing benefits, highlighting the resources available and how employees can utilize them.
- **Gather employee feedback:** Conduct regular surveys and focus groups to understand employee perspectives on compensation and benefits, identifying areas for improvement.

4. Supervisor and Coworker Relations

- **Leadership Training:** Equipping supervisors with the skills to effectively manage, motivate, and communicate with their teams is essential.
- **Open Communication Channels:** Providing opportunities for employees to voice concerns and offer feedback can help address potential issues before they escalate.
- **Diversity and Inclusion Initiatives:** Creating a workplace that values and celebrates diversity fosters a more inclusive and respectful environment for all.
- **Team-Building Activities:** Encouraging social interactions and collaborative projects can help strengthen bonds between coworkers.
- **Conflict Resolution Training:** Providing employees with the tools to effectively resolve conflicts can help prevent negative relationships from forming.

5. Career Growth & Learning Opportunities

- **Transparency in Promotion Criteria:** Clearly communicate the skills, experience, and performance metrics required for different roles and levels within the organization.
- **Mentorship and Sponsorship Programs:** Facilitate relationships between senior leaders and high-potential employees to provide guidance, support, and advocacy.
- **Regular Performance Reviews and Development Planning:** Conduct regular performance reviews that focus on both past performance and future development goals. Work with employees to create personalized development plans that align with their career aspirations.

- **Internal Communication and Feedback:** Encourage open communication about career progression and provide opportunities for employees to offer feedback on the promotion process.

6. Communication and Feedback

- **Implement Regular Performance Reviews:** Formal reviews, at least twice a year, provide a structured opportunity for feedback and performance evaluation.
- **Encourage Ongoing Informal Feedback:** Managers should be encouraged to provide regular feedback, both positive and constructive, on a day-to-day basis.
- **Provide Feedback Training:** Equip managers with the skills and tools necessary to deliver effective and constructive feedback.
- **Create a Safe Space for Feedback:** Foster a culture where employees feel comfortable receiving feedback and open to discussing their performance.

7. Employee Pride & Engagement

- **Establish Clear Communication Channels:** Ensure employees have clear channels to communicate their concerns, ideas, and feedback.
- **Be Transparent with Company Updates:** Share regular updates on company performance, challenges, and future plans.
- **Foster a Culture of Open Dialogue:** Encourage open and honest conversations between employees and management.

5. CONCLUSION

This employee engagement survey at Nakulan Tex LLP highlights key areas for improvement. While positive coworker and supervisor relationships exist, employees express concerns regarding workload, recognition, career growth, and communication clarity. To enhance employee satisfaction, retention, and performance, Nakulan Tex LLP should prioritize strategies focused on fostering a people-centric work environment. This includes transparent communication of company goals, active recognition of employee contributions, investment in skill development, and fair reward systems. Addressing these gaps will cultivate a more engaged, motivated, and committed workforce, ultimately contributing to the organization's success. A focus on these key areas will lead to a stronger and more productive team.

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