

THE EFFECT OF MOTIVATION ON STAFF PERFORMANCE

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ABSTRACT

The motive for a person's behavior is motivation. Employee performance evaluation has become an essential component of the general organization, and organization's spend enormous sums of money and resources on it every year. South Ural State University has adopted a performance appraisal strategy to increase staff productivity, as well as a number of motivating techniques to help employees feel like they belong. This study investigates the impact of motivation on employee performance at South Ural State University, with the goal of determining whether employees at South Ural State University are motivated, what motivates them, and what productivity levels will be achieved as a result of effective employee motivation. South Ural State University personnel were the focus of the study, which included 250 people. This study will assist in building progress towards organizational goals-individuals or structures seeking to grasp how employee performance might be tormented by how well motivated they're, might depend on findings of this study which came across a conclusion through a descriptive method that there's a major relationship between motivation and employee performance.

Keywords: Motivation, Employee performance, Employee productivity.

I. INTRODUCTION

One may ask why there's a requirement for workers to be motivated, which is not any doubt a tedious and demanding thing for managers. The apparent

reply thereto question is that it guarantees the prosperity of the organization. Motivation is "the intention of achieving a goal, resulting in goal-directed behavior .Employees are a serious a part of each organization and if these employees don't feel the requirement to hold out their task, then there's no incentive to hold out their task. Money isn't the sole motivator. There is other stimulus, which also function motivators both in and out of the organization for workers to be freely willing to exert a persistent and determined high level of effort towards achieving organizational goals, whether this effort in a way or the opposite satisfies a number of employees personal needs, they have to be motivated to try to so by their employers. 1.1 Research Objectives to determine if employees at South Ural State University feel motivated. To research what motivates employees at susu to seek out what productivity will appear as if after effective motivation of employees. 1.2 Research Questions Do employees feel motivated at susu? What motivates employees at susu? To what extend will productivity be affected, when employees are effectively motivated? 1.3 Research Hypothesis Ho1: Employees don't feel motivated at susu Ho2: The factors that motivate employees at susu are absent Ho3: The productivity of won't be affected when employees are effectively motivated

II.LITERATURE SURVEY

The word motivation originated within the late 19th century: from motive, reinforced by motivate. Motivation may be a noun whose dictionary meaning is "A reason or reasons for acting or

behaving in an exceedingly particular way”. That notwithstanding, there's a visual difference within the views and approaches shown towards motivation by researchers. In step with and motivation is involved making a trial. While and regard motivation as a type of total involvement. Defines motivation as a drive and See motivation in terms of getting willingness. Motivation could be a guideline. Motivation may mean several various things, tied down in some ways to a selected word, but the aim of motivation is same, which is to stimulate, trigger, clout or prompt. Motivation also can be defined because the internal and external factors that stimulate desire and energy in people to be continually interested and committed to employment, role or subject, or to form a trial to realize a goal. Motivation results from the interaction of both conscious and unconscious factors like the intensity of desire or need, expectations of the individual and of his or her peers and incentive or reward value of the goal. These factors are the explanations one has for behaving a specific way. An example may be a student that spends additional time studying for a test because he or she wants an improved grade within the class. Motivation is one among the foremost important key to success .Organizations produce either poor or no results whenever there's no motivation. Whereas when motivation exist, organizations outshine and knowledge growth with impressive results. This supports the favoured notion of motivation having an immediate impact on the performance of workers on their job(s). Employee performance relies vitally on how well (effectively and efficiently) they're motivated. Employees are a company's livelihood. How they feel about the work they're doing, and also the results received from that employment directly affects an organizations performance and

ultimately, its stability. For example, if an organization's employees are highly motivated and proactive, they'll do whatever is critical to realize the goals of the organization furthermore as keep track of a company performance to deal with any potential challenges .Employee performance is an essential component of any organization and therefore the most significant ingredient for the success of a corporation and its rated performance. South Ural State University located in Chelyabinsk and goes with the Motto: “I will either find the way or make one”. The university, within the frameworks of a technique for entering the world's educational space, is performing the task of vast cultural interaction and mutual exchange between Eastern and Western nations. The Southern Urals are located at the intersection of two parts of the world-Europe and Asia. The southern Urals have long ago been a gathering spot of various eons, cultures and ethnic groups. Nowadays, SUSU may be a SMART-University, a brand-new brand platform, which promotes SUSU'S joining of international scientific and academic space within the framework of the program for competitiveness enhancement (Project 5-100). At this present stage, multicultural and multinational will be tagged To SUSU.Because the hand is required to help in cleaning the proper hand and contrariwise so too does, the education body (SUSU) must motivate its lecturers, employees and staff, so they take part making the education system better.

III. Motivational theories

Motivational theories

Maslow argued that some people appear to be content with lower-level needs, but only until these are satisfied; they'd then strive for the subsequent level [14]. Maslow implies a theory that divides the

hierarchy of human needs 5 levels. A summary of Abraham Maslow's theory is that workers are motivated by having each level of need met so as they gradually progress the hierarchy, the number of needs is; Physical, Security, Social, Self-esteem and Self-fulfilment. As an example, a private who is starving are motivated to comprehend a basic wage so on buy food to satisfy himself before worrying about having a secure job contract. Psychological Needs: Commonly noted as Basic requires as an example shelter, food, Safety Needs: safe working environment – Job security, Property security, Security of resources, of body, morality and health. Social Needs: Sense of belonging, an element of a team, Feeling wanted, Family and Friendship. Esteem Needs: Self-respect, Status level, Self-esteem, Confidence, Achievement, and Respect by others. Self-actualization: Intellectual needs, Problem-solving, achieving targets, potential fulfilment, morality and creativity.

Theory of Scientific Management: Frederick Winslow Taylor 1910

He was an American engineer and inventor who applied his engineering and knowledge base to management and development a theory called scientific management theory commonly remarked as task management. The principles of scientific Management are; Establish clear rules on how work was to be performed, Select, train and develop workers, cooperate with workers and insure work is in keeping with rules that were previously identified & Equal division of labor and responsibility between management and workers. He laid more emphasis on the actual fact that financial reward was the sole thanks to motivate workers. Taylor believed that only money could make workers do what's required of them at their job and even more. To him management had to line targets, reward employees who met these set targets and layoff if

need be those employees who don't meet their targets. Taylor little question by this was an advocate of Piece Rate; where everyone gets paid per unit of product produced meaning lazy workers will earn less and people who act by working hard at their jobs earn more.

IV. RESEARCH METHODS

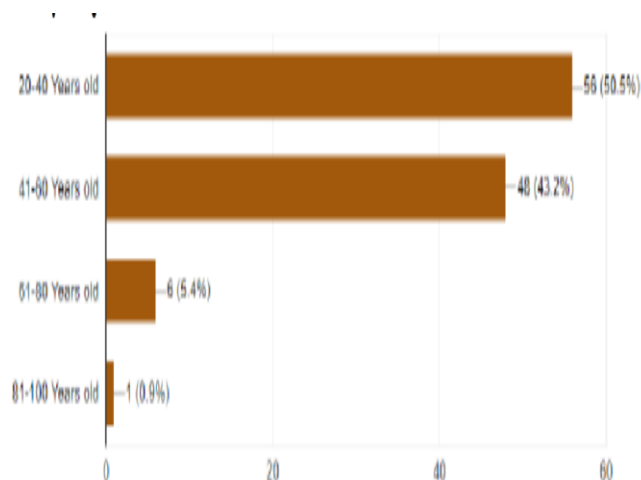
The focus of this study will be on staff motivation at SUSU. Because they are easily available, the sole respondents for this project will be SUSU employees who live in Chelyabinsk. Furthermore, this study will focus on whether employees are motivated, how productivity levels are affected, whether employees are effectively motivated, what motivates employees, and its impact on employee performance at SUSU. Multicultural and multinational can currently be associated with SUSU. More than a hundred nationalities from 48 nations are represented among the students studying here today. SUSU has established a goal to become one of the leading universities in the world's largest continent, Eurasia. According to the project's goals, Project 5-100 aims to strengthen the university's status as a global scientific, research, educational, and inventive centre, allowing it to make major theoretical and practical contributions to Russia's innovative development and global competitiveness in Eurasia and throughout the world [13]. All of this is impossible to achieve unless all employees work towards the same goal. For the purposes of this study, we will collect quantitative and qualitative data using both primary and secondary data sources in order to evaluate our hypotheses using credible data. Self-administer questionnaires will be used to collect data from the primary source.

A total of 250 employees at South Ural State University were surveyed, with 150 respondents chosen from the institutes and schools listed below (Institute of architecture and construction, School of economics and management, School of electrical engineering and computer science, Institute of linguistics and international communication and the Institute of social sciences and humanities). The statistical Programme for social sciences (SPSS) version 23 was used to examine the data. We summarized all of our data acquired with the use of this statistical tool, utilizing descriptive statistics such as pie charts, percentages, and custom tables to display all of our data.

V.RESULTS & CONCLUSION

Demographic – Name, Occupation, Age, Gender, Marital Status, Education, and Service Duration. Because the names and positions of all respondents will not be disclosed in order to keep the respondents anonymous, questions 1 and 2 will not be described as results in this study.

What is your age?

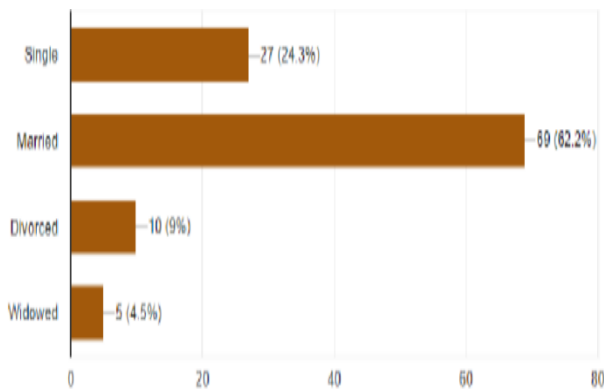


Because people of different ages are driven by different variables, the age of the respondents is particularly relevant. We can see from the graph above that the majority of the respondents are between the ages of 20 and 40, with 56 respondents and a percentage record of 50.5 percent. It is an undeniable fact that when people are younger, they have a lot of energy, which allows them to complete more chores in less time than older people. With a 43.2 percent response rate, 48 respondents' range in age from 41 to 60 years old. The fact that they are over 40 years old does not imply that they are inefficient or function poorly.

They frequently have a wealth of work experience and serve as mentors to the younger generation (new colleagues). According to the common proverb, "Life begins at 40," I believe that at the age of 41, people know exactly what they want and will expend all of their energy to achieve it. We can also see that six (6) respondents have a score of 60 (61-80) and just one (1) has a score of 0.9 percent or higher (81-100).

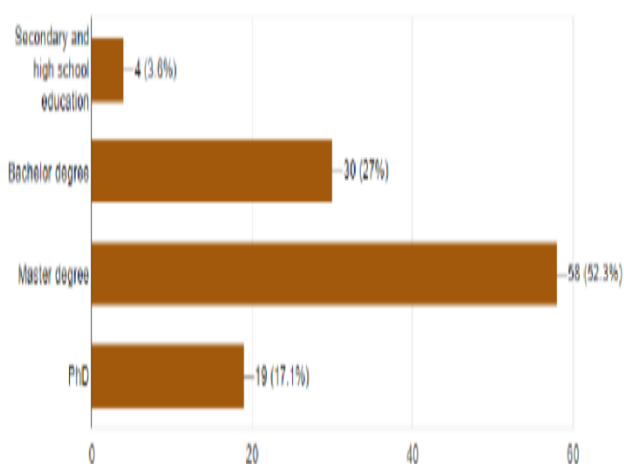
Marital Status?

Because marriage entails so many responsibilities, married people are responsible and accountable. They will almost certainly have dependents (children) who will look to them for guidance. This incentive motivates them to do their best (performance) at work (SUSU). 69 of the respondents are married, while 27 are single, giving them more free time to work and perform their allocated chores. Ten respondents are divorced, with five widowed, accounting for 4.5 percent of the total.



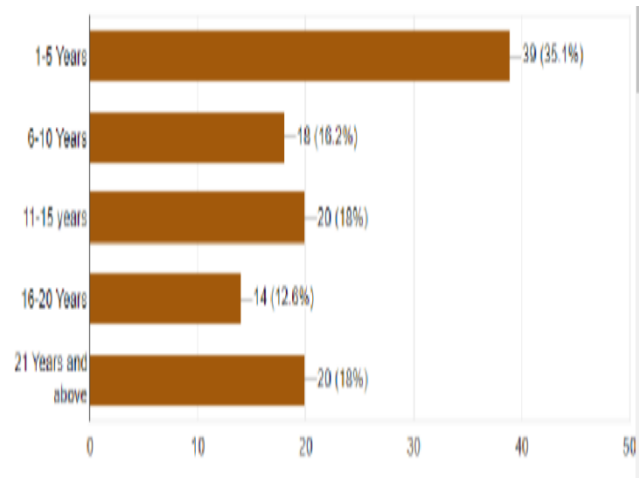
What is your educational qualification?

The educational level of respondents is depicted in the graph above. Secondary and high school students have the lowest proportion (3.6%), followed by PhD holders, who number 19 and have a 17.1 percent, and then bachelor degree holders, who have 30 responses and a percentage of 27. With 58 replies and a proportion of 52.3, the questionnaire was mostly filled out by master's degree holders. As a result, the remaining 47.7% was split across the other three educational levels.



How long have you been working there?

The service's longevity aids in determining the type of respondent we're working with. The majority of responders have worked at SUSU for 1-5 years, indicating that the university is infusing new blood into the system to boost performance. Twenty of the twenty respondents have worked at SUSU for 11-15 and 21 years or more. This suggests that SUSU values and respects employee protection.



Limitations of the study:

The most significant drawback is that most respondents were afraid that their responses would be passed to university management, who would then use them against them. Second, despite the fact that 150 replies were expected, only 111 responses were received and processed, owing to the sensitive nature of the subject. Third, some responders were unwelcoming and posed frightening questions, but I persisted because I cared about the research and wanted to finish it. Finally, because I translated certain copies of the questionnaires into Russian so that respondents could comprehend them, roughly 3% of respondents could not understand the meaning of one item.

VI.CONCLUSION & RECOMMENDATIONS

The purpose of this study was to see if inspiring employees at South Ural State University has an effect on their performance. It is clear from the foregoing assessment that it has a significant and unavoidable impact on staff performance at South Ural State University. This study clearly demonstrates that if South Ural State University implements the primary motivational variables (Salaries, Promotions, and Benefits), their employee performance will improve dramatically.

VII.REFERENCES

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