



A Study on Employee Motivation & Its impact on Employees Performance at Maihar Cement, Sarla Nagar, Satna

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Abstract: Workers in any organization need something to keep them working. Most times the salary of the employee is enough to keep him or her working for an organization. However, sometimes just working for salary is not enough for employees to stay at an organization. An employee must be motivated to work for a company or organization. If no motivation is present in an employee, then that employee's quality of work or all work in general will deteriorate. Keeping an employee working at full potential is the ultimate goal of employee motivation. There are many methods to help keep employees motivated. Some traditional way of motivating workers are placing them in competitions with each other. This paper examine employee motivations its impact on employee performance. During the research it was found that most of employee is satisfied with their motivational programs in Maihar Cement Sarla Nagar Satna (M.P.) the working condition and environment on workplace are too good. Data collection plays an important role in any study. Without data there is no means of study.

Keywords: goal, fashion, literature, human needs, motivation, employees

1. INTRODUCTION

Motivation is the activation as energization of goal oriented behavior. Motivation is said to be intrinsic or extrinsic. The term is generally used for human but, theoretically it can also be used to describe the course for animal behavior as well. This article is refers to human motivation. According to various theories, motivation may be rooted in the basic need to minimize physical pain and maximize pleasure, or it may include specific needs. Such as eating, resting or a desired object, hobby goal state of being, ideal, or it may be attributed to less apparent reasons such as altruism, selfishness, morality, or avoiding mortality, conceptually, motivations should not be confused with either volition, optimism. Motivation is related to but distinct from emotion.

When motivating an audience, you can use general motivational strategies or specific motivational appeals. General motivational strategies include soft sell versus hard sell and personality type. Soft sell strategies have logical appeals emotional appeals, advice and praise – Hard sell strategies have barter, outnumbering, pressure and rank. Also, you can consider basing your strategy on your audience personality. Specific motivational appeals focus on provable

facts, feelings, right and wrong, audience rewards and audience threats.

2. REVIEW OF LITERATURE

Freud, 1976, Igalens and Roussel, 1999; Denhardt et al., 2008

Motivation is not the same as satisfaction. Put simply satisfaction is past, oriented, where as motivation is future oriented". While a worker may be very satisfied by the compensation of their job, there are countless instances where these workers are not entirely motivated to continue doing what they.

Motivation is not always conscious Unconscious motivations are quite central to Sigmund Freud's theories of human behaviors. Freud posits that most human behaviour is the result of unconscious repressed memories. Impulses and desires that influence and drive many human behaviors. A manifestation of this idea is the 'Freudian slip' where an accidental word slip actually betrays true internal feelings and intentions.

Motivations are not directly controllable. "Motivation" is not something that people do to others. Motivation occurs within people's minds and hearts. Managers can influence the motivational process, but they cannot control it" (Denhardt et al. 2008, p. 147)

Maslow, 1946, McGregor 1957; Herzberg 1968, Alderfer 1969, McClelland 1988.

The purpose of this paper is to give a detailed review of the literature of motivation in arithmetic and quasi-chronological fashion. This will permit the reader to gain a thorough understanding of the many facets of motivation theories in modern literature. A cursory view of the literature will show that there are two central categories of motivation theories, content and process theories.

Content theories are centered around the assumption that individual all share a similar set of human needs and that we are all motivated to satisfy those needs. Process theories are centered on the rational cognitive process and say that while most people may have similar needs the importance and placement of those needs is different for very one; that is is something highly subjective. (i.g. Skinner, 1935, Frestinger, 1957, Adams, 1963, Vroom, 1967, Porter & Lawler, 1968, Kahler, 1975, Locke et al. 1990).



International Journal of Ethics in Engineering & Management Education

Website: www.ijeee.in (ISSN: 2348-4748, Volume 4, Issue 3, March 2017)

3. OBJECTIVE OF THE STUDY

- 1] To understand the employee motivation in detail.
- 2] To know the employee motivational programme applied in Maihar Cement Sarla Nagar Satna.
- 3] To find the impact of Employee motivation on the employee performance.
- 4] To analyze the effect of motivated employees in the organization.

4. HYPOTHESIS

- 1] Employees are satisfied by Motivational programme provided by the company.
- 2] It is assume that employees motivation programme have great impact on employee performance.

Data Analysis & Interpretation –

Table-1-Shows employee motivation programme

Sr. No.	Particular	Yes	No	Can't	Total
1.	Do you feel that your company care about your well being?	60	20	20	100
2.	Are you recognised as acknowledge by your work in your company?	70	20	10	100
3.	Your management really interested in motivation the employees?	85	10	05	100
4.	Does the management involves you in decision-making which all connected to our department?	60	35	05	100
5.	Do you feel secured in the company?	70	20	10	100
6.	Motivational Programme makes good relationship with co-workers.	80	15	05	100
7.	Does organization provide effective opportunities growth and development	75	10	15	100
8.	Are you satisfied with the working hours in a week which is provided by company?	75	15	10	100
9.	Do you feel flexibility in your scheduling?	60	25	15	100
10.	Are you satisfied with location of work?	80	10	10	100
11.	Does your job description is clear?	70	20	10	100
12.	Does your supervisor or someone at work seems to core about you as a person	65	25	10	100
13.	Do you feel motivational program increases employee performance?	70	15	15	100
14.	Do you see better future in this organization	60	20	20	100
15.	Does motivated employee increase the organisation productivity?	70	10	20	100

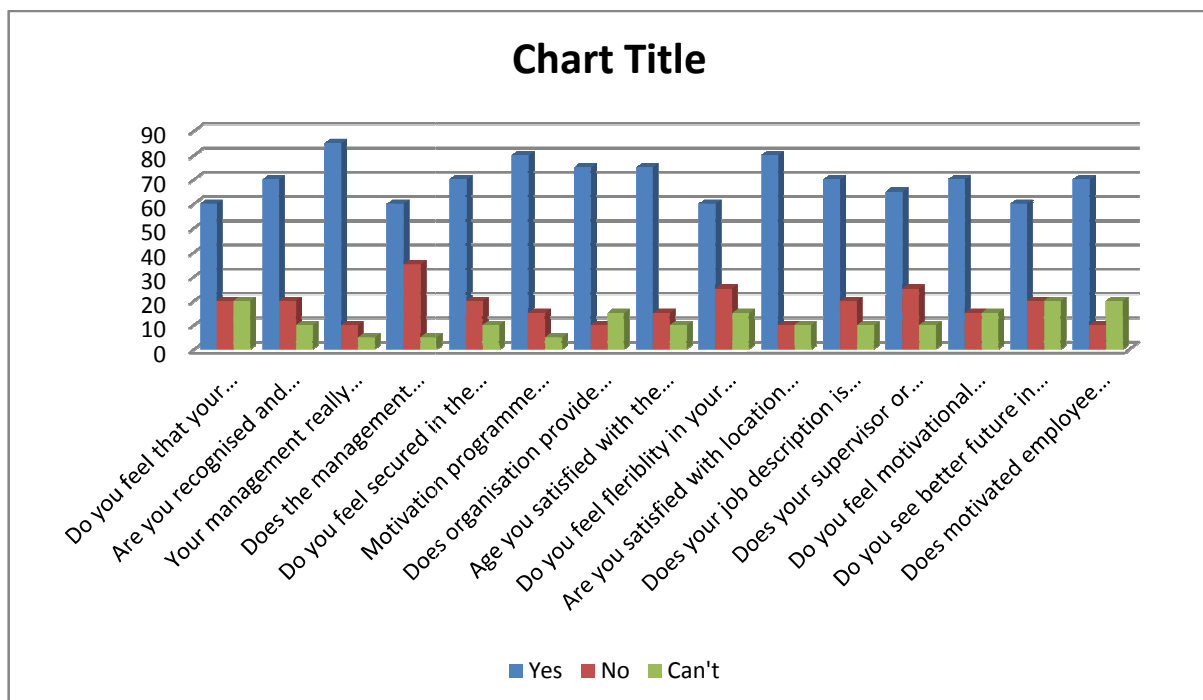


Fig.1.shows employee motivation program



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5. FINDINGS

- Maximum respondent agree feel that this company care about well being.
- Most of the respondent agree with recognized and acknowledged by work in own company.
- Majority of respondent agree with management really interested in motivation the employees.
- Most of respondent agree with the management involves you in decision. Making.
- Majority of respondent agree with feel secured in the company.
- Most of the respondents agree with the motivation program makes good relationship with co-workers.
- Maximum respondent agree with the organization provide effective opportunities growth and development.
- Most of the respondents agree with working hours in a week which is provided by company.
- Majority of respondent agree with feel flexibility in own scheduling.
- Most of the respondents agree with the location of work.
- Maximum respondent agree with the job description is clear.
- Most of the respondents agree with supervisor or someone at work seems to care about you as a person.
- Maximum respondent agree with feel motivational program increase employee performance.
- Majority of respondent agree see better future in this organizations.
- Maximum respondent agree with motivated employee increase the organization productivity.

6. CONCLUSION

It was concluded that most of the employee is satisfied with this motivational program. Motivational program increase employee performance. After the data collection motivation of employee increases performance and due to this increases this organization productivity which makes better future to the organization.

REFERENCE

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- [2]. Maslow, 1946, McGregor 1957; Herzberg 1968, Alderfer 1969, McClelland 1988.
- [3]. (Denhardt et al. 2008, p. 147)