

A Study on Motivational Factors towards the Employees in Geometric Engineering Solutions, Coimbatore

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Abstract - Employee motivation is the level of energy, commitment, and resourcefulness that a company's workers bring to their jobs. Employee motivation is very important because it allows management to meet the company's goals. The organization could be placed in a very unsafe position by being without a motivated workplace. The employees who motivated can lead to augmented productivity and allow an organization to achieve complex levels of output. The employees who is not motivated at workplace will probably make them to divert from their work to their personal pleasure or even looking for another job. This leads to a waste of their time and resources. By analyzing the situations in Geometric Engineering Solutions, the research aims to focus on motivational factors towards the employees in the company. And also to study the effectiveness of the techniques adopted by the company in employee motivation. The research is based on a descriptive research design. The data in this research were mainly obtained by using questionnaires. Moreover, the research was conducted on a selection of 100 employees from Geometric Engineering Solutions, Coimbatore. The data were collected covering employee motivational factors.

Keywords — *Employee Motivation, Geometric Engineering Solutions.*

I. INTRODUCTION

The method of motivating employees in the form of encouraging them with rewards, promotion, freedom at work, incentives, hike in salary and other promotional activities are generally referred as employee motivation. Motivating the employees is an essential drive to put forth the needed effort and action towards work-related activities. Employee motivation can also define as the psychological forces that determine the direction of employee's behavior in an organization, an employee's level of effort and an employee's level of determination. The motivated employees are essential to the success of an organization as motivated employees are generally more productive in the workplace.

There are two primary concepts of motivation that are often used by employers: extrinsic motivation and intrinsic motivation. The extrinsic motivations are factors external that cause an employee to act toward fulfillment of a work task or goal. They are usually rewards which motivate an employee to act in order to receive the reward. It is easy to remember because extrinsic motivations come from external forces. The Intrinsic motivation, on the other hand, is the motivation that comes from within an employee. Employees are intrinsically motivated to work when the work itself motivates them. They may find the work satisfying, fulfilling or enjoyable. The work itself provides the motivation. Intrinsic motivation is often more effective than extrinsic motivation because it comes from

within the employee rather than being imposed on the employee. It is necessary to know about the present motivational factors towards the employees in Geometric Engineering Solutions. Furthermore to study about the benefits and facilities provided to the employees and to learn the employee's satisfaction on the interpersonal relationship exists in the organization.

1.1 Objectives of The Study

- To study the motivational factors towards the employees with reference to Geometric Engineering Solutions, Coimbatore.
- To study the effectiveness of the techniques adopted by the company in employee motivation.
- To study the benefits and facilities provided to the employees.
- To learn the employee's satisfaction on the interpersonal relationship exists in the organization.

1.2 Need of the Study

Motivation is an important tool in the hands of the manager for inspiring the workforce and making them do work with enthusiasm and willingness. If it is an important function of the management to motivate the people working in the organization to perform the work assigned to them effectively and efficiently. The management has to understand the Human

behavior if it has to provide maximum motivation to the personnel. Motivation is something that moves a person into action and continues him in the course of action enthusiastically. The role of Motivation is to develop and intensify the desire in every member of the organization to work effectively and efficiently in his position.

The main need of the study is to find out the employee motivation in Geometric Engineering Solutions, Coimbatore as motivation is an important factor which increases the desire willingness and enthusiasm in workers, to apply their great potentialities for the achievement of common goals.

1.3 SCOPE OF THE STUDY

It is always essential for a concern to access its strategies and reshape its destiny. It is necessary for every organization to study the different aspects that affect the organization development. Every study should have a clear and specific scope. The significant scope of the study is to find out the key motivating factors in the Geometric Engineering Solutions, Coimbatore.

II. RESEARCH METHODOLOGY

The present research focuses on motivational factors towards the employees in Geometric Engineering Solutions, Coimbatore. The philosophy that is used in this research is realism. The researcher collects and analyses data using acceptable knowledge for the purpose of answering the research question, so the research is more inclined towards realism.

2.1 RESEARCH DESIGN

The type of research chosen for the study is descriptive research. In descriptive research, various parameters will be chosen and analyze the variations between these parameters. This was done with an objective to find out the motivational factors towards the employees in Geometric Engineering solutions, Coimbatore.

2.2 DATA SOURCES

The data collected for the study is mainly through the distribution of questionnaire; to be precise the data collected for the study was both primary and secondary sources.

2.3 PRIMARY DATA

Primary data is the information collected for the first time; there are several methods in which the data complies. In this project, it was obtained by questionnaires. The questionnaire was prepared and distributed to the employees.

2.4 SECONDARY DATA

Secondary data needed for conducting research work were collected from company websites, library and search engines.

2.5 RESEARCH INSTRUMENT

In this study, the primary data was collected by survey technique. In this, we distributed the questionnaires to the respondents. The researcher structured the questionnaire in the form of:

1. Close-Ended Questions
2. Multiple Choice Questions

2.6 QUESTIONNAIRE

A questionnaire is a sheet of paper containing questions relating to containing specific aspect, regarding which the researcher collects the data. Because of their flexibility, the questionnaire method is by far the most common instrument to collect primary data. The questionnaire is given to the employees to be filled up.

2.7 SAMPLING DESIGN

Sampling design is to clearly define set of objective, technically called the universe to be studied. Sampling technique used is simple random sampling method.

2.8 SAMPLE SIZE

This refers to the number of items to be selected from the universe to constitute a sample. The sample size for this study was taken as 100.

III. DATA ANALYSIS & INTERPRETATION

Table 3.1: Distribution of Samples based on Variables

S.NO	Category	Subgroups	Number	%	Total
1.	Age	21-30 years	35	35	100
		31-40 years	45	45	
		41-50 years	15	15	
		Above 50 years	5	5	
2.	Gender	Male	59	59	100
		Female	41	41	
3.	Educational Qualification	Secondary	12	12	100
		Higher Secondary	21	21	
		UG	40	40	
		PG	27	27	

Table 3.2: Distribution of Samples in Percent based on Employee Motivational Factors

S.NO	Category	Agree	Strongly Agree	Neither Agree nor Disagree	Disagree	Strongly Disagree	Total %
1.	I am satisfied with the salary I draw at present	35	39	21	4	1	100
2.	Financial incentives motivates me more than nonfinancial incentives	30	28	36	4	2	100
3.	I am satisfied with the lunch break, rest breaks and leaves given in the organization	36	41	15	4	4	100
4.	Visibility with top management is important to me.	40	42	16	2	0	100
5.	I feel that my superior always recognizes the work done by me	40	33	19	4	4	100
6.	I feel that the job I do gives me a good status	38	38	15	6	3	100
7.	I am satisfied with the responsibility and role that I have in my work	33	44	19	2	2	100
8.	The quality of the relationships in the informal workgroup is quite important to me	36	43	15	3	3	100
9.	I find opportunities for advancement in this organization.	39	31	26	3	1	100
10.	The present performance appraisal system is more helpful in motivating	33	42	22	1	2	100
11.	Periodical increase in salary motivates you the most	38	40	17	0	5	100
12.	Employees are motivated by the job that provides variety, interest, and stimulation	41	38	13	5	3	100
13.	Employees get motivated by being given scope to organize own approach to work	44	31	16	6	3	100
14.	I want to be the best at my own job.	34	52	12	1	1	100
15.	I generally like to schedule my own work and to make job-related decisions with a minimum of supervision.	46	38	13	2	1	100
16.	I am having enough authority to carry out my responsibilities	38	35	23	3	1	100
17.	The retirement benefits available are sufficient	32	25	32	3	8	100
18.	The medical benefits provided in the organization are satisfactory	40	33	23	2	2	100

3.3 LINEAR ASSOCIATION – PEARSON CORRELATION

H₀: There is no significant correlation between age and necessity of salary in motivating the employees

Table 3.3: Correlation between age and necessity of salary in motivating the employees

relations			
		Age	Is Salary the most important attribute towards employee motivation?
Age	Pearson Correlation	1	.028
	Sig. (2-tailed)		.785
	N	100	100
Is Salary the most important attribute towards employee motivation?	Pearson Correlation	.028	1
	Sig. (2-tailed)	.785	
	N	100	100

INFERENCE:

Pearson Correlation test was undertaken to determine whether there was a significant correlation between age and necessity of salary in motivating the employees. In the table above indicated that Pearson correlation $r = 0.028$ and the p -value = 0.785. Since the p -

value greater than 0.05, the test concludes that there is no significant correlation between age and necessity of salary in motivating the employees.

RESULT:

There is no significant correlation between age and necessity of salary in motivating the employees.

3.4 ANOVA ANALYSIS

Null Hypothesis H₀: There is no significant association between the demographic variables and employee motivational factors

Table 3.4: Correlation between age and necessity of salary in motivating the employees

ANOVA							
		Sum of Squares	df	Mean Square	F	Sig.	Remarks
Age	Between Groups	22.416	4	5.604	6.587	.000	Rejected
	Within Groups	76.574	95	.851			
	Total	98.989	99				
Gender	Between Groups	11.877	4	2.969	24.047	.000	Rejected
	Within Groups	11.113	95	.123			
	Total	22.989	99				
Educational Qualification	Between Groups	8.312	4	2.078	12.132	.000	Rejected
	Within Groups	15.415	95	.171			
	Total	23.726	99				

Source: Primary Data

INFERENCE:

The data indicates the probability value of ANOVA at 5% level of significance established a significant association between demographic variables with employee motivational factors.

3.5 T-TEST

GENDER AND EMPLOYEE MOTIVATIONAL FACTORS

Null Hypothesis H₀: There is no significant association between Gender and Employee motivational factors

Table 3.5 ‘t’ values between Gender and Employee Motivational Factors

Gender	Number	A.M	S.D	t value	Remarks
Male	59	2.81	0.37	0.26	Not significant
Female	41	2.88	0.35		

(at 0.05 significant level the table value of ‘t’ is 1.98)

INFERENCE:

Since the calculated value (0.26) is less than the table value of ‘t’ (1.98), the null hypothesis is accepted. It is inferred from the above table that there is a significant association between Gender and Employee motivational factors.

IV. RESULTS

4.1 FINDINGS

- Majority 45% of the respondents are 30-40 years of age and nearly 59% of the respondents are ‘Male’ only. Majority 40% of the respondents are ‘UG’ only and 34% of the respondents are satisfied with the present salary.
- Majority 39% of the respondents are Strongly Agree for the increment in salary which motivates them to do their job well.
- Majority 36% of the respondents support neutrally that the financial incentives motivate the employees than the non-financial incentives.

- Majority 41% of the respondents are ‘Strongly Agree’ for the lunch break intervals, rest breaks and leaves given by the organization.
- Majority 42% of the respondents are ‘Strongly Agree’ for the visibility with top management is important to them.
- Majority 40% of the respondents are ‘Agree’ for the recognition given to them from the superior side for the work done.
- Majority 38% of the respondents are ‘Agree’ and ‘Strongly agree’ for the present job that gives them a status.
- Majority 44% of the respondents are fully satisfied with the

responsibility and role in their present work.

- Majority 43% of the respondents are ‘Strongly Agree’ that the quality of the relationships in the informal workgroups is quite important to them.
- Majority 39% of the respondents are ‘Agree’ for they find opportunities for advancement in the organization.
- Majority 26% of the respondents are working averagely between ‘6-12 months’.
- Majority 53% of the respondents stated ‘Recognition’ which motivates the employee most. Majority 81% of the respondents stated that the salary is the most important attribute towards employee motivation.
- Majority 66% of the respondents stated that the financial types of incentives motivate the employees most.
- Majority 42% of the respondents are ‘Strongly Agree’ that the performance appraisal activates helpful in motivating the employees.
- Majority 51% of the respondents stated that the management occasionally gets involved in decision making connected to their department.
- Majority 40% of the respondents are ‘Strongly Agree’ that the periodical increase in salary motivates the employees most.
- Majority 41% of the respondents are ‘Agree’ that the employees motivated with the job that provides variety, interest, and stimulation.
- Majority 44% of the respondents are ‘Agree’ that the employees get motivated by being given scope to organize their own approach to work.
- Majority 52% of the respondents ‘Strongly Agree’ that the employees want to be the best at their job.
- Majority 46% of the respondents ‘Agree’ that they schedule their work and make job-related decisions with a minimum supervision.
- Majority 46% of the respondents ‘Agree’ that they have enough authority to carry out their responsibilities.
- Majority 40% of the respondents stated ‘Good’ for the working environment.
- Majority 32% of the respondents ‘Agree’ that the available retirement benefits are sufficient.
- Majority 40% of the respondents ‘Agree’ that the available medical benefits provided in the organization are satisfactory.
- Majority 25% of the respondents like ‘Salary’ in the Working place.
- Majority 43% of the respondents affected by ‘Financial factors’ towards work.

4.2 SUGGESTIONS

- Geometric Engineering Solutions has highly Motivated Employees. The motivation of employees can still be increased so as to increase the competence and satisfaction of work.
- Some of the areas that can be improved are
 - a) Employee-employer relations: The employer should make effort to talk to the employees and share his/her view on various topics. The employer should encourage and support the employee.
 - b) Employee- employee relation: Only a few of the employees trust their co-workers, therefore this area needs improvement.
 - c) Group activities should be encouraged more so that employees can work together and thus strengthen their relationship. More informal gatherings should be encouraged so that they can know each other.
 - d) Few of the employees are not satisfied with the lunch breaks, rest breaks provided it can be extended.
 - e) Some of the employees are not satisfied with the relationship between the top management they should be free to speak with their employees.

V. CONCLUSION

The study attempted to identify the motivational factors towards the employees in Geometric Engineering Solutions. After my analysis on the research topic, I have come to the conclusion where I strongly consider that Geometric Engineering Solutions being the best motivational factors to the employees has got a better room for improvement. The motivational strategies used in the company are very good. The employees are found to be motivated and they are happy with the pay structure, benefits, work hours, freedom to work etc. The organization has to be appreciated for keeping the employee highly motivated and thereby helping them to meet personally as well as organizational goals. If all the above things are seriously considered, retaining of employees also becomes a very easy process then there is no doubt that “Geometric Engineering Solutions” will improve their standard than now.

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