

Motivation in The Workplace to Improve The Employee Performance

Ramya. T, Research Scholar, Department of Management studies, Urumu Dhanalakshmi College, Kattur, Tiruchirappalli, India. ramya_thangaraj@yahoo.in

Dr. K. Kaliyamurthy, Associate Professor and Head, Department of Economics & Research advisor in Management, Urumu Dhanalakshmi College, Kattur, Tiruchirappalli, India. lakshmi.kaliya@gmail.com

ABSTRACT - Maximum employees need the motivation to feel good about their occupations and perform optimally. Some employees are financially motivated while others find recognition and rewards personally motivating. Levels of Motivation within the workplace have a straight impact on employee productivity. Workers who are motivated and happy about their jobs carry out their responsibilities to the best of their ability and production numbers increase as a result. Employee motivation has always been an essential problem for leaders and managers. Unmotivated employees are likely to occupy little or no strength in their jobs, avoid the workplace as much as possible, exit the organization if given the opportunity and produce low quality work. On the other hand, employees who sense motivated to work are likely to be persistent, creative and productive, turning out high quality work that they willingly undertake. Employers need to get to know their workers very well and use different procedures to motivate each of them based on their personal wants and needs. In this paper, we would like to accent on the importance of motivation in the workplace to recover the employees' performance and productivity.

KEYWORDS: Employee Motivation, Importance, Performance.

I. INTRODUCTION

Motivation grades from the interaction of both conscious and unconscious factors such as the intensity of desire or need, incentive or reward worth of the goal, and expectations of the separate and of his or her peers. These factors are the reasons one has for behaving a certain way. Internal and external factors that motivate desire and energy in people to be frequently interested and committed to a job, role or subject, or to make an struggle to attain a goal.

Most employees need the motivation to feel good about their jobs and perform optimally. Some employees are money motivated while others find recognition and rewards personally motivating. Motivation levels in the workplace have a direct impact on employee productivity. Employees who are motivated and eager about their jobs carry out their duties to the best of their ability and production numbers increase as a result. An incentive is a motivating impact that is designed to drive behavior and motivate employees to produce quality work.

Employers use different types of incentives to increase production. Employee incentives come in a selection of forms including bonuses, cash and travel perks, paid time off. Incentives drive employee motivation because they offer workers more to strive for than a regular pay check. Many employees want recognition from their employers to produce quality work. Recognition and employee reward

systems classify the employees who perform their jobs well. Acknowledging a job well done makes employees feel good and encourages them to do good work. Employers recognize workers by tracking progress and providing feedback about improving over time. Public recognition is also a motivating factor that drives worker productivity.

II. REVIEW OF LITERATURE

Amardeep Kaur Ahluwalia & Kamal Preet (2017) conducted a study on the impact of desire, need, obligation and overall commitment to extrinsic, intrinsic and work motivation. The research size comprises 230 teachers (130 from the private university and 150 from the state university) the researcher compares the state and private university teachers performance and finally founded that state university teaching staffs are motivated intrinsically and the private university teachers are motivated extrinsically. Intrinsic motivation creates a positive influence on organizational commitment and extrinsic motivation creates a positive influence on organizational commitment and work motivation.

Seejeen Park (2017) constructed and evaluating the subordinate performance and carry out their performance ratings. Most of the organization performs accurately in ratings. The researcher focused on past research for encouraging for product appraisal. The study extends the

motivation and introducing a working design, appraisal, and characteristics of job appraisals.

Sami Setayesh, JavadNargesian (2016) researcher examine the influence of motivation in leadership style of employees on oil products distributing company in Urmia. The methodology used is questionnaire and correlation descriptive. Research sample size of the study is 180 employees of oil products Distribution national company in Urmia. It is taken for Cochran Test. Tools used for the analysis is Kolmogorov-Smirnov test and regression. Enabling, Structure-oriented and self-management approaches are the three leadership approach has the effect of employee motivation.

III. MOTIVATION IS THE KEY TO PERFORMANCE IMPROVEMENT

There is an ancient proverb you can take a horse to the water but you cannot force it to drink; it will drink only if it's thirsty - so with people. Whether it is to shine on the workshop floor or in the 'ivory tower' they must be motivated or driven to it, either by themselves or through external stimulus. This is essential for any business to survive and succeed.

Performance is measured by the function of ability and motivation, thus:

$$\text{Job performance} = f(\text{ability})(\text{motivation})$$

Ability in chance depending up on education, experience and training and its improvement is a slow and long process. On the other hand, the motivation can be improved hastily. There are many options and an inexperienced manager may not even know where to start. As a guideline, there are seven strategies for motivation. Positive reinforcement / high expectations

- Effective discipline and punishment
- Treating people fairly
- Satisfying employees needs
- Setting work related goals
- Restructuring jobs
- Base rewards on job performance

These are the basic strategies, though they are a mix in the final 'recipe' will differ from workplace situation to situation. Essentially, there is a break between an individual's actual state and some preferred state and the manager tries to reduce this break. The motivational system must be personalized to the situation and to the organization.

IV. EMPLOYEE MOTIVATION SO IMPORTANT FOR PERFORMANCE

Managers need to find out a creative way to keep the employees motivated as much as possible. Motivation is highly important for every organisation due to the benefits that it's able to bring. Such benefits include:

1. Human Capital Management

The organisation can achieve its full potential only by making use of all the financial, physical, and human resources that it has. It is through these possessions that the employees get motivated to accomplish their duties. This way, the originality begins to listen as everyone is doing their best to fulfill their tasks.

2. Meet Special Goals and Help an Employee Stay Motivated

Motivation can facilitate a worker success his/her personal goals, can facilitate the self-development of an individual. Once that worker meets some original goals, they realize the clear link between struggle and results, which will further motivate them to continue at a high level.

3. Greater Employee Satisfaction

Worker satisfaction is important for every organisation, as this unique factor can lead towards progress or regress. In the absence of an incentive, employees will not ready to fulfill their objectives. Thus, managers should seek to empower them through monetary and non-monetary rewards, promotion opportunities, and disincentives in case of inefficient employees.

4. Raising Employee Efficiency

An employee's efficiency level is not severely related to his capabilities and qualifications. In order to get the very finest results, an employee needs to have a perfect balance between ability and willingness. Such stability can lead to increase the productivity, lower operational costs, and an overall improvement in efficiency, and can be achieved through motivation.

5. A Higher Chance of Meeting the Company's Goals

Any organisation has its own goals, which can be achieved only when the following factors are met:

- There is a proper resource management
- The work environment is a cooperative one
- All employees are directed by their objectives
- Goals can be reached if cooperation and coordination are fulfilled at once through motivation.

6. Better Team Harmony

A proper working environment is focused on cooperative relationships is highly important for an organization's success. Not only that it can bring stability and profits, but employees will also adapt more easily to changes, fact which is ultimately in the company's benefit.

7. Workforce Stability

Stability of the workers is highly important from a commercial point of view. The staff will stay faithful to the organisation only meet a sense of participation within the management side. The abilities and potency of staff can be used in their own advantage, but also in the benefit of the organisation. This may cause an truthful public image

within the market which can attract competent and qualified individuals into the business.

V. INTRINSIC VERSUS EXTRINSIC MOTIVATION

In fact, few motivation impressions are worldwide. However, one idea that is acknowledged by all contexts that address motivation is that there are extrinsic and intrinsic motivational factors.

1. Extrinsic Motivation

Extrinsic motivation comes from things or factors that are outside the individual. For example, motivated to work hard in the office because you are looking for a promotion is a type of extrinsic motivation. Social recognition, fame, money, competition, and material achievements are all examples of extrinsic motivation.

2. Intrinsic Motivation

Intrinsic motivation comes from within. It comes from the personal enjoyment and educational achievement that we spring from doing that particular thing. For example for people who love music, attend classes, their motivation to practice the instrument, etc., is intrinsic motivation. Intrinsic motivation is vital in today's work environment. Research shows that it is a key factor in performance and innovation. At a personal level, intrinsic motivation makes the work fulfilling. It's a major reason for determining to break on a job. It helps you to keep the stress level down.

VI. CONCLUSION

Manager's duties in today's corporate world are multifaceted. It is now critical for them to have a firm grasp of organizational behavior and psychology. They must know how their employees' think and what makes them do so. Making sure that the managers are aware of this psychology is the job of the human resource department, but all managers of the organization have the responsibility to understand it. A key aspect of organizational psychology is motivation. Managers must see why their employees behave the way they do so that these buttons can be pushed at the manager's discretion. A motivator is that which makes or compels an individual to act toward assembly a need. Some major motivational theories will also be discovered.

When looked upon the first time, the link between employee motivation and performance seems to be fairly observable. That's because every time when we believe a task to be important and valuable to us, we act with a high level of dedication and interest to its completion. However, the relationship between these two things is in fact a lot more complex. With that in mind, managers need to discover creative ways in which to reliably keep their employees motivated as much as possible. Motivation is very important for every organisation to improve the employee performance and productivity of the organization.

REFERENCE

- [1] Atkinson, J. W. (1964), "Introduction to motivation", Princeton, NJ: Van Nostrand.
- [2] Campbell, J. P., & Pritchard, R. D., (1976), "Motivation theory in industrial and organizational psychology", Chicago: Rand McNally.
- [3] Seejeen Park (2017), "Motivating raters through work design: Applying the Job Characteristics Model to the Performance Appraisal Context", *Applied Psychology, Review Article*, pp.1-13.
- [4] Amardeep Kaur Ahluwalia & Kamal Preet (2017), "The Influence of Organizational Commitment on Work Motivation: A Comparative Study of State and Private University Teachers", *The IUP Journal of Organizational Behavior*, ISSN. 0975-6280.
- [5] Sami Setayesh ,Javad Nargesian (2016), "Investigating the Effect of Leadership Style and Demographic Variables on Employee Motivation", *Extensive Journal of Applied Sciences* www.ejasj.com ©2015 EJAS Journal-2016-4-1, pp. 1-5.