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**THE EFFECTS OF SATISFACTORY MOTIVATION  
ON EMPLOYEES PRODUCTIVITY IN AN  
ORGANIZATION**

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# The Effects of Satisfactory Motivation on Employees Productivity in an Organization

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**Abstract – The motivation behind this thesis is to look at the ramifications of adequate motivation on workers' productivity in an association particularly in the Indian workplace and the issues included in the planning and pushing of such programs.**

**The study has given the calculated skeleton whereupon motivational programs in workplace are based and in addition the sort of exercises and ability that are included. The center is on such projects that will help workers bargain with particular issues that may influence their productivity. Taking into account the information gathered, different interviews and in conjunctions with the investigation, the result showed that the workers were decidedly influenced to higher productivity with the procurement of general advancement, confirmation of adequate job security and reward for phenomenal execution. By the by fiscal motivating forces and prizes don't push stronger impact on workers than any type of motivational component.**

**The appearing misfortune of a standout amongst the most cherished and begrudged hallmarks of the association job security and the vulnerabilities about wages and pay rates would seem to have incredibly influenced the workers morale. Under such a condition, workers can't give their best and expected return or output from the job. The management would now need to make a pressing move to research the issue if the specialist is to attain her expressed goals with higher productivity.**

## INTRODUCTION

Despite the fact that there is general assent among psychologists that man encounters a mixed bag of requirements, there is significant difference in respect to what these needs are and their relative vitality.

There have been various endeavors to present models of motivation which rundown a particular number of persuading needs, with the suggestion that these schedules are comprehensive and speak to the aggregate picture of requirements. Lamentably, each of these models has shortcomings and holes, and we are still without a general hypothesis of motivation.

All association are concerned with what ought to be carried out to attain maintained large amounts of execution through people. Subsequently the subject of adequate motivation of workers as inferred from the such a large number of endeavors made by management specialist is to search for the most ideal approach to oversee to finish a target or mission with the minimum inputs of materials and human resources accessible.

It is along these lines obvious that the issue of adequate motivation of specialist has pertinence in

managerial capacity and exercises that are pointed at controlling the profitable exertion of the workforce to accomplishing hierarchical destinations. Knotz et al (1980) holds that management strives to make and keep up an environment that is helpful for the execution of people who are cooperating in gatherings towards the achievement of preselected objective. Workers in association work in-gatherings and gathering motion frequently bring about the clash of goals between people and their gatherings.

Economic motivation is de-emphasized and more push is put on age mode. These systems as indicated by status and styles can either be utilized alone or as a part of synthesis. It is further expressed that generally most chief uses a fusion of every one of the five techniques. It is critical to consider the issue of motivation in associations on account of the interleave longing of people to seek after their particular goals while the authoritative items are, no doubt met.

Certain issues of inadequate motivation however do emerge as it concerns certain people who come into the work circumstance with contrasts in desire, behavior also standpoint. These issues of individual

motivation inadequately may be isolated into two categories?

The study distinguishes these components that push human dignity and accordingly raise the morale of the specialist for higher productivity. The study further investigates the impact of these elements here referred to as 'non-economic helpers' on the workers and the ensuing output of the Organization.

With the end goal of this study then, non-economic helpers is utilized to allude to those variables which are not so much processable in financial terms yet which; drive' the human personality from inside to carry on in a fancied manner and to the most extreme acknowledgment of the hierarchical destinations while adequate motivation is basically characterized as satisfaction, satisfaction or job satisfaction. I ought to maybe clarify that the title "the ramifications of adequate motivation on workers' productivity" is my coinage, which may be compared to Herzberg's cleanliness variables.

### PURPOSE OF STUDY

The examination will endeavor to proffer replies to the inquiry upsetting the minds of management of the association, in respect to what to do to adequately spur her workers to help their share to their company's productivity and development.

The examination additionally will take a gander at motivation from the point of view of the workforce. While trying to disprove or approve the different models and speculations of motivation by discovering from the "stallion mouth" what truly inspires the workers in the association of today and the reason for poor execution and productivity.

The motivation behind this study incorporate discovering our whether there is any relationship between adequate motivational components and productivity to work among management, senior staff, lesser staff and contract staff individually of the association under study. Furthermore, it is trusted that this study will help to distinguish how the staff of the association rate the different motivational elements and it suggestion. At long last, it is expected that the discoveries of this study will serve as a premise for fore gazing enhanced working relationship between management of the association and her staff.

### LITERATURE REVIEW

Work is a vital occasion, a certainty that is inescapable in the life of a single person whatever structure, it is carried out, it is an exercises and wellspring of satisfaction ones needs. Representative attempt to discover satisfaction in what they do and subsequently the chief ought to have the capacity to comprehend the issues confronted by his workers and discover a method for fulfilling their needs and yearning The general suspicion is that an adequately persuaded

laborer will thusly give in his or her best towards the fulfillment of a general agreement. Hence at the point when a specialist is persuaded the inquiry of poor execution and wastefulness will be overlooked issue in an association. Chief who are fruitful in inspiring workers are made frequently giving an environment in which proper or adequate goals called motivation are made accessible for the required satisfaction of the worker.

A great number of workers are adequately paid in their jobs to buckle down also keep up an exclusive expectation of productivity while some even buckle down yet do not accept much material additions to show for it. The issue under thought is how does a laborer in an association with a specific set of requirements attain the reward he seeks? For the most part management do withhold prizes to propel representative to attain superior or productivity. Rather chief in association has top shoulder the obligation by creating a work environment that makes utilization of the huge vitality that is inside every individual Simply put it is the obligation of the administrator to make and create a successful environment in which worker will be inspired to get profitable parts of the association by striving for what will bring them remunerate.

Campbell and Richard (1980) concocted the accompanying supposition about human behavior. (1) All human behavior has a course, which might be followed to the impact of nature. (2) The base of human behavior is additionally traceable to needs and intentions. (3) Human behavior is objective leaking people would discharge their exertion in the heading they accept will help to fulfill their particular needs.

### METHODOLOGY

Different systems for information accumulation have been utilized within this study yet the fundamental material for the study has been acquired through the utilization of poll review strategy, refined perceptions and in-profundity interviews. It is likewise important to watch that my inside learning of the association particularly my experience in the management class of the company and especially as the director LAS office has been valuable to the study.

### SAMPLE SIZE-

With a specific end goal to have a more successful inspecting of the different gatherings and units, the accompanying numbers were sampled from each one gathering:

1.	Management staff	25 samples
2.	Perpetual staff	294 samples
3.	Contract staff	155 samples

Despite the fact that management staff is just 9% of the whole staff quality, 25 subjects were sampled from the gathering speaking to 39% of the management staff. I accept that this gathering constitutes the initiative of the association and their disposition is less averse to and ought to influence the trust of the workers.

The 294 sampled were speaking to Permanent staff of the different frameworks in the gathering, for example, Messengers, Drivers, and clerical staff, Cleaners, Receptionists, Telephone Operators, Technical Assistants, Technicians and Engineers.

A hefty portion of the samples in the lesser gathering did not comprehend the poll utilized for alternate gatherings and it got important to peruse and translate at their level before they finish the poll. For the individuals who couldn't read in specific, supporting authorities read the inquiries to them in Pidgin English.

**Instrumentation-**

The motivational variables and work demeanor Questionnaire was utilized for gathering reactions from the subject chose for the study. The survey was produced by the scientist focused around thoughts got from the work of the survey utilized for the study comprised of five part parts.

The primary parts comprised of inquiries that make it workable for the bio-information to be gathered. This some piece of the survey was proposed to inspire data about the sex, age, and working class and job span of the respondents.

The other some piece of the survey that held the ward variables was subdivided into four segments. The primary area managed commonality. It holds twelve questions, which were intended to inspire reactions from respondents on commonality measurement and to discover the degree to which this influences their motivation to work.

**ANALYSIS**

This exploration breaks down the particular information got from the respondents that constitute the sample of the study. The population of the study was seven hundred and fourteen (714) staff of the three distinctive company utilized for the study.

The sample size was made up of five hundred and eighty (580) shockingly four hundred and seventy four (474) reacted from the three companies.

Category of staff	No of staff	Sampled response	Percentage
Management staff	64	25	39.06%
Permanent staff	396	294	74.24%
Contract staff	254	155	61.02%
<b>Total</b>	<b>714</b>	<b>474</b>	<b>66.39%</b>

**Table : Respondent population**

The management, perpetual and contract staff are all spoken to. Consequently the initial two tables above show the presentation of the respondents regarding figures. The later part of the presentation will show tables demonstrating examination as per theories. The far reaching information of the whole staff of the associations is spoken to in Table.

Company	Category of staff	No of staff
ABB Nig Ltd	Management staff	29
	Permanent staff	112
	Contract staff	107
ABB Electrical System	Management staff	10
	Permanent staff	60
	Contract staff	7
ABB Powerlines	Management staff	25
	Permanent staff	224
	Contract staff	140
<b>Total</b>		<b>714</b>

**Table : Actual staff strength**

Table uncovers that of the aggregate number of 474 respondents, there were 294 (changeless) accomplished staff, which made up 41.2% of the whole population of the three association and 155 less accomplished (Contract) staff, which made up 21.7%. The whole management staff structure 9% of the aggregate population yet 3.5% were sample for the exploration.

This paper includes the presentation of the information that has been assembled by means of the predesigned and regulated survey, which is the significant examination device in this examination work. Information will be introduced as tables all through this exploration work.

**CONCLUSION**

This study uncovers that the workers motivational techniques in association have experienced enormous change since the association was made.

Some of this change was crucial for its development and to make it conform to the evolving economic and socio-political evolution of the nation.

Be that as it may, the representative in later months appears to have experienced a trauma the significant traumatic experience is joined with the treat of conservation of workers.

The appearing misfortune of a standout amongst the most cherished and begrudged hallmarks of the association job security and the instabilities about wages and compensations would seem to have significantly influenced the workers morale. Under such a condition, workers can't give their best and expected return or output from the job. The management would now need to make an earnest move to investigate the issue if the representative is to attain her expressed destinations.

Quick steps ought to be taken by management to make workers re-build trust in the new regulatory framework to restore or raise the morale of the representative. The CEO, in his location to the Senior Management officers of the association or second walk, 2004 at the goodbye supper program for the previous CEO which I was advantaged to be available, gave the certification that there would be no additionally pruning of the workers and that workers ought to co work to propel the association. It is trusted that this consolation from the CEO will make the worker more gainful.

At last, it is accepted that if the management endeavors at actualizing these proposals, "life" will surely come back to the company and the association will recover its cherished customs. The respect toward oneself will be increased and the workers will work with a solid feeling of mission and devotion to obligation with the goal that they can viably help in the management of our rare resources for the accomplishment of hierarchical 's strategies, targets what's more projects.

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