



# INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

An International Open Access, Peer-reviewed, Refereed Journal

## “A STUDY ON FACTORS AFFECTING EMPLOYEE MOTIVATION”

**Patel Priya Bhupendrabhai**

*Student, B.V.Patel Institute Of Management*

*Uka Tarsadia University, Maliba Campus, Bardoil.*

**Ms.Vaishali Pillai**

*Assistant professor, B.V. Patel Institute Of Management,*

*Uka Tarsadia University, Bardoli, Surat. Gujarat.*

### Abstract

This research proves that motivation is an important part of human psychology. The research purpose is to find some important factors which motivate the employees. The objective is to study factors affecting the motivation among employees. To identify factors which demotivates the employees. To identify factors which motivates the employees. Research design used is descriptive in nature. Data collected for this study is by questionnaire method. A sample of 100 respondents were selected through a simple random sampling method. As a result, motivation makes a person want to work towards a goal. It makes people want to act.

**Keywords:** Financial incentives and Non financial incentive, Employee motivation.

### Introduction

Motive can be known by studying a person's needs. A manager makes appropriate use of motivation to enthuse employees. Study focuses on motivation among employees of Shree Khedut Sahakari Khand Udyog mandli Ltd. The main objective of employee motivation is to identify the different ways in an organisation to motivate employees. The factors which motivate employees are as given below: Interesting work, Appreciation, Recognition, Feeling involved in the work process, Job security, good wages and welfare facilities. Motivation occurs when an employee is motivated to engage in an activity. Intrinsic motivation causes an employee to act towards fulfilment of a work task or goal. It involves engaging in a behaviour because it is personally rewarding. It's motivated by an internal desire to perform an activity. Maslow's Hierarchy of needs contains five levels that often shape motivation style in an organisation. organisation must move. McClelland's Human Motivation Theory states that every person has three main driving motivators. ERG theory, developed by Clayton Alderfer, is a modification of Maslow's hierarchy of needs. Motivator factors are factors that lead to satisfaction.

## Review of Literature

Er, Prakash Kumar Sen (2016) had conducted a research on “Study on Factors Affecting Motivation of Employees”. The objectives of the study are to know the factor affecting motivation. He concluded that only few employees feel that working hours decided by the organisation are most convenient for them. Good employee’s motivation helps the success of the organisation. Ms. Supriya Mahajan (2015) had conducted a research on “ A Study on Motivational Factors for Employee Motivation in Organisation”. The main objective of this research report is to know the motivational factors that motivates the employees in the organisation. To know the satisfaction level of employees with those motivational factors. A sample of 200 employees was selected for study. He concluded that motivation does play an important role in motivation of the employees. They are satisfied with the motivational programs that take place in the organisation. Vinay Chaitanya Ganta (2014) had conducted research on “ Motivation in the workplace to improve employee performance”. The objective of this study is that most employees need motivation to feel good about their job and perform optimally. Some employees are money motivated while others find recognition and rewards personally motivating. A descriptive research design with survey method is applied in this study. He concluded that to emphasize the importance of motivation in the workplace to improve the employee performance and performance and productivity. Chadrakant Varma (2017) has concluded research on “Importance of Employee Motivation and Job satisfaction for Organisational Performance”. The objectives of this study is to understand the impact of HRM policies and practices on employee motivation and job satisfaction. To explore effective ways of motivation practiced by organisation. To explore the challenges to motivation and job satisfaction. To understand the factors contribute towards motivation and job satisfaction creating employee commitment. In this study, they adopted descriptive survey research design. He concluded that motivated employees have a positive effect on the organisation productivity and performance. This makes the most important aspect of any organisational setup. Ali Yassin Sheikh Ali (2016) had conducted research on “Employee Motivation and Organisation Performance”: Empirical Evidence from Secondary Schools in Mogadishu- Somalia. The main objective is to identify the relationship between work environment and organisational performance. The research design used for the study is descriptive research design. A sample of 100 employees was selected for the study. As a result, these schools provide a main four construct which measures work environment, cooperation, facilitation, and organisational performance.

## Research Objective

### Primary objective

- To study factors affecting the motivation among employees.

### Secondary Objective

- To identify factors which demotivates the employees.
- To identify factors which motivates the employees.

## Research Methodology

Study aims to find out the factors affecting employee motivation. The design of research that was selected for the project is “ Descriptive or survey design”. primary data was collected through questionnaires. The data gathered through survey with open ended questions, close ended questions and the sample size is 100. The frequency and reliability test were used to analyse the data. cross tabulation and chi-square have been used for research analysis.

## Data Analysis & Interpretation

The results of the findings of the data analysed from the questionnaire. The data was analysed on the basis of research objectives and questionnaire items using statistical tools, to generate frequency distribution tables, reliability test, cross tabulation and chi- square.

## Hypothesis Development

On the basis of factors affecting employee motivation, the following hypotheses are developed:

Ho1: There is no significant relationship between remuneration & compensation on age and education qualifications.

Ho2: There is no significant relationship between workplace environment on age and education qualifications.

Ho3: There is no significant relationship between HR Policy on age and education qualifications.

Ho4: There is no significant relationship between employee welfare facility on age and education qualifications.

Ho5: There is no significant relationship between safety & security on age and education qualifications.

## Finding of the study

### Reliability statistics

**Table: 1 Reliability statistics**

Cronbach alpha	No. of items
.622	31

**Reliability Analysis:** Reliability test was carried out by using SPSS software and the reliability test measure given below: Cronbach’s alpha: .622, the standard value is at 0.5 but over here it's highly reliable, so all the questions were found reliable.

**Demographic Profile****Table: 2 Demographic Profile of the respondents**

Demographic Variable		Frequency	Percentage
Gender	Male	100	100
	Female	-	-
Age	21-30	17	17.0
	31-40	41	41.0
	41-50	30	30.0
	Above 50	12	12.0
Education Qualifications	HSC	21	21.0
	Graduate	31	31.0
	Postgraduate	26	26.0
	Diploma	22	22.0
Marital Status	Single	6	6.0
	Married	89	89.0
	Other specific	5	5.0
Monthly Income	15000-20000	16	16.0
	20000-25000	43	43.0
	25000-30000	29	29.0
	30000 above	12	12.0

**Graph**

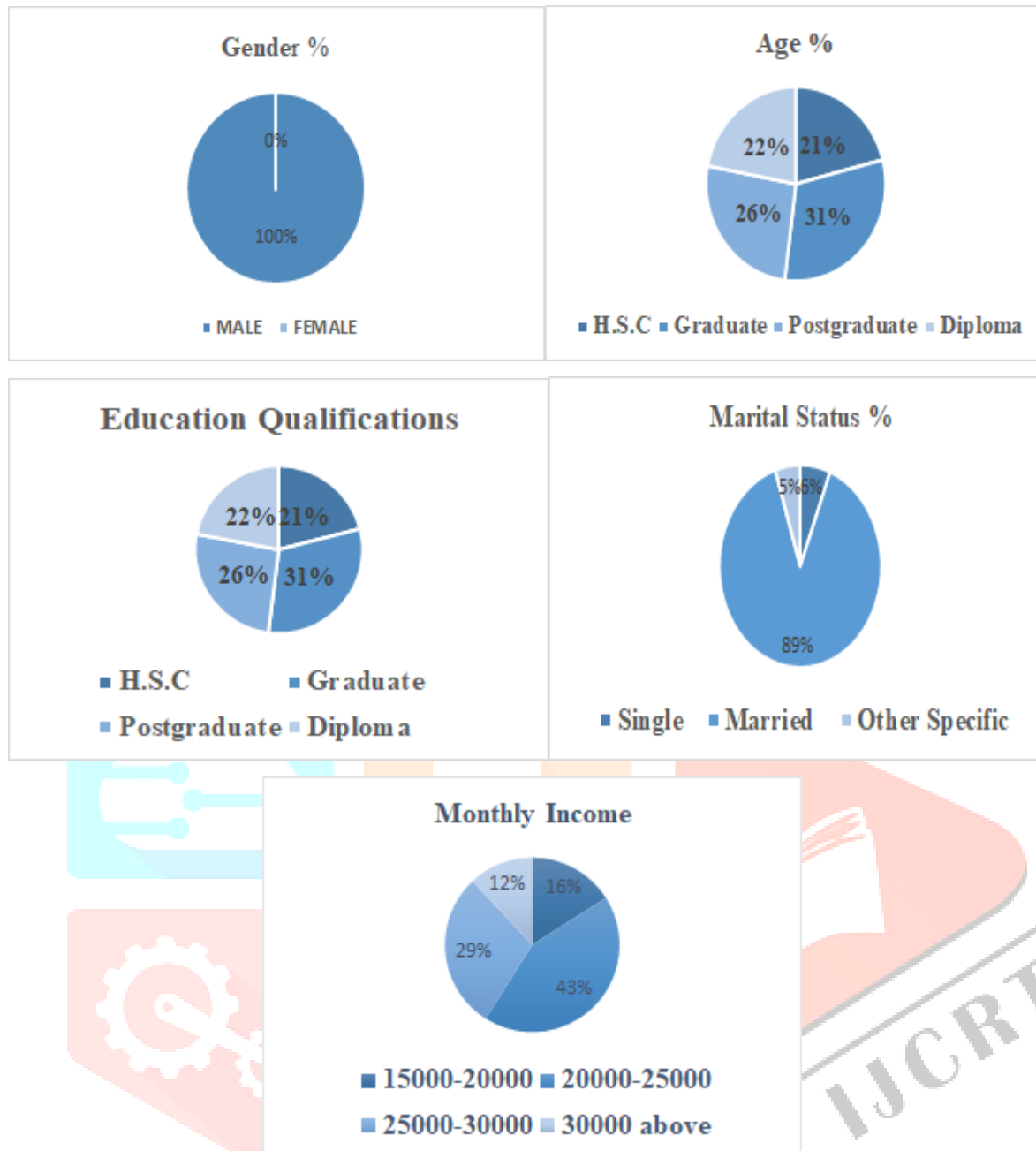


Table No 2 displays the demographic information gathered from the respondents in the form of various graphs. According to the study, 100 percent of employees are male. Study shows that the majority (41%) of the respondents ages between (31-40)ages, 17% are below (21-30)ages, 30% are also below (31-40) and 12% are above 50 years. Aside from that, 31 percent of its employees have a HSC, 31% have a graduate, 26% have a postgraduate and 22% have a diploma degree. As a result, it indicates that the company prefers both educated and uneducated employees. In terms of marital status, the majority 89% are married and 6% single and 5% are others.

**Chi-Square Test****Table No: 3 Test with Age**

		value	df	sig.	Accepted/Rejected
Remuneration & compensation	Pearson Chi-square	5.650	6	.464	Rejected
Workplace environment	Pearson Chi-square	11.304	6	.079	Rejected
HR Policy	Pearson Chi- square	2.365	6	.883	Rejected
Employee welfare facility	Pearson Chi-square	6.431	6	.377	Rejected
Safety & security	Pearson Chi-square	11.648	6	.070	Rejected

Here from the table it is observed that the significance test value for remuneration & compensation, workplace environment, HR Policy, Employee welfare facility and Safety & security is greater than significance level 0.05 hence null hypothesis is rejected which suggests that there is no significance relationship with age.

**Table No: 4 Test with Education Qualifications**

		value	df	Sig.	Accepted/Rejected
Remuneration & compensation	Pearson Chi-square	4.364	6	.628	Rejected
Workplace environment	Pearson Chi-square	7.184	6	.304	Rejected
HR Policy	Pearson Chi-square	3.370	6	.761	Rejected
Employee welfare facility	Pearson Chi-square	7.511	6	.276	Rejected
Safety & security	Pearson Chi-square	8.191	6	.224	Rejected

Here from the table it is observed that the significance test value for remuneration & compensation, workplace environment, HR Policy, employee welfare facility, and Safety & security is greater than significance level 0.05 hence null hypothesis is rejected which suggests that there is no significance relationship with education qualifications.

## Finding

- Respondents are highly satisfied with non-financial incentives which motivate employees.
- Respondents are satisfied with incentives and other benefits.
- Respondents are highly satisfied with the working relationship with the supervisor.
- Respondents are satisfied with the guidance and motivation.
- Respondents are highly satisfied with the environment.
- Respondents are satisfied with the financial assistance provided for the education of their children.

## Recommendation

- The factory should provide proper incentives for workers.
- The factory should improve working conditions so it would not affect employee's health.
- The factory should give reward and praise to motivate employees to do work.

## Conclusion

Motivation is an important part of psychology. It makes people want to work towards a goal. Most of the respondents are highly satisfied with salary. They are happy with their salary increments, non-financial incentives and paid leaves. This study also concludes that working relationships with supervisors also reward and praise participation in factory management. The respondents are satisfied with incentives and other benefits, regular bonus, guidance and motivation, competition between peers and co-workers, payment, personnel policies and teamwork.

## References

- Sen, Er. Prakash Kumar. "Study on Factor Affecting Motivation of Employees." *International Journal of Advanced Research in science and Engineering*, vol. 5, no. 04 April, 2016, pp. 529-541. [www.ijarse.com](http://www.ijarse.com), <https://fdocuments.in/document/study-on-factor-affecting-motivation-of-employees-major-research-project-entitled.html>.
- Mahajan, Ms. Supriya. "A study on motivational factors for employee motivation in Organization." *International Journal of science, Technology and Management*, vol. 04, no. 01, April, 2015, pp. 8-19. [www.ijstm.com](http://www.ijstm.com), [https://fdocuments.in/document/studhttps://www.academia.edu/18336755/A\\_STUDY\\_ON\\_MOTIVATIONAL\\_FACTORS\\_FOR\\_EMPLOYEE\\_MOTIVATION\\_IN\\_ORGANISATION](https://fdocuments.in/document/studhttps://www.academia.edu/18336755/A_STUDY_ON_MOTIVATIONAL_FACTORS_FOR_EMPLOYEE_MOTIVATION_IN_ORGANISATION).
- Ganta, Vinay Chaitanya. "Motivation in the workplace to improve the employee performance." *International Journal of Engineering Technology, Management and Applied sciences*, vol. 2, no. 6, 2014, pp. 221-230. [www.ijetmas.com](http://www.ijetmas.com), [https://www.academia.edu/32360907/MOTIVATION\\_IN\\_THE\\_WORKPLACE\\_TO\\_IMPROVE](https://www.academia.edu/32360907/MOTIVATION_IN_THE_WORKPLACE_TO_IMPROVE)

[THE EMPLOYEE PERFORMANCE VINAY CHAITANYA GANTA#:~:text=MOTIVATIO  
N%20IN%20THE%20WORKPLACE%20TO%20IMPROVE%20THE%20EMPLOYEE%20PER  
FORMANCE%20VINAY%20CHAITANYA%20GANTA,-KULDEEP%20SING.](https://www.academia.edu/32360907/MOTIVATION_IN_THE_WORKPLACE_TO_IMPROVE_THE_EMPLOYEE_PERFORMANCE_VINAY_CHAITANYA_GANTA,-KULDEEP_SING)

- Ganta, Vinay Chaitanya. “Motivation in the workplace to improve the employee performance.” *International Journal of Engineering Technology, Management and Applied sciences*, vol. 2, no. 6, 2014, pp. 221- 230. [www.ijetmas.com](http://www.ijetmas.com), [https://www.academia.edu/32360907/MOTIVATION\\_IN\\_THE\\_WORKPLACE\\_TO\\_IMPROVE  
THE\\_EMPLOYEE\\_PERFORMANCE\\_VINAY\\_CHAITANYA\\_GANTA#:~:text=MOTIVATIO  
N%20IN%20THE%20WORKPLACE%20TO%20IMPROVE%20THE%20EMPLOYEE%20PER  
FORMANCE%20VINAY%20CHAITANYA%20GANTA,-KULDEEP%20SING.](https://www.academia.edu/32360907/MOTIVATION_IN_THE_WORKPLACE_TO_IMPROVE_THE_EMPLOYEE_PERFORMANCE_VINAY_CHAITANYA_GANTA#:~:text=MOTIVATIO<br/>N%20IN%20THE%20WORKPLACE%20TO%20IMPROVE%20THE%20EMPLOYEE%20PER<br/>FORMANCE%20VINAY%20CHAITANYA%20GANTA,-KULDEEP%20SING)
- Ganta, Vinay Chaitanya. “Motivation in the workplace to improve the employee performance.” *International Journal of Engineering Technology, Management and Applied sciences*, vol. 2, no. 6, 2014, pp. 221- 230. [www.ijetmas.com](http://www.ijetmas.com), [https://www.academia.edu/32360907/MOTIVATION\\_IN\\_THE\\_WORKPLACE\\_TO\\_IMPROVE  
THE\\_EMPLOYEE\\_PERFORMANCE\\_VINAY\\_CHAITANYA\\_GANTA#:~:text=MOTIVATIO  
N%20IN%20THE%20WORKPLACE%20TO%20IMPROVE%20THE%20EMPLOYEE%20PER  
FORMANCE%20VINAY%20CHAITANYA%20GANTA,-KULDEEP%20SING.](https://www.academia.edu/32360907/MOTIVATION_IN_THE_WORKPLACE_TO_IMPROVE_THE_EMPLOYEE_PERFORMANCE_VINAY_CHAITANYA_GANTA#:~:text=MOTIVATIO<br/>N%20IN%20THE%20WORKPLACE%20TO%20IMPROVE%20THE%20EMPLOYEE%20PER<br/>FORMANCE%20VINAY%20CHAITANYA%20GANTA,-KULDEEP%20SING)