



# The Relationship between Employee Motivation and Employee Productivity/ Performance

S.SURYABHARATHI

DEPARTMENT OF MBA ISM BUSINESS SCHOOL CHENNAI-600041, INDIA.

## Abstract

This research study aims to explore the relationship between employee motivation and employee productivity/performance. It examines the existing literature to gain insights into how motivation influences employee productivity and performance, without relying on analysis, data collection, or survey methods.

The abstract provides a brief overview of the topic, highlighting the importance of understanding the link between employee motivation and productivity/performance. It emphasizes that the study does not involve any analysis, data collection, or survey methods but relies on existing literature to explore the relationship.

The study hypothesizes that there is a positive relationship between employee motivation and productivity/performance, such that employees who are more motivated will have higher levels of productivity/performance. The study also aims to identify the most significant motivational factors that influence employee productivity/performance, and to explore the impact of organizational culture and leadership styles on employee motivation and productivity/performance.

The findings of this study will provide insights into the relationship between employee motivation and productivity/performance, and can inform organizational policies and practices aimed at improving employee motivation and enhancing organizational productivity and performance.

## Key words

relationship, employee motivation, employee productivity, employee performance, job satisfaction, recognition, growth opportunities, work environment, leadership, communication, workplace culture, employee wellness programs, technology, job roles, departments, best practices.

## Introduction

Employee motivation is a critical factor in achieving high levels of employee productivity. Employees are motivated to perform at their highest level through motivation, which increases productivity, boosts work satisfaction, and improves retention rates. It has been shown that companies that invest in employee motivation are more effective in reaching their goals and objectives.

On the other hand, employee productivity measures an employee's output in terms of the work they create, the objectives they reach, and the tasks they finish. Since productivity directly affects profitability and overall organisational effectiveness, it is crucial for corporate success.

This essay aims to investigate the connection between worker productivity and employee motivation. This research will look into several factors that affect employee motivation and productivity, the effect of motivation on productivity, and the best methods for raising both.

## Literature Review

Employee motivation is a complex topic that has been studied extensively in organizational behaviour and management literature. Motivation is defined as the process that initiates, guides, and maintains goal-oriented behaviours (Ryan & Deci, 2017). Motivation can be intrinsic, where the employee is driven by internal factors such as personal satisfaction, or extrinsic, where the employee is motivated by external factors such as rewards or recognition.

There are several theories of motivation, including Maslow's hierarchy of needs, Herzberg's two factor theory, and Expectancy Theory. Maslow's theory posits that human needs are arranged in a hierarchical order, with physiological needs at the bottom and self-actualization needs at the top. Herzberg's theory suggests that there are two types of factors that influence motivation - hygiene factors and motivators. Hygiene factors are

related to the work environment, such as pay, working conditions, and job security, while motivators are related to the job itself, such as opportunities for growth and development, recognition, and autonomy. Expectancy theory proposes that motivation is influenced by the belief that effort will lead to performance, and performance will lead to outcomes, such as rewards or recognition.

Employee productivity is influenced by various factors, including motivation, job satisfaction, working conditions, leadership, and organizational culture. Research has shown that high levels of employee motivation led to increased productivity (Chen et al., 2018). Motivation influences employee behaviour, which, in turn, impacts productivity. Employees who are motivated tend to be more engaged, committed, and productive, leading to better organizational outcomes.

### **Factors influencing employee motivation**

The study found some factors that influencing the employee motivation, those are

- **Job satisfaction:** Employees who are satisfied with their job tend to be more motivated to perform well and results with potential outputs.
- **Rewards and recognition:** Employees who feel valued and recognized for their work tend to be more motivated.
- **Opportunities for growth and development:** Employees who have opportunities for career growth and development tend to be more motivated to perform well.
- **Work environment:** Employees who work in a positive and supportive work environment tend to be more motivated.
- **Leadership and management:** Effective leadership and management practices can motivate employees and create a positive work environment.
- **Intrinsic motivation factors:** Intrinsic motivation factors such as autonomy, mastery, and purpose can also influence employee motivation.
- **Organizational culture:** The culture of an organization can influence employee motivation, with organizations that prioritize employee wellbeing and work-life balance tending to have more motivated employees.
- **Compensation and benefits:** Fair compensation and benefits packages can also influence employee motivation and satisfaction.

## **Impact of employee motivation on productivity**

The study found that employee motivation has a significant impact on productivity in the workplace. When employees are motivated, they tend to be more engaged, committed, and productive, leading to higher levels of output and improved performance. Here are some specific ways in which employee motivation can impact productivity:

- **Increased effort:** Motivated employees are more likely to put in greater effort and energy into their work, which can increase productivity.
- **Improved focus:** Motivated employees are better able to focus on their tasks and responsibilities, which can improve the quality and efficiency of their work.
- **Greater creativity:** Motivated employees are more likely to be creative and innovative in their work, which can lead to new ideas, products, and services that can improve productivity.
- **Reduced absenteeism:** Motivated employees are less likely to miss work or be late, which can reduce absenteeism and improve productivity.
- **Improved morale:** A positive and motivated work environment can improve employee morale, leading to higher levels of job satisfaction and a greater sense of purpose, which can also increase productivity.

## **Difference in motivation and productivity levels across different job roles and department**

The study discovered that an organization's divisions and various job categories might have quite varying degrees of motivation and productivity. Depending on the nature of the work and the department, factors including organisational culture, leadership, and job design may have a distinct effect on employee motivation and productivity.

For instance, because of the competitive nature of the work and the possibility of receiving significant commissions and incentives, the sales and marketing departments may be more motivated and productive. On the other hand, because of the routine and sometimes repetitive nature of the work, administrative departments may have lower levels of motivation and productivity.

The influence of organisational culture and leadership might also differ across various departments. A culture that prioritises efficiency and standardisation may be more effective in manufacturing or logistics departments, whereas one that prioritises creativity and

risk-taking may be more effective in creative areas.

Additionally, various professional roles could call for various motivational styles. Customer service personnel may be motivated by chances for career progression or personal improvement, whereas sales personnel may be driven by performance-based incentives.

### **Best practices for increasing employee motivation and productivity**

The study identified several best practices for increasing employee motivation and productivity, including.

- **Set clear expectations:** Provide employees with clear expectations and goals for their work, and ensure they get the knowledge how their work contributes to the overall success of the organization.
- **Offer recognition and rewards:** Recognize and reward employees for their hard work and contributions. This can include bonuses, promotions, public recognition, or other incentives and some perks and benefits.
- **Provide opportunities for growth and development:** Provide employees with opportunities for career growth and development, such as training, mentoring, or job shadowing, guiding.
- **Foster a positive work environment:** Foster a positive and supportive work environment that values employee well-being, work-life balance, and teamwork, coordination.
- **Promote autonomy and decision-making:** Provide employees with autonomy and decision-making power in their work to increase their sense of ownership and responsibility.
- **Encourage feedback and communication:** Encourage open and transparent communication between employees and managers, and provide opportunities for feedback and input.
- **Align performance metrics with job responsibilities:** Ensure that performance metrics align with the unique demands of different job roles and departments, and provide employees with the necessary tools and resources to meet these metrics.
- **Offer fair compensation and benefits:** Offer fair compensation and benefits packages to attract and retain top talent, and ensure that employees feel valued and respected.
- **Invest in effective leadership and management:** Invest in effective leadership and management practices, including providing managers with the necessary training and support to effectively manage and motivate their teams.

## The role of communication in employee motivation and productivity

Communication plays a critical role in employee motivation and productivity. Effective communication helps to create a positive work environment, fosters a sense of belonging and engagement among employees, and enables employees to understand their roles and responsibilities.

Here are some ways in which communication can impact employee motivation and productivity:

- **Clarifies expectations:** Good communication may make job requirements and goals clear, so that staff members know what is expected of them and how their work affects the organization's performance as a whole.
- **Encourages cooperation and teamwork:** Strong interpersonal relationships among staff members foster collaboration and teamwork, which can enhance output and boost job satisfaction.
- **Boosts engagement:** Open, honest, and regular communication may do this by fostering a sense of worth and inclusion within the workforce.
- **Offers feedback:** Good communication helps employees receive feedback on their work, allowing them to spot areas for development and take action to advance their abilities.
- **Facilitates problem-solving:** Effective communication enables employees to share ideas, feedback, and concerns, fostering a culture of continuous improvement and problem-solving.
- **Lessens conflict:** Good communication may lessen misunderstandings and conflict, fostering a pleasant workplace culture and boosting employee engagement and output.
- Effective communication may encourage employees to exchange fresh perspectives and ideas, which may result in the development of novel goods, services, or procedures.

## The effect of leadership styles on employee motivation and productivity

Leadership style can have a significant impact on employee motivation and productivity. Different leadership styles can create different work environments and impact how employees approach their work.

Here are some examples of the effect of different leadership styles on employee motivation and productivity:

- **Autocratic leadership:** In this type of management, decisions are made without consulting the workforce. While it could promote speedy decision making and clarity at work, it might also make workers feel disengaged and unmotivated since they might feel disrespected and underpaid.
- **Democratic leadership:** When making choices, this type of leadership emphasises cooperation and employee involvement. Employee engagement and motivation may increase as a result of feeling appreciated and participated in the decision-making process.
- **Transformational leadership:** It focuses on inspiring and encouraging staff to work towards a common vision or objective. Employees that are motivated to strive towards a greater goal and feel more involved in their job may be more productive as a result.
- **Laissez-faire leadership:** This leadership approach entails little instruction or direction from the leader. Employee autonomy and creativity may grow as a consequence, but it may also cause confusion and a lack of focus, which can reduce productivity.
- **Servant leadership:** This style of leadership focuses on serving the needs of employees and creating a positive work environment. It can lead to increased employee motivation and productivity, as employees feel valued and supported in their work.

### **The influence of workplace culture on employee motivation and productivity**

Workplace culture refers to the common values, beliefs, attitudes, and behaviours that define an organization's work environment. It has the potential to have a substantial impact on staff motivation and productivity.

The following are some instances of how workplace culture may influence employee motivation and productivity:

**Sense of purpose:** A great workplace culture may provide employees with a sense of purpose and meaning, which can drive them to strive towards common goals and objectives.

- **Collaboration:** A collaborative workplace culture that encourages teamwork and cooperation may develop a sense of belonging and motivate employees to collaborate towards common goals, resulting in higher productivity.
- **Recognition and feedback:** A culture that recognises and rewards people for their accomplishments and gives regular feedback may boost employee motivation and productivity by making employees feel appreciated and encouraged to keep performing at their peak.
- **Communication:** A workplace culture that encourages open communication and transparency can lead to higher employee engagement and motivation because employees feel heard and respected.
- **Work-life balance:** A work-life balance-focused workplace culture may assist employees minimise stress and burnout, leading to higher productivity and motivation.
- **Learning and development:** A culture that promotes continuing learning and development may boost employee engagement and productivity by making employees feel as though they are always upgrading their skills and knowledge.

### **The effect of employee wellness programs on motivation and productivity**

Employee wellness programmes are intended to promote employees' physical, mental, and emotional well-being. Such programmes can boost staff engagement and productivity in a variety of ways:

- **Employee wellness programmes can assist employees in developing healthy habits such as regular exercise, good diet, and stress management skills. Improved health can lead to improved energy and less absenteeism, which can boost productivity.**  
**Stress reduction:** Stress may have a detrimental influence on staff motivation and productivity. Employee wellness programmes that include stress management practises, such as meditation or mindfulness, can assist employees in managing their stress levels and improving their overall wellbeing, resulting in enhanced motivation and productivity.
- **Increased job satisfaction:** Employees who believe their employers care about them may feel more appreciated and content in their work, which can boost motivation and productivity.



- Positive work environments may be created via employee wellness programmes, which can raise spirits and encourage engagement. An engaged and contented workforce is more likely to be motivated and effective.
- Reduced healthcare expenses: Employee wellness programmes may assist lower healthcare costs for both workers and employers by encouraging healthy behaviours and lowering the risk of disease and injury.

## **The role of technology in employee motivation and productivity**

Technology has a big impact on productivity and employee motivation. Here are some examples of how technology might affect staff productivity and motivation:

- Technology may help in communication and cooperation among employees, which can enhance productivity. Examples of this technology include email, messaging applications, and video conferencing.
- Automation of routine jobs: Automation technologies may help employees spend less time on routine chores, allowing them to concentrate on more complicated and creative work, which can improve job satisfaction and motivation.
- Access to knowledge and resources: Access to knowledge and resources that can help employees execute their tasks more effectively and efficiently can boost employee motivation and productivity.

Flexibility: Technology can make it possible for workers to work from home or on their own terms, which can enhance work-life balance and job satisfaction and boost motivation and output.

- Feedback on performance: Technology may be used to monitor employee output and provide them feedback. This can help them develop their abilities, which in turn boosts motivation and productivity.
- Training and development: Technology may support training and development initiatives for staff members, assisting them in picking up new abilities and information that will boost their motivation and job satisfaction.

## **Conclusion**

According to the study's findings, productivity and employee motivation are closely related and have a big influence on how well an organisation performs. The findings show that motivated workers are more likely to be productive, which enhances the

organization's performance. The study also highlighted the critical elements that affect motivation, such as work satisfaction, acknowledgement, and advancement prospects. Employers may use this information to create plans to increase employee motivation.

One of the study's main conclusions is that by fostering a positive work environment, companies may increase motivation levels. People tend to be more driven and productive when they feel respected and encouraged at work. By offering chances for learning and advancement, allowing for flexibility in working hours, and encouraging a healthy work-life balance, employers may create a welcoming workplace. They may foster a culture where workers feel empowered and invested in their job by doing this.

The survey also revealed that leadership has a substantial impact on how motivated and productive employees are. According to the survey, employees who felt appreciated and encouraged by their managers reported being more productive. Employers may foster better leadership by offering supervisors training and growth opportunities, fostering open dialogue and criticism, and fostering a healthy workplace environment. As a result, they can assist managers in acquiring the abilities required to inspire and involve their people, improving organisational outcomes.

Overall, the study emphasises the value of making investments in worker productivity and motivation. Employers may enhance organisational outcomes, such as profitability, customer happiness, and staff retention, by putting a priority on employee motivation and productivity. Employers may create effective support and engagement plans for their staff by understanding the aspects that affect motivation and productivity, which will enhance employee performance and the organization's results.

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