



EXPLORING THE ROLES AND MOTIVATIONS OF EMPLOYEES IN THE WORKPLACE

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ABSTRACT

Many contemporary businesses are experiencing a shortage of human resources at the present time. Persons constitute the fundamental building blocks of any organization or organization. The incentive structure of a firm and the degree to which its employees are able to properly carry out their responsibilities are the primary aspects that determine the performance of the organization. People who are highly driven are always focused, passionate, and exceptionally productive in their work. It is of the utmost importance to show appreciation for professionals by providing them with praise, prizes, and other positive measures in order to inspire and motivate them. The objective of the organization is more easily accomplished when the personnel are motivated and provide outstanding service to the business's customers. It is necessary for individuals to be able to coordinate work and communicate information to the relevant person at the appropriate time in order to fulfill this assignment.

Keywords: *Employee, Performance, Motivation, organization, Human resource.*

INTRODUCTION

When it comes to people's actions and accomplishments, motivation is key. Employee motivation is thus a top priority for managers. The most important thing in management, according to Likert (1961), is desire. Motivated workers are those whose occupations they find engaging and meaningful and who have opportunities to take initiative, learn from their mistakes, advance in their careers, and be publicly acknowledged for their contributions (Rao, 2000). Finding effective methods to encourage and reward one's personnel is a challenging task for every supervisor. In order to keep things operating smoothly, it is critical to keep personnel motivated. When workers are enthusiastic about what they're doing, it shows in their work. A unique aspect of each person's life serves as their inspiration. Motivated employees are the result of having their needs and expectations met on the job. A person's motivation is the driving force behind their goal-oriented behavior. If we want to get things done fast, we need to inspire people to act in a work like manner. In the absence of intrinsic motivation, individuals will not carry out the necessary tasks. A person's level of motivation is a major component in their ability to achieve their goals. This means that every manager has an obligation to encourage moral behavior among their staff. Involving people in all aspects is crucial since they are the foundation of every firm.

OBJECTIVES

The objectives of the study are as follows:

To investigate the aspects of an organization that influence the level of intrinsic motivation, job satisfaction, and happiness felt by workers.

In order to assess the management, procedures, and systems of an organization's human resources

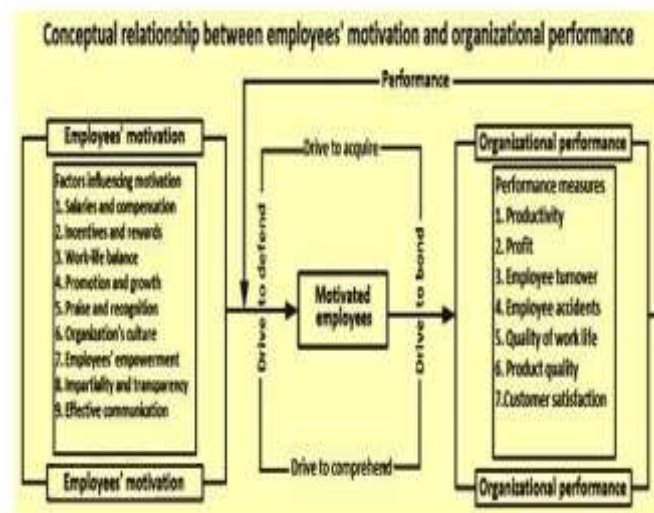
department, including the methods used to fill positions, determine salaries, and promote employees. Examining the operating environment and responsibilities inside the organization.

Raising productivity within a company by inspiring its employees motivating oneself to alter one's conduct is analogous to the necessity of fuel for an automobile. The desire to do something or take action is prompted by stimuli, which can be anything from a goal or interest to a conviction or allegiance. Reasons vary according to person, circumstance, and duration. Your thoughts determine your level of motivation. What people claim they will do is actually enforced. Managers used to incentivize workers to put in longer hours and earn more money. More and more, managers are trying to keep their employees from looking for better opportunities elsewhere by finding ways to engage and inspire them. A person's effectiveness in a business is influenced by numerous factors, including motivation.

The Importance of Being Inspired A person's motivation is the driving force behind their goal-oriented behavior. Motivating people to act appropriately and put in the necessary effort to finish their tasks is essential. A person's level of motivation is a major component in their ability to achieve their goals. This means that every manager has an obligation to encourage moral behavior among their staff. Involving people at every stage is crucial because they are the engine that drives a company. Observing an employee's level of motivation is crucial when evaluating their overall performance. Inspiration is crucial for companies, and there are many arguments in favor of this claim.

Impressive Turnout When compared to their colleagues, employees that are exceptionally motivated perform better. Just a handful of workers have gone missing or left their positions. Highly motivated workers tend to remain put for extended periods of time rather than taking short breaks. A company's operations and reputation take a hit when employees aren't willing to stick together and work as a team. Embracing organizational changes Companies must be flexible enough to swiftly adjust to new ways of doing business as a result of the many changes brought about by technological advancements.

A self-motivated individual will not only lead the firm to success and expansion, but will also put in the time and effort necessary to envision, plan, and implement these improvements. Encouraging participation from workers You have captured the spirit and resolve of an employee in your portrayal of their motivation. Every employee has their own special motivation. A couple of the most important things you can do to motivate your employees are to cater to their individual requirements and expectations while on the job and to deal with the things that boost or lower enthusiasm.



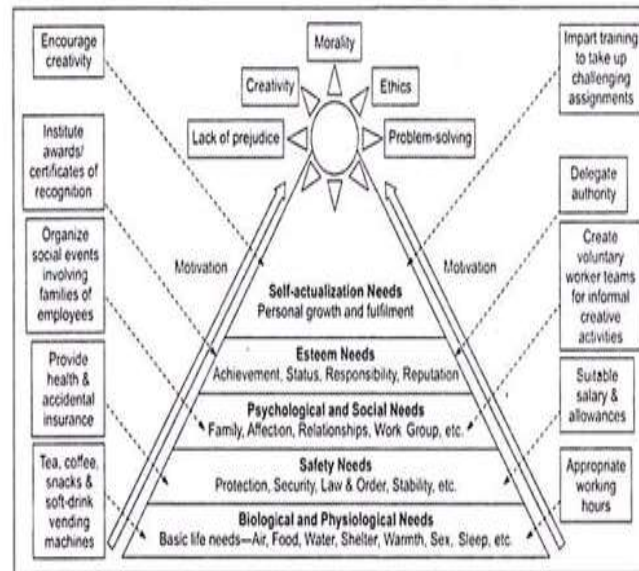
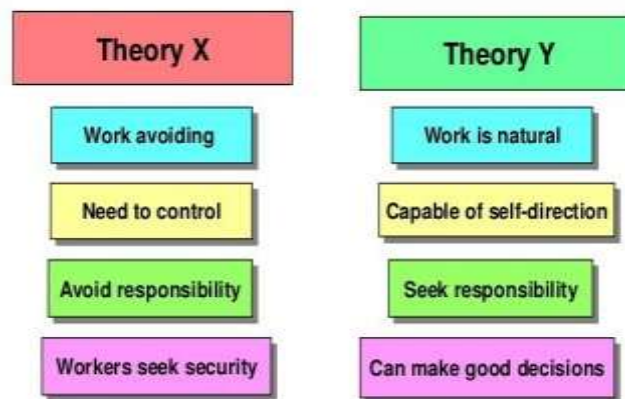


Figure 4.2 Maslow's Hierarchy of Needs Pyramid

MCGREGOR'S THEORY X & Y



This study will look at four external factors (job stability, development prospects, enough earnings, and recognition) as well as four internal factors (engaging work, job satisfaction, stress levels, and job value). Maslow's hierarchy of needs, Alderfer's expectation theory, Herzberg's two-factor theory, and Alderfer's ERG are all used to enlighten the issues.

RESEARCH METHODOLOGY

In this circumstance, the use of a quantitative inquiry aided in the achievement of the study goal. The sole empirical data used in this study came from the distribution of a questionnaire. The sole empirical data used in this study came from the distribution of a questionnaire.

Research Design

This study collects participant responses using a quantitative methodology with the goal of inferring correlations. To collect information from the participants, self-designed structured questionnaires were used. This study investigates the connection between employee motivation and workplace productivity.

Sample size: 100

Sample Approach: A fast and straightforward method

Hypothesis:

The link between outstanding job performance and intrinsic motivation in the workplace is unmistakable. There is no apparent influence of employee motivation on production, according to the null hypothesis. To test this hypothesis, researchers used correlation coefficient analysis to determine the degree of the relationship between the two variables. The findings indicate a positive relationship between employee motivation and performance, demonstrating that these two variables are

interdependent. In this scenario, the null hypothesis is disproven, and the alternative hypothesis is accepted.

FINDINGS

- Approximately 80% of employees are pleased with the assistance they receive from the human resources department.
- According to the report, a large majority of employees, 95%, are motivated by cash rewards.
- The majority of productivity is influenced by rewards and incentives, approximately 91%.
- According to research, a substantial majority of employees, namely 82%, are motivated to exceed expectations and do very well in their career.
- According to the survey, 60% of employees with a direct reporting line to management said they actively participate in making departmental decisions

CONCLUSION

Successful businesses must focus employee motivation in order to remain competitive and prevent issues such as high staff turnover. Managers have an unquestionable obligation to motivate and empower their workers to achieve the best possible results for the company. There is a self-reinforcing feedback loop between performance, satisfaction, and employee motivation. When a person achieves high levels of performance, his or her motivation and internal well-being improve. There is a widespread misperception that an organization can ensure exceptional performance by implementing specific policies and processes. Furthermore, it is claimed that both internal and external stimuli can inspire employees to perform well. Employees are driven equally by internal and external factors. As a result, it is critical to apply tactics that effectively inspire and engage employees in the workplace. Our findings show that different study groups have reached different conclusions on the most important innate features. According to research, five job traits are required to achieve high levels of intrinsic motivation among employees: task relevance, autonomy, feedback, task identity, and skill variety. If a company wishes to encourage its employees by external factors, it should focus on salary, job stability, and employees' level of devotion to their superiors and coworkers. Every job attribute offered by the manager contributes to the effectiveness of employee performance.

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