



# Impact of motivation on employee performance

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**Abstract:** Motivation is a prominent determinant of Employee performance, which directly put influence on their productivity, initiative, morale, and organizational growth. Motivation in organization depend upon both internal and external factors. In fact motivational factors closely interact with Organizational factors which bring success and glory to business. Motivated employees are more reactive, responsive, dedicated in their approach, leading to increase levels of performance and quality output. They are also more likely to innovative, collaborate effectively, and provide exceptional customer service, thereby enhancing overall organizational effectiveness and competitiveness. To motivate employee such strategies should be devised that caters individual and organizational needs. Appreciation and incentive, growth opportunities, leadership style, productive environment work environment are key elements in improving employee motivation. But regular feedback should be obtained from employees in order to change the strategies due to changed circumstances. The relationship between employee motivation and their performance is positively related and its importance cannot be neglected in present scenario. This research paper focus on indentify the factors and role of employee motivation on their performance and to observe the challenges faced in motivation process,

**Keywords:** prominent, circumstances, neglected, opportunities, productive.

## 1. INTRODUCTION

Motivation refers to the driving forces behind human behavior that moves them towards goals. Employee motivation is a key component of organizational success, which in turn effect morale, dedication, commitment and productivity. Motivated employees view organizational goals as their personal goals and try to achieve it in every manner. In order to device motivational strategies, first of all those factors should be identified which has positive impact on performance. Motivation in the workplace can be divide into internal factors e.g personal growth, recognition, promotion and external factors e.g incentives, career opportunities. These factors interact with environmental and organizational conditions, such as leadership model, organization culture, and job role, to shape employees' motivation levels. Employee performance is closed related with motivation. Motivated employees contribute his best and more committed to do the assigned job or task They are also more conscious, innovative and creative.

## 2. OBJECTIVE OF THE STUDY:

- To highlight the motivational factors
- To highlight the impact of motivation on performance
- to Highlight the challenges in motivation process.

## 3. METHODOLOGY:

- **Coverage of study:** The research study covers the employees of local factories in Amritsar
- **Primary data:** Data were gathered from the primary sources with the help of questionnaire filled by personal interview with employees
- **Secondary Source:** It includes research paper, books, journal, publication, Website etc.



- **Sample size**

Sample size was 100 employees and questionnaire was prepared for collection of data by keeping in mind the objectives of study. Collected data is structured on five point Likert scale is Considered which consists of 5 point scale where 5 strongly agree and 1 as strongly disagree.

Strongly disagree ( 1 point)

Disagree ( 2 point)

Neutral ( 3 point)

Agree ( 4 point)

Strongly agree ( 5 point)

#### **4. FACTORS INFLUENCING EMPLOYEE MOTIVATION**

To develop motivational strategies first requirement is to understand factors which influence employee motivation. Employee motivation is influenced by a numbers of factors which prevail in organizational internal and external environment. Some of factors explained here

##### **Internal Factors**

- **Sense of Gratification**

It is most powerful motivator which generate internally by achieving their goals which boost up self-esteem and satisfaction level.

- **Recognition and Appreciation**

Employee feel more motivated and strive for excellence when their work is recognized by other such as manager, supervisor, colleagues. in formal or informal way.

- **Nature of role, job**

Employee feel more motivated when he get role or job as per their interest, skills, hobbies, passion as compare to disinterest.

- **Growth Opportunities**

Employees consider opportunities to learn new skills, take on challenging assignments, and advance in their careers. Organizations, which provide employee development opportunities via training, mentoring, and career planning tend to have more motivated teams.

##### **External Factors**

- **Compensation and incentives**

Fair compensation policy consist of salaries, bonuses, commission and monetary and non monetary incentives (such as medical, retirement, canteen, paid leave is essential motivational factor. It provide financial security to employees.

- **Job Security**

Employees who have job security likely to be motivated to as compare to insecure one. Organizations that provide sense of job security find their employees are more stable and productive.

- **Work Environment and culture**

A positive work environment with presence of cordial relationships, two way communication, and a healthy work-life balance leads to employee motivation. Factors like workplace conditions, management philosophy, organizational policies impact employee motivation.

#### **3. Environmental and Organizational Factors**

- **Leadership Approach**

leadership style put strong impact on follow employees. Leaders who have some intrinsic and extrinsic qualities, supportive, cooperative in nature can create a motivating work environment. Leader should set examples for their employees before setting their goals



### • Organizational Culture

The internal values, norms, ethics of organization's also influence employee motivation. A culture with mutual understanding, openness, trust, fairness, and teamwork give a sense of belonging and motivation.

### • Work-Life Balance

Organizations that focus on work-life balance through flexible work arrangements, provide parental leave and reduce stress level tend to have more motivated work force

## 5. IMPACT OF MOTIVATION ON PERFORMANCE

The following data Analysis the impact of motivation on performance

Questions	SD	D	N	A	SA
Organization implement the proper motivational strategies for all employees	37	8	15	14	42
Supervisor or leaders should be engaged in motivation process	20	13	07	30	30
Motivation helps in boosting employee morale level	7	6	6	35	46
Motivation encourage to employees to learn new skills	10	5	20	25	40
Motivation encourage to employees to take imitative	6	8	21	28	37
Motivation leads to increase output (productivity) level of employees	2	11	19	32	36
Motivation helps in bringing creativity and implementing new ideas.	18	15	9	30	28
Motivation leads to reduction the chances of dispute and clashes between employees and Management.	14	22	27	20	17
Motivated employees get more promotional opportunities	8	12	13	22	45
Motivation helps employees to adjust themselves according to changed circumstances	9	16	18	20	37
Motivation is mainly depend upon financial factors as compare to non financial factors	9	8	10	28	45
Motivated employees become able to handle pressure and more workload	18	7	16	36	23
Supervisor assign higher responsibility to motivated employees	7	12	24	26	31
Due to difference in individual psychology, motivational process become difficult	12	10	18	19	41
Motivational should be positive not negative	13	14	15	30	28
Discrimination arise among motivated and non motivated employees	33	46	7	12	22
Motivated employee are willing to take challenging task at self level	15	12	17	29	27
Motivated employees feel self satisfaction	7	10	22	32	19
Motivation leads to reduction labour turnover rate	20	6	25	22	27
Motivation leads to creation of Productive work culture	8	8	29	31	24
Motivation helps in achieving personal and organizational goals in effective manner	10	17	9	20	44

## 6. CHALLENGES IN MOTIVATION PROCESS

Implementing a motivational strategies is a complex task because of following reasons.

- **Difference In Psychology :** All employees have different beliefs, attitudes, and expectations and psychology, so single motivational factor is not suitable for all.



- **Traditional Theories** : Some of well established theories of motivational is not suitable in present scenario because it based upon some assumption which are not valid in present environment.
- **Poor Career Planning**: Motivated process is not work well untill employees have clear-cut career goal. But most of unskilled or lower class workers have no career planning so they remain non-motivated.
- **Resist to take More Responsibility**: Motivation and high responsibility have direct and close relationship. Management assign more responsibility to motivated employees. But some employees consider it extra burden so they always resist it. In this situation Motivational process fails to provide fruitful outcomes.
- **Poor work Environment**: Motivational strategies can be implement properly when organization have productive and supportive work environment. Organization with poor and weak culture find it difficult to motivate their employees.
- **Leadership Style** : Frequent changes in leaders and Styles to mange employees also create hurdles in motivational process.
- **Lack of Growth and advancement Opportunities**: Employees remains non motivated in spite of implementation of motivational strategies if they feels that organization is not able to provide them growth and promotional opportunities.
- **Feeling of Insecurity** : If employee feels insecure about his job and his work is always remains undervalued and unrecognized then he feels non motivated.
- **Focus on the negative Method**: It is recognized fact that according to situation positive and negative motivation can be used, but if organization mainly focus on negative motivational method instead of positive then it demorale employees.
- **Unclear job descriptions** : If employee role and nature of work is not clear to him in advance then no motivational strategies can bring change in his behavior.

## 7. CONCLUSION

Motivation Consider foundation stone of organizational success. Organizations which focus on motivational strategies become able to outperform due to increase productivity of their workforce. Above data clear cut highlight that motivation is able to bring exceptional change in employees behavior and it is also considered of need of hours by employees itself because of so many positive consequences in the form of improved productivity, innovation, imitative, commitment to work, Career growth opportunities, satisfaction. leadership styles also plays a impactful role in cultivating motivation. Leaders who inspire, empower, and communicate effectively with their teams create a culture where employees feel valued and motivated to contribute their best. So all organization should consider it need of hour in present scenario and put resources and efforts to implement motivational strategies to best of their ability. But at the same time, some roadblocks are exist, which make it difficult to motivate employees and pose challenges. Management should pay attention on these barriers to understand the causes and try to remove it in order to achieving personal and organizational goals in best possible manner. By recognizing both internal and external motivators, organizations can customized strategies that relate with their workforce needs, belief, goals.

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