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Motivating Factors Of Employees Are Instigated To Improve Organization Productivity

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Abstract: Motivating factors is to create conditions in which people are willing to work with zeal, initiative, interest and enthusiasm, with a high personal and group moral satisfaction, with a sense of responsibility, loyalty and discipline and with pride and confidence in a most cohesive manner so that goals of an organization are achieved effectively. Most companies operate in an environment in which employee motivation has become more essential for improving employee productivity. Indeed, the absence of an employee motivation program can seriously hinder a company's ability to attract and keep good personnel. Employers must be aware of these issues and be ready to make informed decisions when they select employee benefits. Designing the right motivation plan for employees is a complex task. Encourage team building activities among employee groups to create trust and acceptance. Strong, loyal teams provide one level of acceptance and teamwork between departments provides another. Employees will be more motivated to do their jobs well if they have ownership of their work. This requires giving employees enough freedom and power to carry out their tasks so that they feel they "own" the result.

Keyword: Human Resource, Organization, Motivational Factors, Organizational Productivity.

INTRODUCTION:

Motivating factors represents an unsatisfied need which creates a state of tension or disequilibrium, causing the individual to move in a goal directed pattern towards restoring the state of equilibrium by the satisfying need. The purpose of motivating factors is to create conditions in which people are willing to work with zeal, initiative, interest and enthusiasm, with a high personal and group moral satisfaction, with a sense of responsibility, loyalty and discipline and with pride and confidence in a most cohesive manner so that goals of an organization are achieved effectively. Some organizations attempt to apply "motivational programs" to boost employee morale. Many times HR professionals are asked create programs that will "motivate" people. On the other hand, organizations that really care about employee motivation have ways of helping managers create an environment where individual's fit and their objectives and values are in alignment. Motivational factors change over the course of time, and depend on circumstances that an individual may be experiencing at the time, whether it be personal life or career. That can be easily demonstrated when, on one day a person believes they have a great job and future, and the next day they are unemployed. It is also key to understand that not all people are motivated by a single factor; instead they are motivated by a series of factors. It is very important for managers to understand that different factors motivate different people. Motivational technique is utilized to stimulate employee growth. With these underlying points this study is undertaken.

REVIEW OF LITERATURE:

Gardner (1989) suggests techniques in the field of management foreign communication process differ and can be unique motivating experiences. Employees experience diverse emotions, as well as various levels of success. The difference could be a matter of motivation. More to this puzzling picture than motivation and attitude have researched numerous variables concerning success in Organization. Some researchers consider aptitude as the number one indicator of success in motivation. Other researchers see self-efficacy as the true indicator.

Skehan (1989) says communication process aptitude has been suggested as "… one of the central individual differences in management." It has also been declared to be the most consistent predictor of one's success. Due to the conceptual issues involved, the matter of differentiating among ability, aptitude, and intelligence must be considered. These terms are commonly used interchangeably in everyday parlance, and the scientific definition is lost because of the popular use typically applies in psychology to various traits which involve thinking, reasoning and the processing of information. Scholars have distinguished a difference between ability and aptitude but in practical terms, and for the purpose of language learning, these terms are synonymous in meaning and pedagogical application. Whereas aptitude is commonly used in reference to a specific area of performance, intelligence carries a broader meaning; it is not specific to a discipline, but rather entails all areas of Management. The meaning is also synonymous, to a degree, with abilities. Noticeably, the differences in meaning are minor in detail .The research on

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language learning aptitude has primarily focused on the Modern Language Aptitude Test (MLAT), but researchers are now considering other factors; therefore, the emphasis has lessened, especially since the early 1990's

Ehman (1995) reveals that though aptitude is well established as a general measure, its equivalent determiner in communication process is motivation. This body of emerging research continues to strengthen as more scholars take this into consideration The controversy of aptitude versus attitude continues even when scholars are proclaiming motivation to be at least equivalent, instead of superior, to aptitude as a predictor of success

Zimmerman (2000) suggests that motivation can be influenced by self-perception. Self-perception can destroy one's motivation to accomplish a given task based on the belief that the ability to do the task is lacking; or the motivation is suppressed because of the belief that the task lacks challenging components. Another study Zimmerman notes illustrates a finding of an overall effect size of 38% which this indicates that self-efficacy accounts for approximately 14% of the variance in employee's academic outcome across various sets of employee samples and criterion measures. Concerning the effects of perceived self-efficacy on persistence, research has shown that it influences the employee skill acquisition by increasing persistence (2003; Zimmerman). Observably, self-efficacy plays a mediational role in motivation, persistence and academic achievement. The findings signify evidence of the validity of self-efficacy beliefs and their influence on a student's method of motivating factors and motivational process.

Bandura (2001) indicates that employees perceive themselves as more, the more challenging the goals they pursue will be the same during the past two decades has revealed that self-efficacy is a highly successful predictor of a employees motivation Self-efficacy is a performance-based measure of one's perceived ability and therefore differs theoretically from motivational constructs such as outcome expectations or self-concept. Frequently, the terms self-efficacy and self concept are misunderstood to have the same meaning. Self-efficacy pertains to one's perceived abilities to accomplish a specific task; whereas, self concept is a composite look at oneself believed to have been formed from one's experiences and accepted evaluations from family and friends. Self-concept and self-efficacy may both be used outside the context of learning. The role self-efficacy plays in one's motivation and attitude toward communication is an important one having influence on one's performance. When looking at communication employees feel they have to be risk-takers because their self is put before others to perform. Those with low self-efficacy perceive tasks of difficulty as threats; these are people that dwell on their deficiencies and remember the obstacles they encounter when pursuing challenging tasks

Dornyei (2001) says that there is a reason for connecting the concept of self-efficacy with the motivation to learn an additional language. For employees to focus on the task of communicating with all their might and determination, they must have a healthy view of themselves as performers. Although prior successes combined with other general measures of one's ability are considered exemplary predictors of achievement, many studies suggest that self-efficacy beliefs add to the predictability of these measures. One such study was that of employees' is Self-Monitoring. The findings pointed to the fact that the efficacious employees monitored their working time more effectively and were more persistent. The study also indicated the more efficacious employees to be better at solving problems than inefficacious students of equal aptitude. The self-efficacy beliefs also motivated the employee's use of motivational strategies.

CONCEPT OF MOTIVATION:

Employee Performance fundamentally depend on many factors like performance appraisals, employee motivation, Employee satisfaction, compensation, Training and development, job security, Organizational structure and other, but the area of study is focused only on employee motivation as this factor highly influence the performance of employees. Employee motivation is one of the policies of managers to increase effectual job management amongst employees in organizations. A motivated employee is responsive of the definite goals and objectives he/she must achieve, therefore he/she directs its efforts in that direction. Rutherford reported that motivation formulates an organization more successful because provoked employees are constantly looking for improved practices to do a work, so it is essential for organizations to persuade motivation of their employees. Getting employees to do their best work even in strenuous circumstances, is one of the employees most stable and greasy challenges and this can be made possible through motivating them.

Composition of people which formulate independent business identity for some specific purpose is commonly known as organization and getting desired outcome within defined resources is treated as effectiveness. Organizational effectiveness is the notion of how effectual an organization is in accomplishing the results the organization aims to generate. It plays an important role in accelerating organizational development. It is the net satisfaction of all constituents in the process of gathering and transforming inputs into output in an efficient manner. Organizational effectiveness is defined as the extent to which an organization, by the use of certain resources, fulfils its objectives without depleting its resources and without placing undue strain on its members and/or society. It is the maximum combined utility of the primary constituents. The goal model describes organizational effectiveness in terms of the extent to which an organization attains its objectives. The legitimacy model regards organizational effectiveness in terms of a background evaluation "of component preferences for performance and natural limitations on performance from an external environmental perspective". The constituency model considers organizational effectiveness "as a set of several statements, each reflecting the evaluative criteria applied by the various constituencies" involved with the organization being evaluated with an emphasis on means criteria. The systems resource model defines organizational effectiveness "in terms of its (the organization's) bargaining position, as reflected in the ability of the organization, in either absolute or relative terms, to

exploit its environment in the acquisition of scarce and valued resources" and how they utilize these resources.

Employees want to earn reasonable salary and payment, and employees desire their workers to feel that is what they are getting. Money is the fundamental inducement, no other incentive or motivational technique comes even close to it with respect to its influential value. It has the supremacy to magnetize, maintain and motivate individuals towards higher performance. Frederick Taylor and his scientific management associate described money as the most fundamental factor in motivating the industrial workers to attain greater productivity. Research has suggested that reward now cause satisfaction of the employee which directly influences performance of the employee. Rewards are management tools that hopefully contribute to firm's effectiveness by influencing individual or group behavior. All businesses use pay, promotion, bonuses or other types of rewards to motivate and encourage high level performances of employees. To use salaries as a motivator effectively, managers must consider salary structures which should include importance organization attach to each job, payment according to performance, personal or special allowances, fringe benefits, pensions and so on. Leadership is about getting things done the right way, to do that you need people to follow you, you need to have them trust you. And if you want them to trust you and do things for you and the organization, they need to be motivated. Theories imply that leader and followers raise one another to higher levels of morality and motivation. Motivation is purely and simply a leadership behavior. It stems from wanting to do what is right for people as well as for the organization. Leadership and motivation are active processes.

ARISING ISSUES:

Employee motivating factors plays an important role in the lives of employees and their families and has a significant financial and administrative impact on a business. Most companies operate in an environment in which employee motivation has become more essential for improving employee productivity. Indeed, the absence of an employee motivation program can seriously hinder a company's ability to attract and keep good personnel. Employers must be aware of these issues and be ready to make informed decisions when they select employee benefits. Designing the right motivation plan for employees is a complex task. There are many issues to consider, including funding, and non-funding benefits for employees. There are several factors to improve the motivation of employees like: Hikes, Perks, Recognition, Promotions, Increased, Responsibility and Status, Flexible Working, Opportunity for intellectual Growth, Opportunity for Personal achievement and Leaders Enthusiasm. There are various factors which motivate a person to work like Achievement, Recognition, Responsibility, and Growth. These include working to earn a living, for personal fulfillment, for professional satisfaction or to meet the challenges that the profession offers. The issue of motivation has been the subject of considerable research and a large number of theories have been propounded. It is now well understood that motivation is a complex subject and a wide variety of factors influence the motivation of an individual.

RECOMMENDATIONS:

Business Goals should be made more transparent to all employees working in the Organization so that they very well understand their role in the organization. More opportunities should be provided for the employees' self-growth. IT specific training programmes can be developed to promote individual's skill and abilities thereby enhancing their growth. The firm should encourage the employees' participation in decision making process which results in more employee participation and involvement among the employees. Encourage team building activities among employee groups to create trust and acceptance. Strong, loyal teams provide one level of acceptance and teamwork between departments provides another. Employees will be more motivated to do their jobs well if they have ownership of their work. This requires giving employees enough freedom and power to carry out their tasks so that they feel they "own" the result. Appraisal schemes and Incentives schemes should be based on individual's performance which serves as a big motivator to the employee. Special Allowances and flexi timings can be implemented both at work and personal to make it balance. Recreation should be given concentration among the group whereby employees will become friendly and easily approachable by the management people. Open communication, good relationship can improve the organization productivity. The organization should demonstrate to employees that the company cares about them, wants them to advance in their careers and will help them satisfy their need for career and personal growth.

CONCLUSION:

This study concludes that the Motivational Factors are essential to motivate employees in the organization thereby increasing their productivity, such as Job Satisfaction, Career Opportunities and Training in the workplace, Excellent Human Relationships, Recognition and Rewards, Reasonable Financial compensation, Flexible timings and Environmental & Management Factors. The work environment should be suitable to employees in order to compete, interact with other employees in the workplace, express ideas freely, and satisfy their needs. Management must create positive climate to its employees in all aspects, so that the employees would be satisfied in their work leading to Organizational Productivity.

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