

A Study on Employee Motivation With Reference To Uni-Tech Engineering Works

K.Yuvashree¹, Dr.S.Rathika², Mrs R.Jayadurga³

¹Dept of MBA

²Associate professor/Head, Dept of MBA

³Assistant professor, Dept of MBA

^{1, 2, 3} Prince Shri Venkateshwara Padmavathy Engineering College, Chennai-600127

Abstract- *This study has been enriched in UNI-TECH ENGINEERING WORKS to identify the employee motivation “Motivation is an willingness to exert high level of effort towards organisational goals, conditioned by the effort and ability to satisfy some individual needs”*

The research design is used for the study was descriptive research design. The descriptive research means the research which is done to know the current situation of the study. The data has been collected using structured questionnaire. The sample taken for this study was 200 out of population 220 UNI-TECH ENGINEERING WORKS. The type of sampling technique used for the study was stratified random sampling. The statistical tools used are correlation, regression, chi-square, annova.

Keywords- Employee motivation, Financial Incentive, Non-Monitory benefit, Job Promotion.

I. INTRODUCTION

Employee motivation is the level of commitment, drive, and creativity that your team brings with them to work every day. Employee Motivation means the drive or inspiration that an individual has to perform at work. It's what makes a person want to get up in the morning and be excited to go to work. When employees are motivated, they're more likely to be productive, creative, and engaged in their job.

Employee Motivation is influenced by a variety of factors. These include recognition, growth opportunities and a positive work environment. By understanding and promoting such factors, a better workplace culture is created. This, in turn, improves overall job satisfaction for employees. companies through bonuses and other types of compensation for additional work. By offering incentives, companies hope to raise productivity and motivate their employee to work harder.

II. INDUSTRY PROFILE

- Manufacturing is the process of converting raw materials and/or parts into finished
- goods that can be sold in wholesale or retail markets or exported for sale in other countries. It
- covers a wide range of industries, from food and beverages to pharmaceuticals, iron and steel
- to textiles, as well as lumber, tobacco, automobiles, aerospace, and petrochemicals. Manufacturing consists of two categories: durable and nondurable goods. Durable goods, such as cars, airplanes, and large household appliances, may be used for a longtime. Nondurable goods, such as food, cosmetics, and clothing, are consumed more rapidly.
- Durable goods are consumer goods that have a long-life span (e.g. 3+ years) and are used over time. Examples include bicycles and refrigerators. Nondurable goods are consumed
- in less than three years and have short lifespans. Examples of nondurable goods include food
- and drinks. Services include auto repairs and haircuts.
- Consumer goods are also called final good, or end product, because they are the ultimate output of a productive process that occurs over time. Entrepreneurs and businesses

III. NEED FOR THE STUDY

This study has been carried out in order to know the level of employee motivation, the type of motivation such as financial and non-financial motivation and also to know the different ways that the supervisor motivate the employees and the supervisor can influence motivation and to know the demotivation factors.

IV. OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

To study the Employee Motivation with reference to UNI-TECH ENGINEER WORKS.

SECONDARY OBJECTIVES

- To study the effect of monetary and non-monetary benefits of employees provided by organization on the employee's performance.
- To provide suitable suggestion for the improvement of organizations performance.
- To learn the employee satisfaction on the interpersonal relationship exist in the organisation.

V. SCOPE OF THE STUDY

The scope of employee motivation encompasses various aspects such as enhancing job satisfaction, increasing productivity, reducing turnover, and fostering a positive organizational culture. It involves understanding individual needs, providing meaningful work, offering opportunities for growth, and creating a supportive workplace environment. Effective employee motivation can contribute to improved overall performance, innovation, and a more engaged and satisfied workforce.

VI. LITERATURE REVIEW

Gao, H. (2024). "The Role of Feedback in Employee Motivation": Gao's review explores the importance of feedback in motivating employees. It discusses the characteristics of effective.

Lee, S. (2024). "Employee Engagement and Motivation in the Digital Age": Lee's review discusses how digital technologies impact employee motivation and engagement. It explores the role of remote work tools, social collaboration platforms, and gamification techniques in fostering a sense of purpose, connection, and motivation among employees.

Zhang, Y. (2024). "Motivation and Organizational Justice": Zhang's review investigates the impact of organizational justice perceptions on employee motivation. It discusses distributive, procedural, and interactional justice principles and their influence on employees' perceptions of fairness, trust, and motivation in the workplace.

Martinez, L. (2023). "Psychological Contract and Employee Motivation": Martinez's review explores the relationship between the psychological contract and employee motivation. It examines how perceived obligations and expectations between employees and organizations influence motivation levels, job satisfaction, and performance.

VII. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically. In this study the various steps that are generally adopted by a researcher in studying the research problem along with the logic behind him.

DATA COLLECTION

Primary data:

The data which is collected for the first time is called as primary data. The various sources for collecting primary data are questionnaire, observation, interview, consumer panels etc. the primary source used for this study is questionnaire.

Secondary data:

The records and documents pertaining to the overall details of the organization and employees constitute the secondary sources such as books, journals and newspapers.

STATISTICAL TOOLS:

SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):

Statistical package for social sciences (SPSS) is meant for statistical analysis of data. It has got tools to obtain accurate result. SPSS is a computer program used for survey authoring and deployment, data mining, text analytics, statistical analysis, and collaboration & deployment. The following statistical tools were used in this study:

- o Simple Percentage
- o Chi-square
- o Correlation
- o Regression
- o ANOVA

Percentage analysis:

In case Percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data.

Chi-square Test:

The chi-square test is also known as non-parametric test or distribution free test used when it is impossible to

make any assumptions about population or when the researcher is unable to estimate the population’s parameters.

Correlation:

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not tell about cause and effect relationship. The values of coefficient of correlation lie between +1 to -1.

Regression:

Linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables.

ANOVA:

Analysis of Variance (ANOVA), ONE-WAY AND TWO-WAY

Analysis of variance (ANOVA) has been carried out to compare more than two means at a time. One-way analysis of variance involves only one categorical variable or a single factor, whereas in two-way analysis of variance, two factors on the dependent variable are studied.

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.222	1	2.222	2.859	.092b
	Residual	153.858	198	.777		
	Total	156.080	199			
a. Dependent Variable: does salary is the most important attribute towards employee motivation						
b. Predictors: (Constant), Income						

DATA ANALYSIS AND INTERPRETATION

(a) Table showing Age of the respondents

Si.no	Age of the respondents (in years)	No of respondents	% of respondents
1	20-30	92	46%
2	30-40	71	35.5%
3	40-50	25	12.5%
4	Above 50	12	6%
	Total	200	100%

Interpretation:

Out of 200 respondents, 46% are between 20 to 30 years, 35.5% are between 30 to 40 years, 12.5% are between 40 to 50 years and 6% are above 50 years.

Chart showing Age of the respondents.

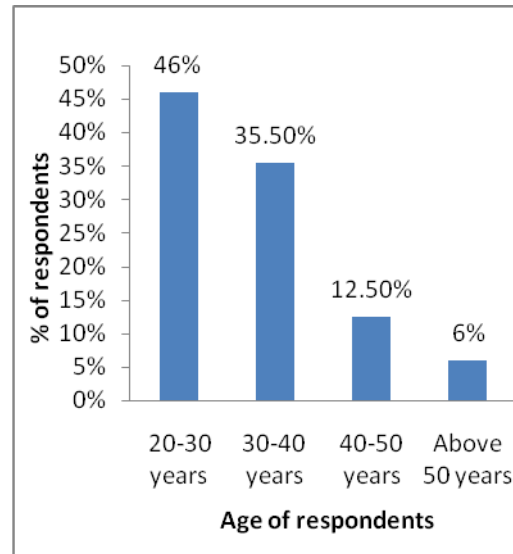


Table showing respondents opinion about Types of Incentive.

Si.no	Opinion	No. of respondents	% of respondents
1	Incentive awards	142	71%
2	Promotion	56	28%
3	Appreciation letters	2	1%
	Total	200	100%

Interpretation:

It is understood from the table that 71% of respondents are getting incentive awards, 28% of respondents are getting promotion and 1% of respondents are given appreciation letter.

chart showing respondents opinion about Types of Incentive.

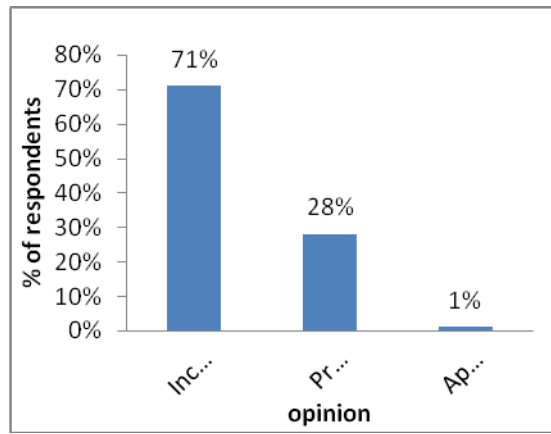


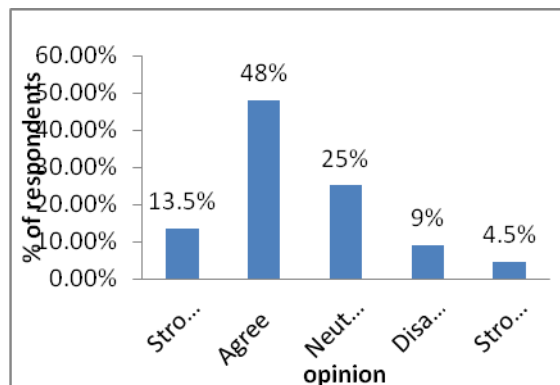
Table showing respondents opinion about Co-worker in motivating them.

Si.no	Opinion	No. of respondents	% of respondents
1	Strongly agree	27	13.5%
2	Agree	96	48%
3	Neutral	50	25%
4	Disagree	18	9%
5	Strongly disagree	9	4.5%
	Total	200	100%

Interpretation:

From the above table inferred that 48% of respondents agree that the co-worker being of the motivating factor for the employees and 25% of respondents are neutral, 13.5% of respondents are strongly agree, 9% of respondents disagree and 4.5% of respondents are strongly disagree with co-worker motivation factor.

chart showing respondents opinion about Co-worker in motivating them.



CORRELATION

NULL HYPOTHESIS(H0):

There is no significant difference between support from HR department and co-woeker motivation.

ALTERNATIVE HYPOTHESIS(H1):

There is a significant difference between support from HR department and co-woeker motivation.

STATISTICAL TEST

Correlation was used the above hypothesis.

Correlations			
		Supportfro mHRdeper tment	suportfrom coworkerm otivation
Support from HRdepartment	Pearson Correlation	1	.482**
	Sig. (2-tailed)		.000
	N	200	200
Support from co worker motivation	Pearson Correlation	.482**	1
	Sig. (2-tailed)	.000	
	N	200	200

** . Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

Hence the significant occurs $0.000 < 0.05$ So H1 is accepted. (i.e) There is a significant difference between support from HR department and co-woeker motivation.

RESULT:

The above table there is a pearson correlation value is 1. So it is a positive correlation.

REGRESSION

NULL HYPOTHESIS(H0):

There is no significant difference between income and periodical increase in salary motivates.

ALTERNATIVE HYPOTHESIS(H1):

There is a significant difference between income and periodical increase in salary motivates.

STATISTICAL TEST

Regression was used the above hypothesis

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Income ^b	.	Enter
a. Dependent Variable: does salary is the most important attribute towards employee motivation			
b. All requested variables entered.			

Model Summary^b

Model	R	R Square	Adjusted Square	R Std. Error of the Estimate
1	.119 ^a	.014	.009	.88151

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t
		B	Std. Error		
1	(Constant)	2.110	.160		13.154
1	Income	-.090	.053	-.119	-1.691

a. Dependent Variable: does salary is the most important attribute towards employee motivation

a. Predictors: (Constant), Income

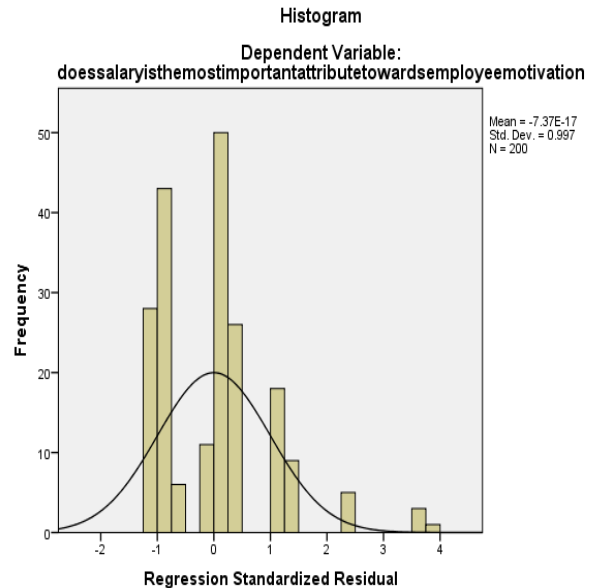
b. Dependent Variable: does salary is the most important attribute towards employee motivation

Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.6580	2.0195	1.8600	.10566	200

Residual	1.01953	3.34201	.00000	.87929	200
Std. Predicted Value	-1.912	1.510	.000	1.000	200
Std. Residual	-1.157	3.791	.000	.997	200

a. Dependent Variable: does salary is the most important attribute towards employee motivation



INTERPRETATION:

Here the significance was occurs and has a value 0.092 is greter than 0.05. Hence H0 is accepted.

RESULT:

There is no significant difference between income and periodical increase in salary motivates.

VIII. FINDINGS

- The study found that 46% of respondents are under the age group of 20-30 years.
- Majority 53% of respondents are male.
- The study found that 40% of respondents are have working experience of 5-10 years.
- Majority 58.5% of respondents are undergraduates.
- The study found that 30.5% of respondents are under the income of 20000-30000.
- Majority 43% of the respondents are satisfied with the working culture.
- Majority 46% of the respondents agree with top management are considered important in motivation.

- Majority 71% of the respondents are satisfied with incentive awards.
- Majority 46.5% of the respondents are satisfied with the Employees Satisfaction level towards incentives. Majority of 43.5% of the respondents agree with the salary increment level that motivates employees the most.
- 39% of the respondents neutral with the support you are getting from the HR department.
- Majority 53.5% of the respondents feel that the employees get motivated by their own approaches.
- 48% of the respondents agree with the co-worker motivating factors.
- Majority 88% of the respondents say no that there is no recent changes got affected.
- 41.5% of the respondents agree with the encouragement given in the organisation.
- 44% of respondents disagree that non-cash can be affective in motivating employees.

IX. SUGGESTIONS

- Motivation of employees can still be increased so as to increase the efficiency and satisfaction of work.
- Some of the areas that can be improved are: the financial incentives awards can be given more to motivate , it can improve the productivity level of the employees.
- Organization can give importance to communication between employees and gain co-ordination through it.
- Some of the employees are not satisfied with the relationship between the top management they can be free to speak with their employees.
- HR department can give some word appreciation when they complete any work or project.

X. CONCLUSION

The motivational strategies used in uni-tech engineering works are good. The employees are found to be motivated and they are happy with the pay structure, benefits, work hours, freedom to work etc. The most important factor for motivation is the 'reward' factor which includes cash rewards, gift vouchers and bonus. From the analysis we can understand that team leaders are highly motivated by job related motivational factors the organization has to be appreciated for keeping the employee highly motivated and thereby helping them to meet personal as well as organizational goals.

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