

A Study On Improving Productivity Through The Employee motivation In Autoparts Industry

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Abstract- *Doing Business all over the world is very challenging. Business performance and revenue growth are task by Internal and external working environment factors. To survive in cost-effective technique in the extremely stimulating and competitive global market economy, all the influence of Employee Retention & Production - machine, materials & men, – should be achieved in a stimulating way Among the factors of production the human resource establishes the biggest experiment. Because opposing other inputs employee management calls for talented control of thoughts, feelings & emotions to threatened highest productivity. High output is a durable returns of Worker inspiration. Inspired employee is a valuable strength which carries huge worth to the Organization in preserving and strengthening its business and profit development. The involved project paper studies Impact of employee motivation on performance (Productivity) in isolated organization.*

Keywords- Motivation, Productivity, Employee Retention, Working Environment, Employee Performance.

I. INTRODUCTION

Motivation:

Motivation is the word resulting from the word 'motive' which means needs, desires, wants or initiatives within the persons. It is the process of inspiring people to actions to achieve the goals. In the work goal related the psychological features encouraging the people's behavior can be,

- Work-Satisfaction
- Attainment
- Time Effort
- Essential for Money
- Respect

Managing human resources is a very significant concept because the human factor as a resource can generate the comparative advantages for organizations. So, in today's enormously competitive environment, HRM is the important to the success of any organization, and a significant resource

to be cultured and achieved as a strategy that is essential through all the organizations. Assessing performance will be qualitative when performance values are impartial, measurable, realistic, and are clear to all employees. Principles should be written, maintaining the conditions and specific dimensions that will be used in order to measure performance. The quality of performance dimension has a close assembly with the establishment of quality standards. If local authorities succeed in creating principles of performance that will be impartial, measurable, realistic and clear for all employees, then the excellence of performance through service delivery to people will be higher.

II. RESEARCH PROBLEM

The lack of an objective and truthful assessment of the performance of human resources can have an impact on employee motivation for their success of outcomes through their working at the local government in auto parts industry. The absence of a standard rules and qualitative assessment of the performance of human resources in local government in auto parts industry requires a need for a study where assumptions and over views will be drawn in order to set standards and indicators for an objective assessment which will lead to motivating the local government employees.

III. LITERATURE REVIEW

According to Edward B Philip pot [7] HRM is the functioning of personnel concerned with the procurement, growth, compensation, combination and maintaining the employees of an organization in order to achieve the goals of the organization. Therefore, personnel management is associated to planning, organizing, directing, as well as controlling the performance of these effective jobs.

Scott et al. [8] have defined human resource management as part of the management which is responsible for the staff that has to do with a focus on those aspects of the operations that are primarily important for the management. Northcott considers human resource management as an extension of overall management, which aims to encourage and stimulate each employee to give its full contribution to a

business resolution. Human resource management is not something that could be separated from the basic management functions. So, HRM is an important component of the broader function of management.

French Wendell defines human resource administration as recruitment, selection, development, compensation and motivation of human resources by the organization.

According to Dressler [9] human resource management has to do with policies and practices that include aspects related to human resources from a position of management, including recruitment, screening, training, compensation, and evaluation.

Milkovich and Boudreau [10] think that human resources management is an integrated series of decisions that govern relations between employers and employees. The quality of these outcomes contributes to the ability of organizations and employees to achieve the objectives.

According to Dressler [3] many experts believe that management includes five functions: planning, organizing, issues that deal with staff, management, and control.

IV. IMPORTANCE OF MOTIVATION

Motivation is the most important factors influential organizational effectiveness. All facilities organizational will go to waste in lack of motivated people to consume these services efficiently. Each superior in the organization must motivate its assistants for the right types of behavior.

The presentation of human beings in the organization is dependent on the capability in the motivation. Motivation is a supportive instrument in the hands of management in exciting the workforce. Motivation grows the willingness of the workers to work, thus growing effectiveness of the organization.

- Best consumption of resources
- Decrease in Labor Problems
- Significant growth in production and efficiency
- Source of Teamwork
- Better Image

The human resource manager purpose should be to help the general manager in keeping the employees satisfied with their jobs. One more objective in organization is the goal for the services manager is to develop motivated employees and support their confidence regarding their respective works. The

presentation will be poor if the employee is not satisfied and happy. Workplace disappointment frequently leads organization and its employee's poor performance.

V. THE EFFECT OF MOTIVATION ON EMPLOYEE EFFICIENCY

Motivated employees are inclined to be more productive than non-motivated employees. Most businesses make some efforts to motivate workers but this is usually easier said than done. Employees are all entities with different likes and dislikes and requirements, and different things will stimulate each.

1. Motivated Employees Are More Productive

If employee will fulfilled and happy then he/she will do his /her work in a very impressive way, and then the result will be good, on the other hand motivated employee will motivate other employees in office.

2. Decision-making and practical Expectations

It is important to involve employees in the decision making process, but create realistic opportunities in the process.

3. Job Description, Work Environment and Flexibility

Employee doing the right job for his personality and skill set, and performing well at the job significantly increases employee motivation and satisfaction. A safe and non-threatening work location is necessary to maintain a high level of employee motivation. Flexible human resource strategies, flexible time, work from family, childcare also be responsible to have happier and more motivated workers.

4. Pay and Benefits

Keeping employees motivated with good benefits is easy. Where to draw the line at substantial benefits that motivate all employees, versus increases and larger salaries to retain and attract the best workers and keep them happy and motivated to be working for you, are more problematic.

5. Company Culture

Creating a optimistic and employee-friendly company culture is a great motivational instrument.

VI. CONCLUSION

Study express that the employee motivation has direct impact on productivity and growth. A highly motivated employee participates his / her best hard work in carrying out each and every aspect of his / her duties and responsibilities. Developed job performances of the employee will add value to the organization itself and to the employee's productivity. Also, the employee will trust his /her organization, manager and highest management.

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