

Similarity Analysis of Motivation on Employee Performance within An Organization

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Abstract- This paper gives the correlation examination of the connection between Job security, Equal treatment of workers, Rewards, Job fulfillment, Management styles, Team soul, and acknowledgment by the understudies of the division Mechatronics Engineering and Computer Science Engineering of Maharaja Engineering College, Avinashi, Tamilnadu by utilizing self-composed polls containing 20 characteristics. The example size was 220 so 220 polls were conveyed and just 40 were chosen. Investigation was finished utilizing Microsoft exceed expectations and the outcome infers that there is a critical positive connection between understudies' inspiration and their profession development. Professional stability, Equal treatment of representatives, and Good compensation were chosen by the above Engineering understudies. Consequently it might be presumed that the inspiration is the critical calculate assessing the conduct of the person.

Keywords- Job Security, Good salary, Good Communication Skills, Engineering Students, Organizational Behavior, Attributes, Motivation.

I. INTRODUCTION

1. Implication of Motivation

The term Motivation is gotten from the word intention. The word thought process as a thing means a goal, as a verb this word implies moving without hesitation. In this manner thought processes are powers which actuate individuals to act as it were, in order to guarantee the satisfaction of a specific human need at any given moment. Behind each human activity there is a thought process. In this manner, administration must give thought processes to individuals to make them work for the association. [1]

- Motivation is characterized as an arranged administrative process, which fortifies individuals to work to the best of their abilities.
- Motivation is the way toward endeavoring to impact others to activity to achieve wanted merchandise.
- Motivation is probably a fundamental element of any Organization

- A legitimate inspiration plot advances a nearer connection amongst association and specialists. [2-3]
- It is an imperative variable which brings workers fulfillment. This should be possible by keeping into brain and confining a motivator get ready for the advantage of the representatives [4-5]

2. Alderfers's ERG Theory

Alderfer arranges needs into three classifications. A portion of the remarkable elements of this hypothesis are as per the following.

- Growth needs (advancement of ability and acknowledgment of potential).
- Relatedness (Satisfactory relations with others).
- Physical well being needs existences.
- Satisfied wants do not motivate the workers. Only Unsatisfied wants induce the man to work hard.
- The Growth classification contained the self realization and confidence needs.
- Higher level needs can be fulfilled in substantially more routes than can the lower levels needs.
- The urge to fulfill their requirements is a prime factor in the motivation of people at work. People seek the growth usually people seek the satisfaction of higher order needs. [6-8]

3. Exclusive Motivational Techniques

Different hypotheses of inspiration propose that few elements impact the execution of workers. In any case, a portion of the variables are more transcendent as contrasted and others. A portion of the major motivational variables are recognized as given beneath.

a) Money

Cash is one of the imperative motivational elements. It might be as wages, motivations, rewards, the organization paid protection or some other things that might be given to individuals for execution. [9]

1. Money is likely being more imperative to individuals who are raising a family. Cash is a pressing methods for accomplishing a base standard living.
2. Various undertakings make wages and pay rates aggressive inside their industry and their region to draw in and hold individuals.
3. Money fulfills physiological and security needs as well as a wellspring of status and distinction in the public arena.
4. Management ought to guarantee that individual workings in a similar class are given the same or about a similar compensation and wages within the organization as well as the other organization within the nearest areas.
5. Even if an organization is focused on the act of equivalent wages and compensations, an all around oversight firm need never be bound to similar practices concerning rewards i.e., the rewards for supervisors ought to be founded on their individual execution and results.

b) Contribution

Investigate on inspiration uncovers that greater part of laborers are equipped for imagination and restraint. Their interview and investment in business related issues favorably affect their inspiration and execution. Such interest mirrors an authentic confidence in human instinct and gives nobility to works. Investment is likewise a method for acknowledgment. It offers to the requirement for alliance and acknowledgment. Promote, it gives individuals a feeling of achievement. [10]

c) Quality of Working Life

A standout amongst the most essential and fascinating ways to deal with inspiration is the nature of working life. Great physical working conditions, for example, right temperature, sufficient lightning, appropriate ventilation, commotion free air effectly affect the inspiration and execution of laborers. [11]

II. RESEARCH METHODOLOGY & DATA COLLECTION

1. Collection of Data

A few references were used, for this article. The books and articles were discovered utilizing the web indexes and databases accessible at Maharaja Engineering College and the Internet. From an audit of the writing, a study survey was produced to gather information for the review from the building understudies of the bureau of Mechatronics

Engineering of Maharaja Engineering College. The overview survey created incorporated a rundown of twenty attributes. Amid the review time frame, 153 overviews were managed to understudies who speak to the objective populace of this article. These wrote polls were all hand-conveyed to members and 70 were chosen.

The significant clarification for the poll is given to the understudies. The poll requested that members rank the overviews twenty inquiries as per how imperative each is in inspiring them as future representatives to perform best at work. The most critical quality was positioned 5 and minimum essential positioned 1. All credits were to be positioned and no rank could be utilized more than once. The members were also made a request to show their; Name, Department, Gender, Age, Class, email Id.

2. Data Analysis

After information was gathered on every one of the traits, exceed expectations PC program was utilized to exhibit the outcomes. The aggregate rank request was dictated by entering the positioning given to each of the 20 properties in the overview survey. In the wake of entering the rankings given to each property by every understudy, the aggregate or whole of the considerable number of rankings for that trait was totaled. This arrangement of information investigation was observed to be more suitable as various members gave an alternate positioning for a similar characteristic.

The exploration for this article could be considered as a field inquires about as it is completed among building understudies who happen to constitute the future work constrain. Besides, to guarantee both inner and outer legitimacy accepts to have utilized the most precise and mode writing. The privilege and pertinent inquiries asked in the review, the most attainable information accumulation strategy utilized, and the apparatuses used to investigate the information are likewise thought to be precise and create substantial outcomes, the general legitimacy of this article is thought to be high. At last, the point of this article is to decide qualities that persuade Engineering understudies at present.

III. PRESENTATION OF DATA AND DISCUSSION OF RESULTS

Polls were issued Mechtronics Engineering understudies of Maharaja Engineering College. They got information alongside the rank evaluation rundown is given underneath in table 1 and the Ranks Assigned to Attributes by III and IV Year Mechtronics Engineering Students for Summary Sheet – 1 is appeared in figure 1.

Table 1. Rank Assessment Summary Sheet-1

S.No	STUDENTS→	% Assigned to Attributes		Average %	Ranks
	ATTRIBUTES↓	Sheet-1	Sheet-2		
1	Good Salary	5.16	5.17	5.17	10
2	Job Satisfaction	5.66	5.29	5.47	1
3	Team Spirit	5.04	4.83	4.94	15
4	Promotions/ Expectation	5.41	5.29	5.35	7
5	Management Styles	4.60	4.78	4.69	16
6	Recognition	5.10	5.00	5.05	11
7	Satisfying Goals	5.85	5.06	5.45	3
8	Possibilities of Layoffs	2.30	3.64	2.97	19
9	Working Hours	4.29	4.43	4.36	17
10	Good Working Conditions	5.72	5.00	5.36	5
11	Job Security	5.23	5.29	5.26	9
12	A Feeling of Being Involved	5.60	5.34	5.47	2
13	Gratitude for Job well done	4.92	5.12	5.02	13
14	Support for learning and training	5.60	5.12	5.36	6
15	Opportunity for honest feedback	5.41	5.12	5.27	8
16	Equal treatment of employees	4.79	5.12	4.95	14
17	Rewards for achievements	5.04	5.06	5.05	12
18	Good Communication Skills	5.48	5.29	5.38	4
19	Supervisor's help with personal problems	3.61	4.89	4.25	18
20	Clear communication system	5.16	5.17	5.17	10
TOTAL		100.00	100.00	100.00	

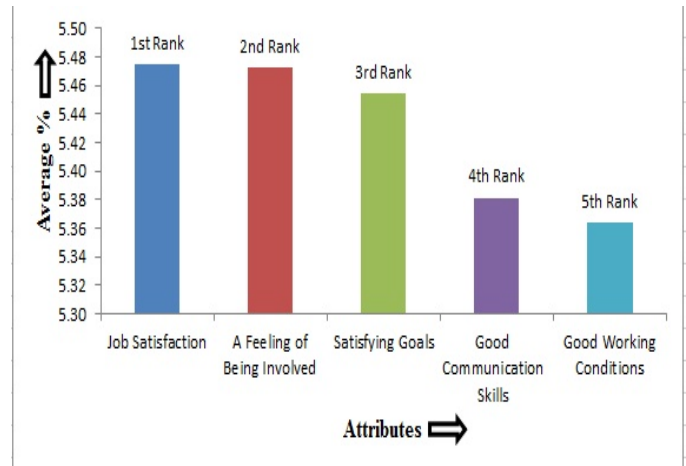


Figure 1. Ranks Assigned to Attributes by III Year & IV Year Mechatronics Engineering Students for Summary Sheet – 1

Mechatronics Engineering students have selected Job Satisfaction as First Rank. A feeling of being involved as second rank. Satisfying goals as third rank. Good Communication skills as fourth rank and Finally Good working conditions is a fifth rank respectively. Questionnaires were issued to Computer Science and Engineering students of Maharaja Engineering College. The received data along with the rank assessment summary is given below in table 2 and the Ranks Assigned to Attributes by II & IV Year Computer Science Engineering Students for Summary Sheet – 2 is shown in figure 2.

Table 2. Rank Assessment Summary Sheet-2

S.No	STUDENTS→	% Assigned to Attributes		Average %	Ranks
	ATTRIBUTES↓	Sheet-1	Sheet-2		
1	Good Salary	5.06	5.07	5.07	9
2	Job Satisfaction	5.00	5.07	5.04	10
3	Team Spirit	4.49	4.68	4.58	17
4	Promotions/ Expectation	4.81	5.07	4.94	15
5	Management Styles	4.05	4.57	4.31	20
6	Recognition	4.68	4.68	4.68	16
7	Satisfying Goals	5.06	5.36	5.21	6
8	Possibilities of Layoffs	4.81	4.34	4.57	18
9	Working Hours	5.19	4.79	4.99	12
10	Good Working Conditions	5.50	5.30	5.40	2
11	Job Security	5.31	5.30	5.31	5
12	A Feeling of Being Involved	5.12	4.90	5.01	11
13	Gratitude for Job well done	5.12	5.13	5.13	8
14	Support for learning and training	5.31	5.41	5.36	3
15	Opportunity for honest feedback	5.57	5.13	5.35	4
16	Equal treatment of employees	5.88	5.24	5.56	1
17	Rewards for achievements	5.19	5.13	5.16	7
18	Good Communication Skills	4.74	5.19	4.96	13
19	Supervisor's help with personal problems	4.11	4.74	4.42	19
20	Clear communication system	5.00	4.90	4.95	14
TOTAL		100.00	100.00	100.00	

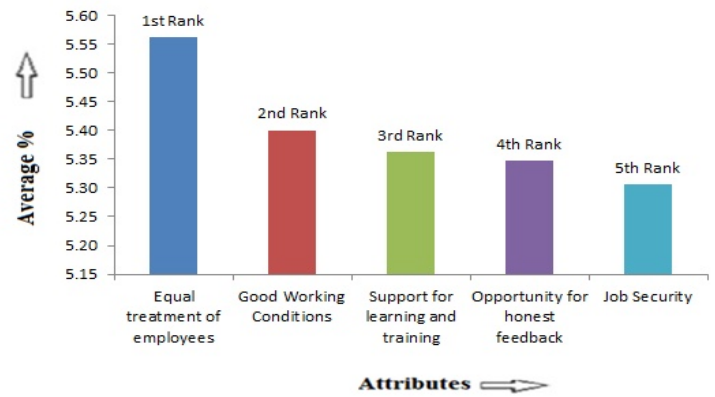


Figure 2. Ranks Assigned to Attributes by II year & IV Year Computer Science and Engineering Students for Summary Sheet – 2

The students of the department of Computer Science and Engineering student have selected Equal treatment of Employees as First Rank. Good working conditions are selected as second rank. Support for learning and training in third rank. Opportunity for honest feedback as fourth rank, and Finally Job Security in fifth rank and the consolidated is given below in table 2 and the corresponding rank assigned attributes are shown in Figure 2.

Table 3. Consolidated Rank Assessment Summary Sheet-3

S.No	STUDENTS→			Average %	Ranks
	ATTRIBUTES↓	CSE	MTS		
1	Good Salary	5.07	5.17	5.12	11
2	Job Satisfaction	5.04	5.47	5.25	7
3	Team Spirit	4.58	4.94	4.76	16
4	Promotions/ Expectation	4.94	5.35	5.15	10
5	Management Styles	4.31	4.69	4.50	18
6	Recognition	4.68	5.05	4.87	15
7	Satisfying Goals	5.21	5.45	5.33	3
8	Possibilities of Layoffs	4.57	2.97	3.77	20
9	Working Hours	4.99	4.36	4.68	17
10	Good Working Conditions	5.40	5.36	5.38	1
11	Job Security	5.31	5.26	5.28	5
12	A Feeling of Being Involved	5.01	5.47	5.24	8
13	Gratitude for Job well done	5.13	5.02	5.07	13
14	Support for learning and training	5.36	5.36	5.36	2
15	Opportunity for honest feedback	5.35	5.27	5.31	4
16	Equal treatment of employees	5.56	4.95	5.26	6
17	Rewards for achievements	5.16	5.05	5.10	12
18	Good Communication Skills	4.96	5.38	5.17	9
19	Supervisor's help with personal problems	4.42	4.25	4.34	19
20	Clear communication system	4.95	5.17	5.06	14
TOTAL		100.00		100.00	

The students of the department of Mechatronics Engineering and Computer Science and Engineering student have selected Good working condition of Employees as First Rank. Support for learning and training are selected as second rank. Satisfying goals in third rank. Opportunity for honest feedback as fourth rank, and Finally Job Security in fifth rank and the consolidated is given below in table 3 and the corresponding rank assigned attributes are shown in Figure 3.



Figure 3. Consolidated Ranks Assigned to Attributes by Mechatronics Engineering & Computer Science & Engineering Students for Summary Sheet – 3

IV. CONCLUSION

The understudies of the branch of Mechatronics Engineering and Computer Science and Engineering Good working condition of Employees as First Rank. Support for learning and training is chosen as second rank. Satisfying goals in third rank. Opportunity for honest feedback as fourth rank and Job Security fifth rank separately. It is reasoned that the long haul survival of any associations depends generally on the inspiration of its workers. Along these lines associations ought to will to ceaselessly and on normal premise, attempt representative's studies, for example, this one keeping in mind the end goal to comprehend what their workers anticipate from their present place of employment. The consequence of such activities could demonstrate valuable for the association. At last, the consequences of this review and those exhibited and talked about in this article could be valuable in helping associations figure out what persuades representatives today and within a reasonable time-frame.

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