

# A Study on the Effect of Motivation Among Engineering Institution

N.Kuppuswamy<sup>1</sup>, S.Muthurathinam<sup>2</sup>, V.Yathavaraj<sup>3</sup>, M.Udhayakumar<sup>4</sup>, L.Vigneash<sup>5</sup>

<sup>1</sup>Professor and Principal, Maharaja Engineering College, Avinashi, Tamilnadu

<sup>2,3,4,5</sup>Assistant Professor, Maharaja Engineering College, Avinashi, Tamilnadu

**Abstract**-The purpose of this text is to evaluate the rank of motivation attributes with the aid of the engineering college students. This take a look at is executed among students of Maharaja Engineering College who're assumed to be destiny Engineers. This has a look at targets to get their reaction on the pleasant attributes that could encourage them amongst a list of twenty motivational attributes. By this approach, the have a look at units to perceive the maximum ranked attributes many of the twenty motivational attributes.

This evaluation shows that "Equal Treatment of Employee" stands because the first rank the various maximum ranked attributes for this survey. However, the research made by means of the beyond researchers confirmed that exclusive results may be received from unique groups of college students from distinctive engineering faculties at exceptional places. Hence this venture titled as "A Study on the Effect of Motivation among Engineering Institution" may be visible as an advent to a more specified have a look at to be carried by way of future researchers within the discipline of college students' motivation for their career boom in manufacturing and service industries mainly in Tamilnadu and typically in India and different nations.

**Keywords**-Equal Treatment of Employee, Organizational Behavior, Attributes, Motivation.

## I. INTRODUCTION

Motivation is one of the important functions of the management without which organizational objectives are difficult to achieve. [1-2] It is an integral part of the management process and every manager must motivate his subordinates to create in them the will to work.[3-4] Motivation is necessary for the better performance. The importance of motivation is briefly given below.

### 1.1 Importance of Motivation

- Motivation creates a willingness of workers to do their work in a better way.
- Motivation is the basis of co-operation to get the best results out of the efforts of the men on the job.

- Proper utilization of human resources possible since it inspires employees to make best possible use of different factors of production.
- Higher motivation leads to job satisfaction and hence labor absenteeism and turnover are reduced.
- A proper motivation scheme promotes a closer relationship between organization and workers.
- High motivation helps to reduce resistance to change. By providing proper motivation, all the members will try to be as efficient as possible.

### 1.2 Characteristics of Motivation

- Motivation is a psychological concept, which generated within an individual. It is an inducement of an inner feeling of an individual and it cannot be forced upon from outside.
- Motivation and satisfaction are different. Motivation drives to satisfy a goal. Satisfaction means to the contentment experienced when a goal is satisfied. It is experienced when the output is achieved.
- A person cannot be partially motivated because he is a self-contained and inseparable unit.
- Motivation is an unending process because human needs are unlimited.
- The frustrated man who fails in satisfying his basic need cannot be further motivated until his basic need is fulfilled.
- Motivation can be either positive or negative. Positive motivation implies the use of incentives, rewards etc. to satisfy human needs while negative motivation emphasizes penalties, threatening etc.
- Motivation is a complex process. Complexity creates because of the nature of needs and the type of behavior that is attempted to satisfy those needs.
- Motivation is a behavioral concept that directs human concept that directs human behavior towards certain goals.

### 1.3 Maslow's Hierarchy of Need Theory

Dr. Maslow was the pioneer in the proper classification of human needs. Some of the salient features of this theory are as follows.

- i. Human wants are innumerable and never ending if one want is satisfied, another want emerges in that place.
- ii. Adult motives are complex. No single motive determine behavior, rather, a number of motives operate at the same time.
- iii. Human needs form a hierarchy. Lower levels needs must at least partly be satisfied before higher level needs emerge. In other words, a higher order needs are essentially satisfied.
- iv. Satisfied wants do not motivate the workers. Only Unsatisfied wants induce the man to work hard.
- v. Various needs can be interdependent and overlapping.
- vi. Higher level needs can be satisfied in much more ways than can the lower levels needs.
- vii. The urge to fulfill needs is a prime factor in the motivation of people at work. People seek growth; they want to move up the hierarchy of needs. Usually, people seek the satisfaction of higher order needs.[4-5]

#### 1.4 Herzberg's Motivation – Hygiene Approach to Motivation

In the late 1950's Frederick Herzberg and his associate have conducted a study on motivation. They have developed a theory of work motivation that has bored implication for management and its effort towards effective utilization of human resources, this is known as Herzberg Motivation maintenance theory or Motivation-Hygiene Theory or Two-factor theory of motivation.

Herzberg and his associates interviewed 200 engineers and accountants from 11 industries in Pittsburg area of USA. These men were asked to recall the specific incident in their experience which made them feel good or bad about their jobs. Also, the factors responsible for job satisfaction are quite different from those responsible for job dissatisfaction. These two feelings were not obverse of each other. Similarly, opposite of job dissatisfaction is not job satisfaction but it might be no job dissatisfaction. According to Herzberg, maintenance or Hygiene factors are necessary to maintain a reasonable level of satisfaction among employees. Therefore these factors are called dissatisfies. Herzberg identified some maintenance or Hygiene factors as Herzberg identified some maintenance or Hygiene factors as,

1. Company policy and administration,
2. Technical supervision,

3. Interpersonal relations with subordinates,
4. Salary,
5. Job security,
6. Personal life,
7. Working conditions,
8. Status,
9. Interpersonal relations with superiors and
10. Interpersonal relations with peers.

Maintenance factors mostly are related to the environment outside. Herzberg identified some motivational factors as:

- 1) Achievement
- 2) Recognition
- 3) Advancement
- 4) Opportunity for growth
- 5) Responsibility
- 6) Work itself

Since these factors increase the level of satisfaction in the employees, these can be used in motivating them for higher output.[6-8]

## II. RESEARCH METHODOLOGY & DATA COLLECTION

### 2.1 Data Survey

Several references were utilized, for this article. The books and articles were found using the search engines and databases available at Maharaja Engineering College and the Internet. From a review of the literature, a survey questionnaire was developed to collect data for the study from the engineering students of Maharaja Engineering College. The survey questionnaire developed included a list of twenty attributes. During the study period, 342 surveys were administered to students who represent the target population of this article. These types questionnaires were all hand-delivered to participants and 280 were selected. The relevant explanation for the questionnaire is given to the students.

The questionnaire asked participants to rank the surveys twenty questions according to how important each is in motivating them as future employees to perform best at work. The most important attribute was ranked 5 and least important ranked 1. All attributes were to be ranked and no rank could be used more than once. The participants were as well asked to indicate their; Name, Department, Gender, Age, Class, e-mail Id. [9-11]

### 2.2 Data Analysis

After data were collected on all the attributes, Excel computer program was used to present the results. The collective rank order was determined by entering the ranking given to each of the 20 attributes in the survey questionnaire. After entering the rankings given to each attribute by each student, the total or sum of all the rankings for that attribute was totaled. This system of data analysis was found to be more appropriate as different participants gave a different ranking for the same attribute. The research for this article could be considered as a field research as it is carried out among engineering students who happen to constitute the future workforce. Furthermore, to ensure both internal and external validity believes to have used the most accurate and up-to-date literature. The right and relevant questions asked in the survey, the most feasible data collection method used, and the tools used to analyze the data are also considered to be accurate and produce valid results; the overall validity of this article is considered to be high. Finally, the aim of this article is to determine attributes that motivate Engineering students at present.[12-14]

**III. PRESENTATION OF DATA AND DISCUSSION OF RESULTS**

75 Questionnaires were issued to Department of Electrical and Electronics Engineering students of Maharaja Engineering College. The received 60 data along with the rank assessment summary is given below in Table1

Table 1 Rank Assessment Summary Sheet-1

S.No	STUDENTS→ ATTRIBUTES↓	% Assigned to Attributes			Average %	Ranks
		II YEAR	III YEAR	IV YEAR		
1	Good Salary	5.09	5.94	5.22	5.4196	4
2	Job Satisfaction	5.51	5.39	5.29	5.3938	5
3	Team Spirit	4.85	4.77	5.29	4.9679	12
4	Promotions/ Expectation	5.45	5.70	5.16	5.4366	3
5	Management Styles	4.79	5.20	4.56	4.8494	15
6	Recognition	4.85	5.02	4.56	4.8074	16
7	Satisfying Goals	5.57	5.08	5.22	5.2903	8
8	Possibilities of Layoffs	2.87	3.10	4.13	3.3672	20
9	Working Hours	4.91	4.33	4.56	4.6003	18
10	Good Working Conditions	5.39	5.63	5.41	5.4770	1
11	Job Security	5.45	5.76	5.10	5.4370	2
12	A Feeling of Being Involved	4.85	4.77	4.50	4.7046	17
13	Gratitude for Job well done	4.97	4.64	5.04	4.8855	14
14	Support for learning and training	5.21	5.33	5.47	5.3342	6
15	Opportunity for honest feedback	5.03	5.14	5.35	5.1719	10
16	Equal treatment of employees	4.73	5.02	5.16	4.9700	11
17	Rewards for achievements	5.45	5.39	5.04	5.2929	7
18	Good Communication Skills	5.63	4.77	5.22	5.2071	9
19	Supervisor's help with personal problems	4.49	4.46	4.43	4.4614	19
20	Clear communication system	4.91	4.58	5.29	4.9259	13
TOTAL		100.00	100.00	100.00	100.00	

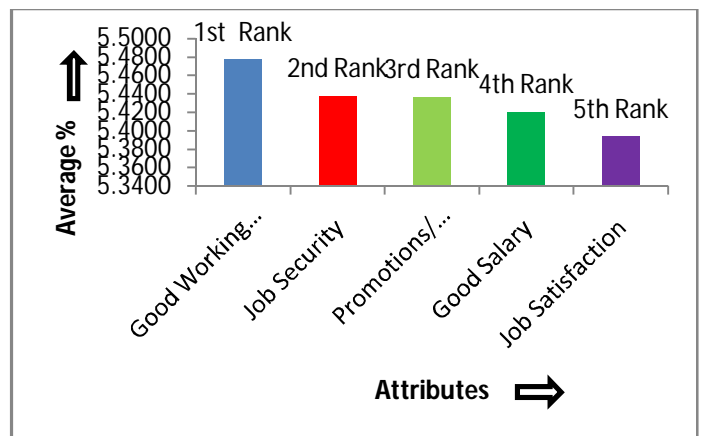


Fig.1 Ranks Assigned to Attributes by Department of Electrical and Electronics Engineering Students for Summary Sheet-1

Department of Electrical and Electronics Engineering students selected Good Working Conditions as First Rank. Job Security is selected as the second rank and Promotions / Expectations is selected as the third rank.

145 Questionnaires were issued to Department of Mechanical Engineering students of Maharaja Engineering College. The received 120 data along with the rank assessment summary is given below in Table2

Table 2 Rank Assessment Summary Sheet-2

S.No	STUDENTS→ ATTRIBUTES↓	% Assigned to Attributes						Average %	Ranks
		III YEAR-S 1	III YEAR-S 2	III YEAR-S 3	IV YEAR-S 1	IV YEAR-S 2	IV YEAR-S 3		
1	Good Salary	5.04	5.56	4.87	5.23	4.83	5.06	5.10	12
2	Job Satisfaction	5.58	5.43	5.27	5.23	5.02	5.48	5.33	7
3	Team Spirit	5.91	5.82	5.33	5.60	4.83	5.18	5.45	4
4	Promotions/ Expectation	5.24	5.30	5.07	4.85	5.08	5.30	5.14	11
5	Management Styles	4.84	5.05	4.81	4.60	4.10	4.69	4.68	16
6	Recognition	4.23	4.66	4.87	4.92	4.71	4.57	4.66	17
7	Satisfying Goals	5.85	5.69	5.99	5.35	5.51	5.48	5.65	3
8	Possibilities of Layoffs	1.95	2.01	2.63	4.04	3.12	3.47	2.87	20
9	Working Hours	4.64	4.08	3.69	4.85	4.90	4.57	4.45	18
10	Good Working Conditions	4.91	5.63	5.07	5.60	5.45	5.24	5.32	8
11	Job Security	5.04	5.50	5.66	4.98	5.32	5.18	5.28	9
12	A Feeling of Being Involved	5.44	5.05	5.33	5.48	5.75	5.48	5.42	5
13	Gratitude for Job well done	4.97	4.72	4.74	5.16	5.14	4.94	4.95	15
14	Support for learning and training	5.85	5.89	5.79	5.72	5.32	5.42	5.67	1
15	Opportunity for honest feedback	5.38	5.05	5.73	5.29	5.20	5.48	5.35	6
16	Equal treatment of employees	6.05	6.21	6.12	4.73	5.39	5.48	5.66	2
17	Rewards for achievements	4.91	4.79	5.20	4.92	5.39	5.12	5.05	13
18	Good Communication Skills	5.11	4.46	4.61	5.23	5.26	5.18	4.97	14
19	Supervisor's help with personal problems	3.43	3.49	3.62	3.48	4.28	3.96	3.71	19
20	Clear communication system	5.65	5.63	5.60	4.73	5.39	4.69	5.28	10
TOTAL		100.00	100.00	100.00	100.00	100.00	100.00		

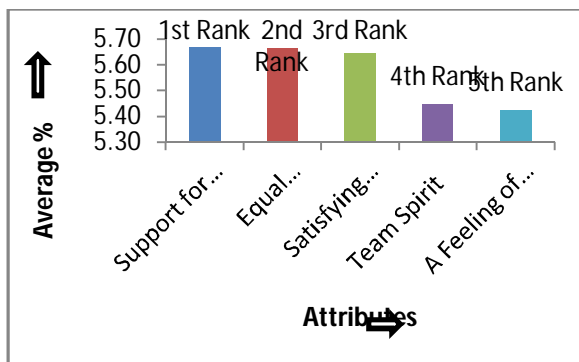


Fig.2 Ranks Assigned to Attributes by Department of Mechanical Engineering Students for Summary Sheet-2

Department of Mechanical Engineering students selected Support for learning and training as First Rank. Equal treatment of employees is selected as the second rank. Satisfying Goals is selected as the third rank.

72 Questionnaires were issued to Department of Electronics and Communication Engineering students of Maharaja Engineering College. The received 60 data along with the rank assessment summary is given below in Table3

Table 3 Rank Assessment Summary Sheet-3

S.No	STUDENTS→ ATTRIBUTES↓	% Assigned to Attributes			Average %	Ranks
		III YEAR	IV YEAR-S 1	IV YEAR-S 2		
1	Good Salary	5.30	5.59	5.39	5.43	1
2	Job Satisfaction	5.42	5.29	5.10	5.27	4
3	Team Spirit	4.76	5.12	4.87	4.92	12
4	Promotions/ Expectation	5.00	5.00	5.34	5.11	9
5	Management Styles	4.46	5.12	4.70	4.76	18
6	Recognition	4.82	5.06	4.87	4.92	11
7	Satisfying Goals	5.24	5.35	4.93	5.17	7
8	Possibilities of Layoffs	4.23	3.93	4.06	4.07	20
9	Working Hours	4.64	4.46	4.64	4.58	19
10	Good Working Conditions	5.24	4.64	5.22	5.03	10
11	Job Security	5.60	5.12	5.51	5.41	2
12	A Feeling of Being Involved	4.88	4.82	4.93	4.88	15
13	Gratitude for Job well done	5.18	4.40	5.05	4.88	16
14	Support for learning and training	4.88	4.82	5.05	4.92	13
15	Opportunity for honest feedback	4.58	5.06	4.87	4.84	17
16	Equal treatment of employees	5.36	5.23	5.39	5.33	3
17	Rewards for achievements	5.30	4.94	5.16	5.13	8
18	Good Communication Skills	5.12	5.41	5.05	5.19	6
19	Supervisor's help with personal problems	4.76	5.18	4.76	4.90	14
20	Clear communication system	5.24	5.47	5.10	5.27	5
TOTAL		100.00	100.00	100.00		

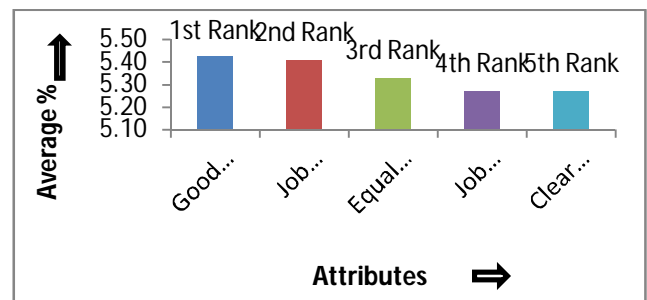


Fig.3 Ranks Assigned to Attributes by Department of Electronics and Communication Engineering Students for Summary Sheet-3

Department of Electronics and Communication Engineering students selected Good Salary as First Rank. Job Security is selected as the second rank. Equal Treatment of Employees is selected as the third rank.

50 Questionnaires were issued to Department of Computer Science Engineering students of Maharaja Engineering College. The received 40 data along with the rank assessment summary is given below in Table4

Table 4 Rank Assessment Summary Sheet-4

S.No	STUDENTS→ ATTRIBUTES↓	% Assigned to Attributes		Average %	Ranks
		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 Spint	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	

Table 5 Rank Assessment Summary Sheet-5

S.No	STUDENTS→ ATTRIBUTES↓	% Assigned to Attributes				Average %	Ranks
		EEE	MECH	ECE	CSE		
1	Good Salary	5.4196	5.10	5.43	5.07	5.2533	7
2	Job Satisfaction	5.3938	5.33	5.27	5.04	5.2588	6
3	Team Spint	4.9679	5.45	4.92	4.58	4.9791	14
4	Promotions/ Expectation	5.4366	5.14	5.11	4.94	5.1574	10
5	Management Styles	4.8494	4.68	4.76	4.31	4.6493	18
6	Recognition	4.8074	4.66	4.92	4.68	4.7660	16
7	Satisfying Goals	5.2903	5.65	5.17	5.21	5.3294	3
8	Possibilities of Layoffs	3.3672	2.87	4.07	4.57	3.7208	20
9	Working Hours	4.6003	4.45	4.58	4.99	4.6560	17
10	Good Working Conditions	5.4770	5.32	5.03	5.40	5.3064	5
11	Job Security	5.4370	5.28	5.41	5.31	5.3576	2
12	A Feeling of Being Involved	4.7046	5.42	4.88	5.01	5.0044	13
13	Gratitude for Job well done	4.8855	4.95	4.88	5.13	4.9585	15
14	Support for learning and training	5.3342	5.67	4.92	5.36	5.3196	4
15	Opportunity for honest feedback	5.1719	5.35	4.84	5.35	5.1778	8
16	Equal treatment of employees	4.9700	5.66	5.33	5.56	5.3811	1
17	Rewards for achievements	5.2929	5.05	5.13	5.16	5.1590	9
18	Good Communication Skills	5.2071	4.97	5.19	4.96	5.0850	12
19	Supervisor's help with personal problems	4.4614	3.71	4.90	4.42	4.3736	19
20	Clear communication system	4.9259	5.28	5.27	4.95	5.1069	11
TOTAL		100.00	100.00	100.00	100.00	100.00	

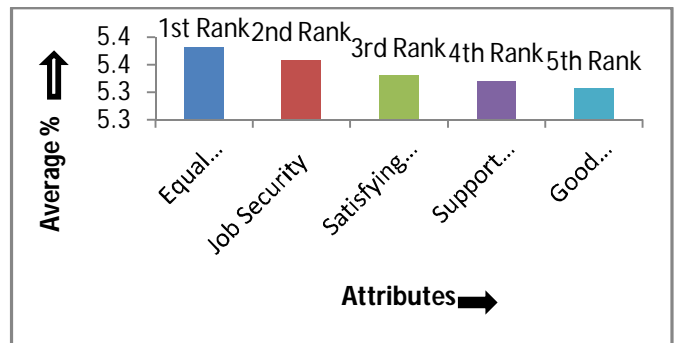


Fig.5 Comparison of Ranks assigned to attributes by the students of all the Departments for Summary Sheet-5

The students of Maharaja Engineering College have selected Equal Treatment of Employee as First Rank. Job Security is selected as the second rank. Satisfying Goals is selected as the third rank. Support for Learning and Training is selected as the Fourth Rank and Good Working Conditions is selected as Fifth Rank.

IV. CONCLUSIONS

The primary objective of this project is to assess the role of work motivation on students' expectations. By using Maslow need theory of motivation as a foundation or basis, the original need attributes, which have over the years been modified by other researchers, are also adapted for use in this project. To be able to answer the research question two purposes are developed for this project. Firstly using the adapted attributes, to determine a collective ranking order of 20 motivational attributes and secondly, determine if there are any similarities or significant differences from the results of the survey and expectations.

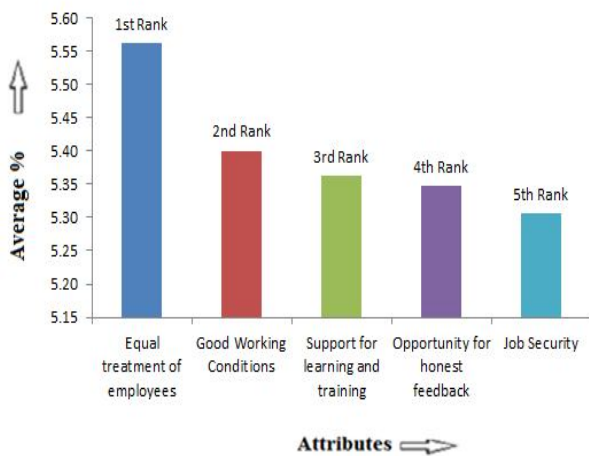


Fig.4 Ranks Assigned to Attributes by Department of Computer Science Engineering Students for Summary Sheet-4

Comparison of Ranks assigned to attributes by the students of all the Departments is shown in Table 5

The students of the Department of Electrical and Electronics Engineering have selected Satisfying Goals as First Rank. Job Security is selected as the second rank. Support for Learning and Training is selected as the third rank. It is concluded that the long-term survival of any organizations depends largely on the motivation of its employees. Therefore organizations should be willing to continuously and on regular basis, undertake employee's surveys such as this one in order to understand what their employees expect from their current job. The result of such exercises could prove useful for the organization. Finally, the results of this study and those presented and discussed in this article could be useful in helping organizations determine what motivates employees today and in the foreseeable future.

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