

A Study on Motivation Level of Employee In Nexa With Special Reference To Thanjavur

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I. INTRODUCTION

Introduction towards Project Report on Motivation

The efficiency of a person depends on two factors, firstly, the level of ability to do a certain work, secondly, the willingness to do the work. So far as the first factor is concerned it can be acquired by education and training, but the second factor can be created by motivation. A person may have several needs and desires. It is only strongly felt needs which becomes motives. Thus motives are a product of needs and desires motives are many and keep on changing with time motives are invisible and directed towards certain goals.

Motivation means that process which creates on inspiration in a person to motivation is derived from the word 'motive' which means the latest power in a person which impels him to do a work.

Motivation is the process of steering a person's inner drives and actions towards certain goals and committing his energies to achieve these goals. It involve a chain reaction starting with felt needs, resulting in motives which give rise to tension which census action towards goals. It is the process of stimulating people to strive willingly towards the achievement of organizational goals motivation may be defined as the work a manager performs an order to Induce Subordinates to act on the desired manner by satisfying their needs and desires. Thus motivations is concerned with how behavior gets started, is energized, sustained and directed.

1.2 Definition of Motivation :

1st Definition of Motivation : According to Michael J. Jacius ; Motivation is the act of stimulating some one or oneself to get a desired course of action or to push the right button to get a desired reaction.

2nd Definition of Motivation : According to Dalton E. Mcfarland, "The concept of motivation is mainly psychological. It related to those forces are many and keep on

changing with time motives are invisible and directed towards certain goals.

II. REVIEW OF LITERATURE

1. Jitendra Kumar Singh and Jain Mini, 2013, said that salary was found to be the key aspects for the drive and Job Satisfaction of the salaried employees of the Automobile Industry. On the basis of above reviews it can be concluded that in spite of a number of research work been conducted on motivation and job satisfaction in various sectors in different countries yet the study on impact of motivation on job satisfaction was not explored as far as the researcher could find and hence the research gap reflects a work to be undertaken.

2. Indradevi (2012) since human resources are considered as a live asset in an organization, organizations are willing to empower their employees by significantly increasing their performance capability in order to achieve worthwhile purposes for the improvement of their complexes, however, "due to their surprises, most of the employees are reluctant to accept responsibilities as they probably feel too constraint and time-bound.

3. Ankit Ladda et al., 2012, it is said by Denton 2000 that employes that are satisfied and happy in with their job are more deicated to doing a good quality job and their concerned of Clientele that sustaines the operation.

4. Karthik et al., 2012, it is found that according to Mulinge and Mullier (1998), higher organizational social and intrinsic reward, lower convenience costs will increase Job Satisfaction.

5. Remi, A.J., Ibraheem, A., and Toyosi, D.S. (2011) thinks that "motivation and job satisfaction are interrelated" and there is a high association among the two.

CHAPTER-III

3.1 RESEARCH METHODOLOGY:

It is a systematic and scientific process of conducting research. It gives the researcher a framework within which the research has to be carried out.

3.2 Objective of the study:

- To know the motivation level of the employees of the organization.
- To analysis effectiveness of motivation among workers in NEXA.
- To access the working of the personnel department.

3.3 Scope of the study:

This Study is confined to Employees working in NEXA showroom in Thanjavur and it is not generalized.

3.4 RESEARCH DESIGN:

This research is descriptive in nature. In descriptive research we have sufficient data on the concept and research material. Because many researchers have been done the same concept. Therefore, there is nothing new this concept while I am going to study. I have used questionnaire method for collecting the data. I have formed same questionnaire for workers & staff members.; it constitutes the blueprint for the collection, measurement and analysis of data.

- Type of Research
- Title of research
- Area of research
- Period of research
- Sampling techniques
- Data collection methods
- Tools used for analysis
- Problem Statement
- Limitations on the study

3.4.1 Type of research:

The research is descriptive in nature. It includes surveys and fact finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

3.4.2 Title of the research:

A Study on motivation level of employee in Nexa with special reference to Thanjavur.

3.4.3 Area of research:

The study is conducted in Thanjavur.

3.4.4 Period of research:

The study is conducted from Dec 2018 to Apr 2019. The total Duration of the study is 5 months .

3.4.5 Sampling techniques:

The sample size for the study was selected on the basis of simple random sampling method. 70 employees randomly selected as sample.

3.4.6 Data collection methods:

The Data required for the study are collected from both primary & secondary sources. Primary data's are collected through structured questionnaire and secondary data's are collected from websites, textbooks, journals, articles etc..

3.4.7 Questionnaire Design:

Questionnaire used for data collection is designed based on the fulfillment of the objectives of the study. The Questionnaire contains demographic and socioeconomic profile of the respondents, various attributes & factors related to Motivation was used in the Questionnaire, some close ended& dichotomous questions were used

3.4.8 Tools used for analysis:

The following statistical tools are used for data analysis

- Percentage
- Averages
- Chi-Square Analysis
- ANOVA
- Correlation

3.4.9 Statement of the Problem:

Now a days everyone want motivation to achieve in their life and some of them getting it and some of them are not for that to know what are the initiatives that taken by the companies which can help them to motivate them to achieve.

3.4.10 Limitations on the study:

- Data collected may have biased response.

- The researchers had difficulty in explaining the research problem to the respondents. Hence the level of understanding of research problem and concept by the respondents may affect the study result.
- The research results (findings and suggestions) is applicable only to the selected region.

IV. CHI SQUARE TEST

RELATIONSHIP BETWEEN GENDER AND WORKING CONDITIONS

Gender/Working condition	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Male	8	24	9	11	5	57
Female	3	3	2	1	4	13
Total	11	27	11	12	9	70

Hypothesis

Null hypothesis: There is no significant relationship between Gender and working conditions.

GROUP	OBSERVED FREQUENCY	EXPECTED FREQUENCY	O-E	(O-E) ²	(O-E) ² /E
Aa	8	8.957	-0.957	0.915849	0.10225
Ab	24	21.985	2.015	4.060225	0.184682
Ac	9	8.957	0.043	0.001849	0.000206
Ad	11	9.771	1.229	1.510441	0.154584
Ae	5	7.328	-2.328	5.419584	0.739572
Ba	3	2.042	0.958	0.917764	0.449444
Bb	3	5.014	-2.014	4.056196	0.808974
Bc	2	2.042	-0.042	0.001764	0.000864
Bd	1	2.228	-1.228	1.507984	0.676833
Be	4	1.671	2.329	5.424241	3.246105
χ^2					6.363513

Calculated value $\chi^2 = 6.363513$

Degree of freedom = (R-1) (C-1) = (2-1) (5-1) = 4

The table value of χ^2 for 4 degree of freedom at 5 per cent level of significance is 9.49

Conclusion: Calculated value of chi square is less than the table value, so the null hypothesis is accepted. Hence it is concluded that there is no significant relationship between gender and working conditions.

ANOVA

Gender		opportunity to express their feeling	
male	57	yes	53
female	13	no	17
total	70	total	70

Source: Primary Data

Hypothesis

Null hypothesis: There is no significant relationship between gender and opportunity to express their feeling

Anova: Single Factor				
SUMMARY				
Groups	Count	Sum	Average	Variance
Column 1	70	83	1.185714	0.153416
Column 2	70	87	1.242857	0.186542

ANOVA						
Source of Variation	SS	df	MS	F	P-value	F crit
Between Groups	0.114286	1	0.114286	0.672351	0.413647	3.909729
Within Groups	23.45714	13	1.804396			
Total	23.57143	13				

Conclusion: Calculated F value is 0.672 and F critical value is 3.909 so calculated value is less than a table value, so the null hypothesis is accepted. Hence it is concluded that there is no significant relationship between gender and opportunity to express their feeling.

CORRELATION

Gender		opportunity to express their feeling	
male	57	yes	53
female	13	no	17
total	70	total	70

Source: Primary Data

	Column 1	Column 2
Column 1	1	
Column 2	0.843233	1

Conclusion: Calculated value is 0.843, so I concluded it with gender and opportunity to express their feeling are positively correlated.

CHAPTER-V

5.1 FINDINGS

The study is conducted to know the motivation level of the employees in NEXA. A detailed survey is conducted among 70 workers in NEXA and following are the findings from the study.

Socio – Economic and Demographic Profile of the respondents:

- Majority of the workers selected as sample are in 20-25 age groups.
- Majority of the respondents are male.
- Majority of the respondents are Unmarried.

Respondents Perception about Motivation Level of Employee.

- Most of the respondents are feeling that they motivated by their officers.
- Most of the respondents are satisfied to work in NEXA.
- Most of the respondents are feel that they get a opportunity to express their views.
- Most of the respondents are satisfied with the managements.
- Most of the respondents are satisfied with working conditions in NEXA.
- Most of the respondents are have a direct relation with the higher officers.
- Most of the respondents are feeling good with the worker union and management.
- Most of the respondents are feel positive motivation is best way to motivate employees.
- Most of the respondents are feel that money is a best motivator.
- Most of the respondents are feel neutral about salary and wages provided by the company.
- Most of the respondents are feel neutral about the practices and policies adopted by the NEXA.
- Most of the respondents are feeling neutral about holidays provided by the NEXA.
- Most of the respondents are feel that NEXA is a best work place in the world.

- Most of the respondents are feeling neutral with the medical facilities.
- Most of the respondents are feeling neutral with financial benefits provided by NEXA.
- Most of the respondents are said that they get leave facilities when they do overtime.
- Most of the respondents are satisfied with the relationship between employees and management.

5.2 SUGGESTION

After finding out the Survey Report on Employees Motivation, the conclusions the following suggestions can be made:

- Working conditions should be improved.
- Wages and salary administration should be made appropriate for their purpose wages should be revised annually.
- More financial benefits should be given.
- Welfare services for the benefits of workers need to be improved. Partially medical facilities need a significant improvement.
- Promotion system should be communicated among the workers.
- Today, as there is a atmosphere of worker participation in the decisions regarding organization worker should have given opportunity to express their views in the company.
- The human motivation is changeable and not stable it should be considered in mind.
- Money incentives should be given more.
- Management policies and practices should be communicated so that workers could understand them easily.

5.3 CONCLUSION

Employee motivation and performance is very central in the management of employee within a company or organization. This is because it has a direct bearing on the company productivity or quality of services rendered. This intends has an impact on the company profits and continued existence. As a consequence, management most continuously put in place a veritable motivational structure so as to achieve greater performance. Due to the importance of motivation on employee performance within the business, it has led to a lot of academic writings. This branch of social science has posed a lot challenges to scholars, researchers and entrepreneurs. Because of the complexity and dynamism of this academic discipline, researchers have attempted to give a theoretical

explanation on how best employees can be motivated and how this can lead to higher performance. Although these theories have extensively duel on how best employee motivation can lead to higher performance; we almost lost sight of the fact that theories cannot exhaustively explain human behavior and how best employees can be motivated to achieve higher performance. This is because theories are ideological and sometimes abstract and may aim at satisfying the curiosity of researchers. That is why theories must be purposefully used with a guided focus. Therefore the application of theories in social science must be well guided and the relevant parts of the theory applied to achieve the intended desire in motivation for high performance by a company.

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