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Impact of Motivation on Employees In Industrial Private Sector

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Abstract

Employees are the heart of any organization. For any organization to operate smoothly and without any interruption, employee cooperation cannot be replaced with anything else. It is of utmost importance that the employees of an organization not only have a good relationship with the top management, but also, they maintain a healthy and professional relationship with their co-workers. The following study is a self-conducted research on how motivational job impact the performance of employee for betterment. The study also focused on de-motivation factors affecting employee performance negatively. A sample of individuals was selected and was interviewed with self-administrated questionnaire to obtain primary data. The data were analyzed using descriptive statistical analysis methods. The results obtained indicate that if employees are positively motivated, it improves both their effectiveness and efficiency gradually for achieving organizational goals.

Keywords: Motivation, Productivity, Organizational goals.

Introduction

What makes the employees of any organization "go the extra mile" to provide excellent services? The answer to the question lies in this self-conducted research paper. Motivation is actually a combination of factors that operate within each individual and requires a combination of approaches. In general sense, motivation can be referred as a combination of motive and action. Vroom has suggested that performance can be thought of a multiplicative function of motivation and ability. The model of motivation is based upon a definition of motivation as "a process governing choices made by persons or lower organisms among alternative form of voluntary activity". Also, research reveals that an employee's ability only partially determines his output or productivity.

The other major determinant is his motivation level. "Psychological forces that determine the direction of a person's behavior in an organization, a person's level of effort and a person's level of persistence". Jones and George from the book "Contemporary Management." Employee motivation plays a vital role in the management field, both theoretically and practically. It is said that one of the important functions of human resource manager is to ensure job commitment at the workplace, which can only be achieved through motivation. There is general agreement that people are motivated in situations where they can participate, they can feel accomplishment and receive recognition for their work, where the communication is frequent and there are opportunities for career and knowledge growth. "A central concern of industrial relations is the identification and measurement of factors associated with individual differences in employee job performance." And this identification and measurement are the basic function of motivational factors or tools. Motivation is crucial for good performance and therefore it is increasingly important to study what motivates employees for better performance, so the author of this journal urges that more and more research should be conducted to find out the factors that affects employee performance significantly.

Objective of the study

The cardinal objective of the study was to explore how different key variables motivate employee and assist an organization (National Thermal Power Corporation, Mouda,) to rise and ascend as an economic superpower. The final intentions of this study are:

- 1) To investigate the condition of motivation in Industrial Private Sector.
- 2) To analyze the influences and outcomes of motivation on employee performance.

Research Questions

Research is the systematic investigation into study of materials and source to establish fact and reach new conclusion.

1. How the intrinsic and extrinsic motivational factor impact the employee performances.
2. Where the employee desire to see the growth after 1 year of working.

Principia

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