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# Employee Motivation & The Impact of Employee Motivation Programs on Job Satisfaction

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***Abstract:*** ***Examining employee motivation and the effect of motivation programs on job satisfaction is the goal of the current study. The purpose of the study is to investigate how different motivational techniques affect worker morale, output, and general job satisfaction. Numerous efforts for work-life balance, professional growth, financial incentives, recognition programs, and encouragement are available. The findings show that these initiatives greatly improve employee work satisfaction. The research highlights the significance of customized incentive schemes in fostering job contentment and suggests optimal approaches for establishments aiming to enhance their incentive structure. The significance of matching employee requirements and preferences with motivating programs is also covered in the study. The study also identifies critical elements, such as corporate culture and managerial support, that enhance the efficacy of these programs.***

## I. INTRODUCTION

The foundation of any successful company is its workforce. It is the engine that propels overall performance, creativity, and productivity. Motivated workers are more devoted, engaged, and prepared to go above and beyond to accomplish corporate objectives.

Employee motivation is a strategic objective that firms must consider in the dynamic and competitive business landscape of today. Organizations can foster a highly productive workforce that is passionate about achieving collective success by investing in employee-empowering initiatives like meaningful work, growth and development opportunities, and a supportive work environment.

The psychological forces that propel people to perform particular behaviours or activities at work are referred to as employee motivation. It includes all internal procedures that motivate, guide, and maintain workers' actions in the direction of accomplishing company objectives.

Extrinsic and intrinsic factors can both contribute to motivation. Internal aspirations and feelings of fulfilment that come from the task itself—such as a sense of mastery, autonomy, or accomplishment—are the source of intrinsic motivation. On the other side, extrinsic motivation originates from outside incentives or rewards like pay, bonuses, recognition, or promotions.

The general degree of fulfilment, contentment, and enjoyment people derive from their work is referred to as job satisfaction. Elevated job satisfaction is generally linked to heightened employee involvement, motivation, and dedication to the company. Employee satisfaction increases the likelihood that they will work hard, perform well, and stick with the organization for a long time. On the other hand, a lack of job satisfaction can result in low morale, increased employee turnover, and poor performance within the company.

## II. REVIEW OF LITERATURE

1) Preeti, Vandana Verma (2022). The essential components of any firm are its employees. Motivated staff members are eager to present an artistic representation of the company by achieving improved viewpoint and producing better outcomes.
2) M. Padura, M. Hernandez, Nickie Boy A. Manalo (2021). Motivating factors may have an impact on how well employees perform when working from home. Motivated workers are assumed to be generally happy with their jobs, which will enable them to give the task at hand their best effort and contribution.
3) Veena Ishwarappa Bhavikatti, Sony Hiremath (2021). Customers receive efficient services from motivated staff members. The effectiveness of the personnel and the incentive provided by the organization are the two main determinants of a good company's success. Employees that are driven are dedicated, content, and productive.

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*4)* Yashaswini Mishra, R. N. Swain (2016). One of the most important components of organizational development and successful performance is motivation. Effective employee motivation is seen as being crucial for organizations, as they must encourage staff members in a variety of ways to support and enhance the organization's expansion.

*5)* Ishfaq Ahmed (2011). An essential component of managing is handling people. Educational institutions, like other business units, view their human resources as their most important asset since they can yield higher returns and pave the way for their success. Organizations that want to succeed should use iterative methods to encourage their staff. Meeting needs is one strategy for inspiring workers.

*6)* M. Messmer (2005). Increasing job happiness necessitates a multifaceted strategy. The majority of people don't quit their jobs for just one cause. A person's opinions on their role and the organization as a whole are typically shaped by a variety of factors.

## III. OBJECTIVE OF RESEARCH

*1)* To investigate the impact of employee motivation on productivity and to understand the factors influencing individual's actions and persistence.

*2)* To investigate the relationship between intrinsic and extrinsic motivational factors and their impact on employee job satisfaction.

*3)* To discuss the importance of motivation in employee's performance, the different factors that motivate employees, and the impact of motivation levels on employee productivity.

*4)* To investigate the influence of internal motivation and work environment on job satisfaction of employees.

## IV. SCOPE OF THE STUDY

The purpose of the study is to assess the efficacy of diverse employee incentive initiatives across distinct organizational contexts. Compare how well they work to increase productivity across cultures, organizational sizes, and industries. putting money into the psychological processes via which employee productivity is impacted by motivation programs. This could entail investigating theories to learn how various motivational interventions impact employee behaviour and performance, such as expectancy theory, goal-setting theory, or self-determination theory.

Examine how motivational programs affect productivity over the long run. Determine what makes motivation programs sustainable and whether the initial increases in production are maintained over time or if there are diminishing returns.

## V. RESEARCH METHODOLOGY

### *A. Sources Of Data*

#### *1) Primary Source of Data*

Given that the survey was carried out online utilising a Google questionnaire that was provided to the respondents and had numerous study-related items. As a result, many response types were observed, including Multiple Choice options, responses as well as responses stated as percentages and ratios. Additionally, we used informal interviews and observation to gather data.

#### *2) Secondary Sources of Data:*

To complete the project, secondary data is gathered from prior studies and published works. The secondary information was gathered using:

- Articles
- Academic journals
- Online database on other web resources

### *B. Sapmle Design*

According to convenience, questionnaire distribution was done throughout the day. Before giving them the questionnaire, respondents were approached, informed of the survey's objective, and explained it. Through social media platforms like WhatsApp, Twitter, Instagram the link to the web-based questionnaire was distributed.

Students, businesspeople, teachers, members of the armed forces, retirees, and homemakers all participated in the survey. The age range was broken down into four categories: 18–25, 25–30, 30-35, and over 35. 50-100 people were included in the overall sample.

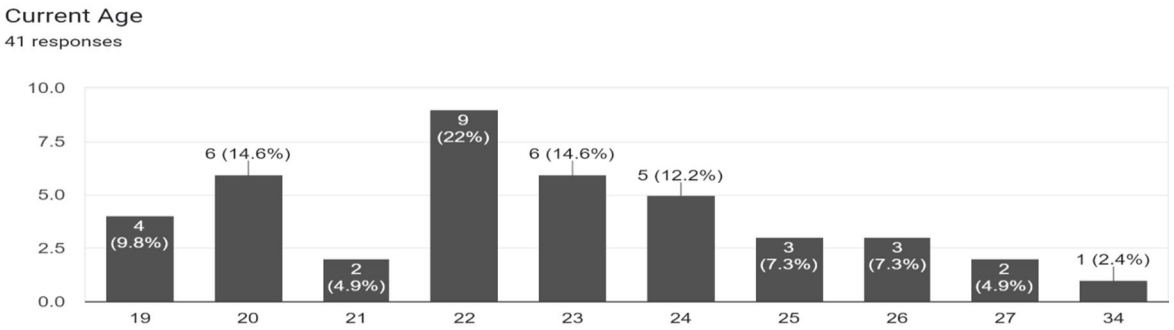
### *C. Sampling Method*

Simple random sampling is a straightforward sampling method that ensures every individual in the target population has an equal chance of being selected for the study. Simple random sampling is a statistical method in which everyone in a population has an equal chance of being selected into a sample.

### *D. Method Of Data Collection*

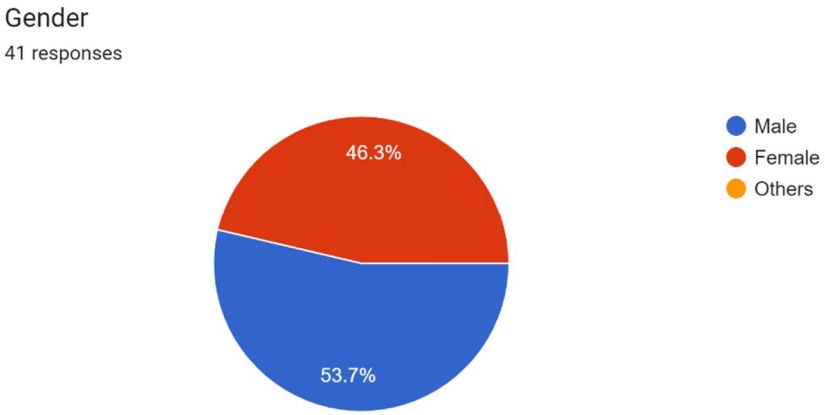
With the aid of my developed Google questionnaire forms, the information was gathered. Information on demographics, information sources, justifications for self-medication, and other topics were included in Google's questionnaires. The study's target population received the forms in a random order. Before gathering this information from the population, an ethical clearance was obtained.

## VI. DATA ANALYSIS & INTERPRETATION



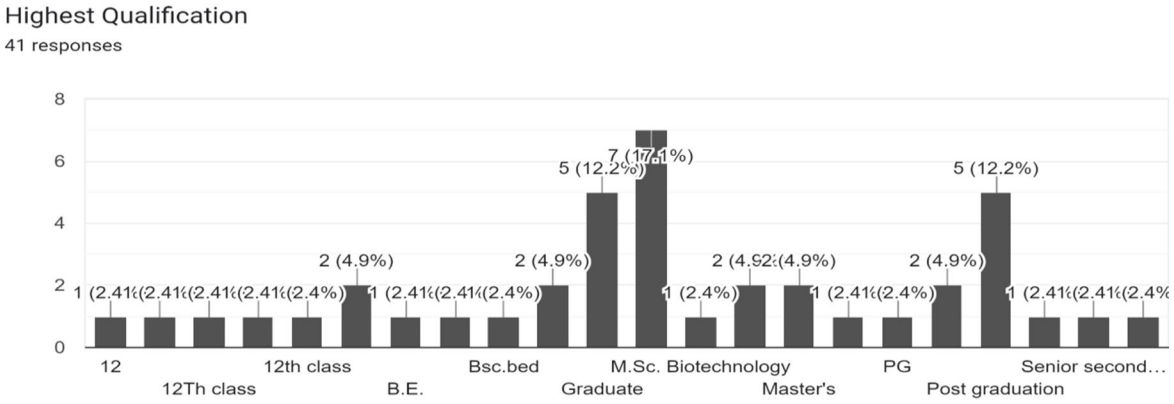

| RESPONSES | FREQUENCY | PERCENTAGE |
|---|---|---|
| 18-24 | 32 | 78 |
| 25-34 | 09 | 22 |
| TOTAL | 41 | 100 |

- *Analysis:* From the above graph and table, it is observed that out of the total responses 41, 32 responders are from the age group 18-24, 09 responders are from the age group of 25-34.
- *Interpretation:* It is observed that most of the responders are among the age group of 18-24 years and the least number of responders belongs to the age group 25-34.



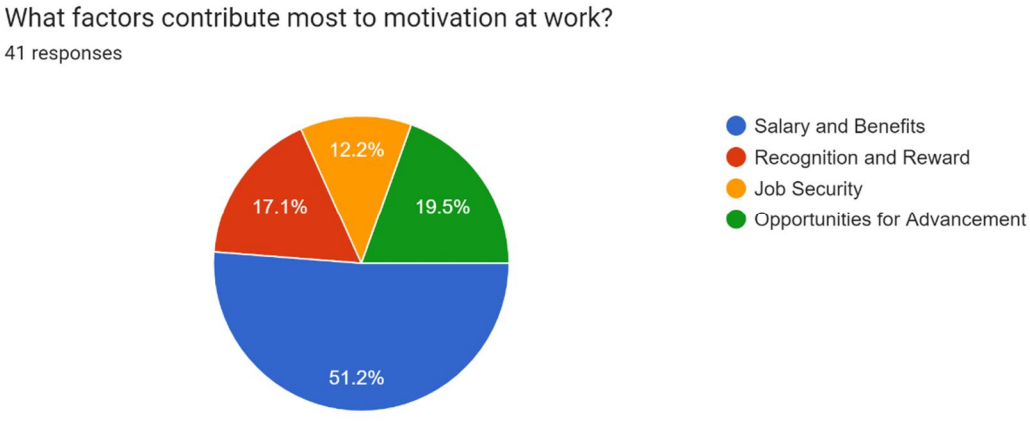
| RESPONSES | FREQUENCY | PERCENTAGE |
|---|---|---|
| Female | 19 | 46.3 |
| Male | 22 | 53.7 |
| TOTAL | 41 | 100 |

- *Analysis:* From the above graph, it is observed that out of the total responses 41, 19 responders are Females, 22 responders are Males.
- *Interpretation:* It is observed that most of the responders are males and the least number of responders are females.



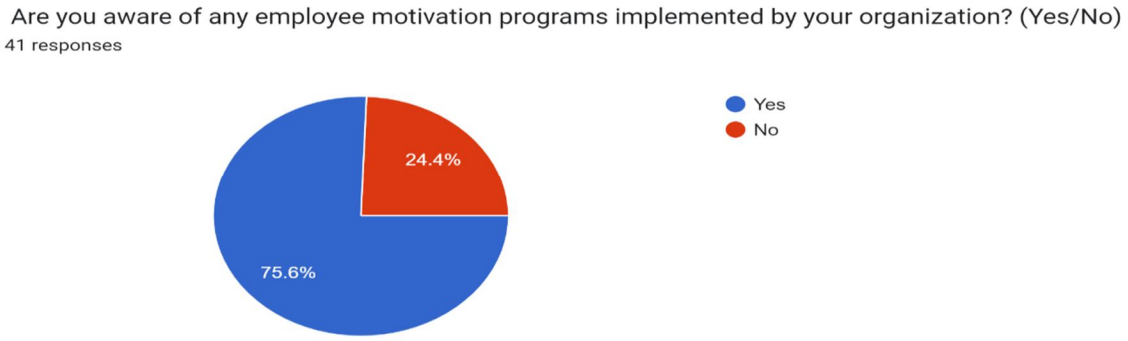

| RESPONSES | FREQUENCY | PERCENTAGE |
|---|---|---|
| High school | 09 | 21.9 |
| Bachelor’s | 17 | 41.5 |
| Master’s | 15 | 36.6 |
| TOTAL | 41 | 100 |

- *Analysis:* From the above graph and table, it is observed that out of the total responses 41, 09 responders from the high school, 17 responders are from the bachelor’s and 15 responders from the masters.
- *Interpretation:* It is observed that most of the responders are from the Bachelors and the lowest from the High School.



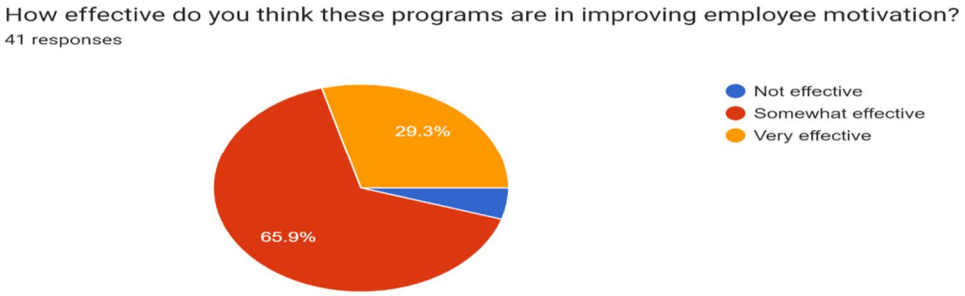
| RESPONSES | FREQUENCY | PERCENTAGE |
|---|---|---|
| Salary and Benefits | 21 | 51.2 |
| Recognition and Reward | 07 | 17.1 |
| Job Security | 05 | 12.2 |
| Opportunities for Advancement | 08 | 19.5 |
| TOTAL | 41 | 100 |

- *Analysis:* From the above graph and table, it is observed that out of the total responses 41, 21 responders selected Salary and Benefits, 07 responders selected Recognition and Reward, 05 responders selected Job Security, and 08 responders selected Opportunities for Advancement.
- *Interpretation:* It is observed that 21 responders selected Salary and Benefits which was the maximum and 05 responders selected Job Security which was the minimum.



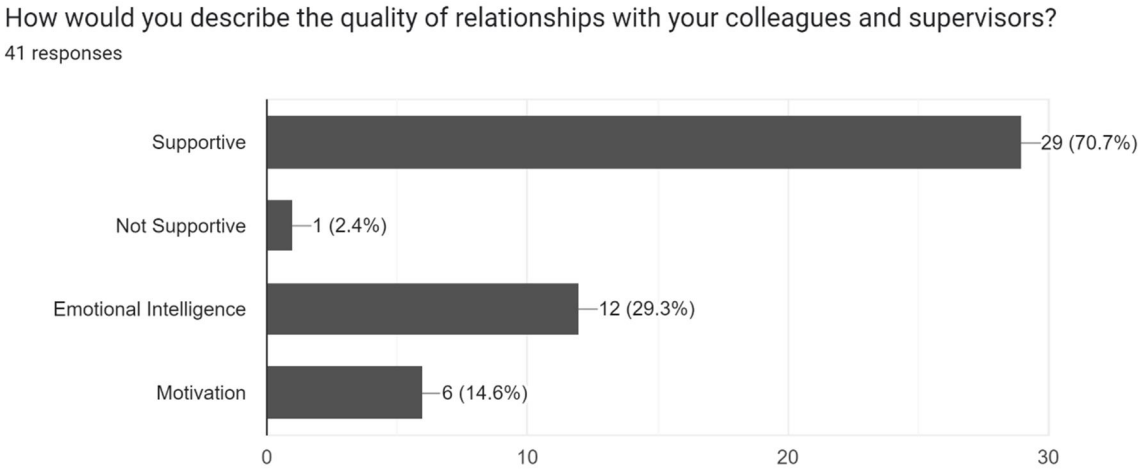

| RESPONSES | FREQUENCY | PERCENTAGE |
|---|---|---|
| Yes | 31 | 75.6 |
| No | 10 | 24.4 |
| TOTAL | 41 | 100 |

- *Analysis:* From the above graph and table, it is observed that out of the total responses 41, 31 responders are aware of any employee motivation programs implemented by the organization, and 10 responders are not aware of any employee motivation programs implemented by the organization.
- *Interpretation:* It is observed that 31 responders are aware of any employee motivation programs implemented by the organization which was the maximum and 10 responders are not aware of any employee motivation programs implemented by the organization which was the minimum.



| RESPONSES | FREQUENCY | PERCENTAGE |
|---|---|---|
| Not Effective | 02 | 4.8 |
| Somewhat Effective | 27 | 65.9 |
| Very Effective | 12 | 29.3 |
| TOTAL | 41 | 100 |

- *Analysis:* From the above graph and table, it is observed that out of the total responses 41, 02 responders found that employee motivation programs implemented by the organization are not effective, 27 responders found that employee motivation programs implemented by the organization are somewhat effective, and 12 responders found that employee motivation programs implemented by the organization are very effective.
- *Interpretation:* It is observed that 27 responders found that employee motivation programs implemented by the organization are somewhat effective which was the maximum and 12 responders found that employee motivation programs implemented by the organization are not effective which was the minimum.




| RESPONSES | FREQUENCY | PERCENTAGE |
|---|---|---|
| Supportive | 29 | 70.7 |
| Not Supportive | 01 | 2.4 |
| Emotional Intelligence | 12 | 29.3 |
| Motivation | 06 | 14.6 |
| TOTAL | 41 | 100 |

- *Analysis:* From the above graph and table, it is observed that out of the total responses 41, 29 responders found that employee motivation programs implemented by the organization are supportive, 01 responders found that employee motivation programs implemented by the organization are not supportive, 12 responders found that employee motivation programs implemented by the organization are emotional intelligence, and 06 responders found that employee motivation programs implemented by the organization are motivational.
- *Interpretation:* It is observed that 29 responders found that employee motivation programs implemented by the organization are supportive which was the maximum and 01 responders found that not supportive which was minimum.

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## VII. FINDINGS

After the observations and the data analysis the things that came in front and all the findings during the study are as follows:

*1)* The most respondents that responded are from the age group of 18-24 which was the maximum and least number of respondents that responded from the age group of 25-34.
*2)* According to the qualification maximum number of students are from bachelor's as well as master's, while the lowest number of responders belonged to high school.
*3)* It is observed that most of the responders are males and the least number of responders are females.
*4)* It is observed that 21 responders selected Salary and Benefits which was the maximum and 05 responders selected Job Security which was the minimum.
*5)* It is observed that 31 responders are aware of any employee motivation programs implemented by the organization which was the maximum and 10 responders are not aware of any employee motivation programs.
*6)* It is observed that 27 responders found that employee motivation programs implemented by the organization are somewhat effective which was the maximum and 02 responders found that employee motivation programs implemented by the organization are not effective which was the minimum.
*7)* It is observed that 29 responders found that employee motivation programs implemented by the organization are supportive which was the maximum and 01 responders found that not supportive which was minimum.

## VIII. CONCLUSION

After the observations and the data analysis the things that came in front and all the findings during the study are as follows:

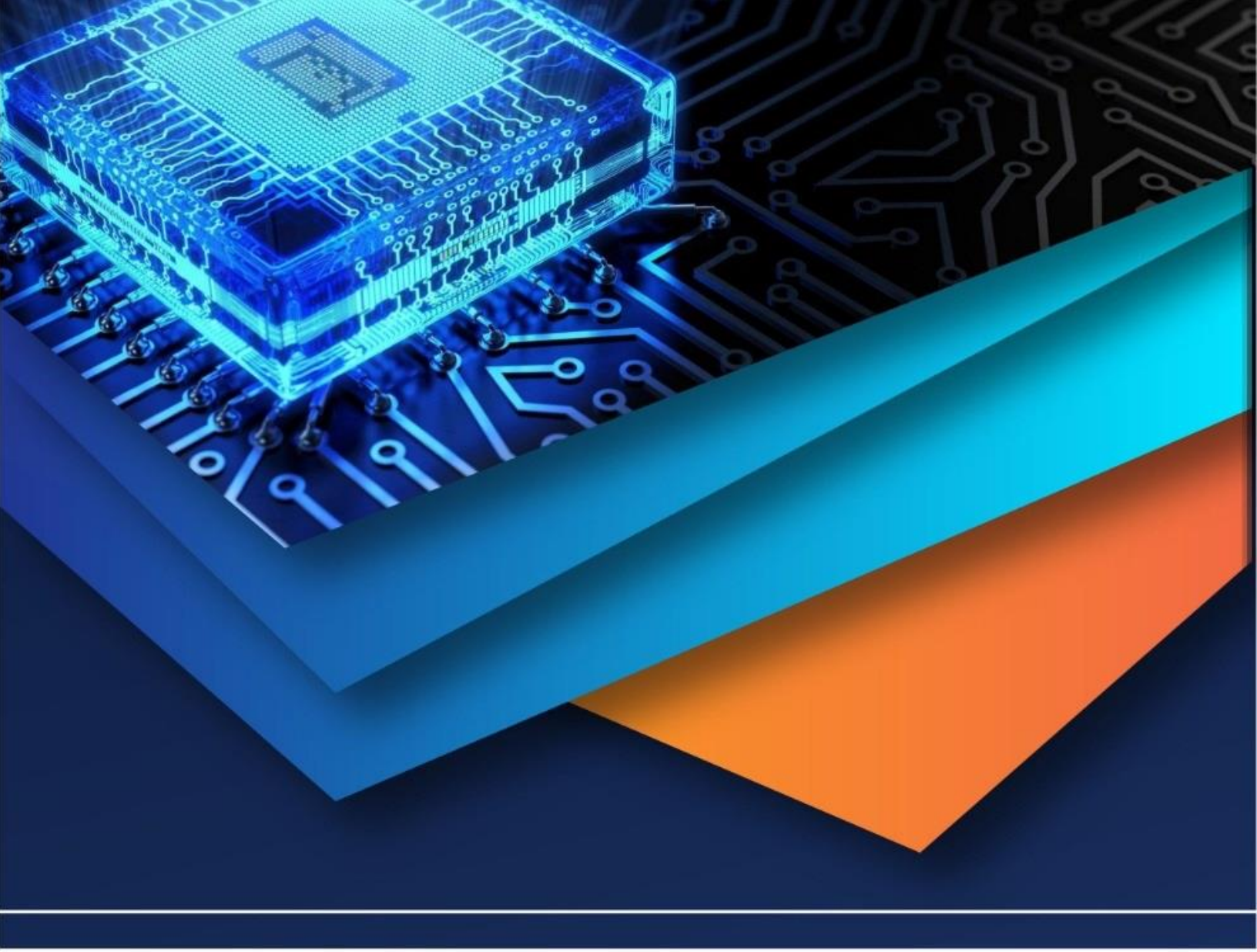
It is observed that 21 peoples agree that salary and benefits have a most contribution to motivation at work and 05 peoples agree that job security has less contribution to motivation. Out of 41 peoples, 31 peoples aware of any employee motivation programs that implemented by organization and 10 peoples not aware.

It is observed that 27 people thinks that it is somewhat effective for employee motivation in building a positive corporate image for organization, 12 peoples mentions it is very effective, and 02 persons thinks that it is not effective.

The most respondents that responded are from the age group of 18-24 and according to the qualification maximum number of students are from bachelor's, while the lowest number of responders belonged to high school. 22 responders are males which was the maximum and 19 responders are females which was the minimum.

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