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The Study of Relationship between Motivational Factors of Employees & their Performance with Respect to SBI Bank

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Abstract: *The objective of the study is to analyse the relationship between the emp's performance and the motivational factors such as incentives, bonuses, etc. to them. The data is collected through structured questionnaire distributed to 70 peoples working at SBI bank. It was found from the analysis there is relationship between the emp performance and the motivational factors given to them at SBI bank. The research paper depicts that the majority of the Respondents are happy working in the bank and willing to work even more due to predictable conditions.*

Keywords: *HOD (head of the department), SBI (State Bank of India), assistant prof. (assistant professor)), EMP (employees).*

I. INTRODUCTION

After emp are hired and trained, it is important to motivate them to get the desired efforts from them, to achieve organizational objectives. While designing their compensation package, we try to meet their expectations at the outset, suitably identifying their extrinsic and intrinsic needs, within the given policies and procedures of the organization. However, this is restricted only in those cases, where, we can afford to become flexible, to attract and retain talents in key positions, without contributing to the general dissatisfaction of other emp. But major problems on emp motivation become evident when emp of an organization start perceiving that there is a wide mismatch between their expectations and organizational commitments. At times, such perceived expectations of the emp far exceed the organizational commitments, resulting in a significant drop in their perception. At the end we can say that the performance of an organization is dependent on its emp. After all, your emp are the engine of your organization. Motivated emp are the need of any organization for our changing work place. Motivated emp are more productive so they always help organization to survive in every field. For a effective managers it must to understand what type of motivates emp within the context the perform in role. Motivating emp is most complex for example research suggested that as emp income increase money become less of a motivate also as emp get older exciting work become more of a motivator. It is seen that a emp performance has an impact on the organization's objective. And it is thus imperative that every emp's performance should be managed.

II. LITERATURE REVIEW

A literature review is an overview and exchange of the writing in a given region of study and it is usually organized chronologically or thematically. Most of the researcher discovers that the performance level of an emp gets affected by the incentives provided to them and it makes them stay also in the same organization.

- 1) *Smith and Rupp (2003)*: They stated that performance is a role of individual motivation, organizational strategy, and structure and resistance to change, is an empirical role relating motivation in the organization.
- 2) *Luthans and stjokovic (1999)*: They concluded that advancement of human resources through rewards, monetary incentives, and organizational behavior modification has generated a large volume of debate in the human resources and sales performance field.
- 3) *Orpen (1997)*: They stated that the better relationship between mentors and mentees in the formal mentoring program, the more mentees are motivated to work hard and committed in their organization.
- 4) *Malina and Selto (2001)*: They conducted a case study in one corporate setting by using balance score card (BSC) method and found out that organizational outcomes would be greater if emp are provided with positive motivation.
- 5) *Kunz and pfaff (2002)*: They stated that no substantive reason to fear an undermining effect of extrinsic rewards on intrinsic motivation.
- 6) *Decoene and Bruggeman (2006)*: They stated about a model of the relationship between strategic alignment and motivation in a BSC model.

III. RESEARCH METHODOLOGY

A. Statement Of The Problem

- 1) The study entails the problem of effective and ineffective emp working in the SBI bank.

B. Objective Of Study

- 1) To study the effectiveness of techniques adopted by organization.
- 2) To analyze the influence & outcomes of motivation on emp performance.
- 3) To suggest what more can be done to achieve optimum outcomes using motivational tools for the betterment of both the organization and the emp.

C. Hypothesis Of The Study

- 1) *H0*: There is no significant relationship between the emp' performance and the motivational factors.
- 2) *H1*: There is a significant relationship between the emp' performance and the motivational factors.

D. Data Collection

This research is based on primary data of 70 respondents and data is collected through distributing questionnaire among the emp. The present research focuses on the qualitative approach. The questionnaire is design according to the objective of the study & response is collect by face to face interviews.

The present research is based on a descriptive model of research methodology. In this research, the major goal is to analyze analysis the relationship between emp performance and the provided motivational factors.

In the present study, the method of collecting data is primary data has been collected through a well-structured questionnaire filled by the respondents.

- 1) *Sampling Technique*: The study is carried on by Descriptive sampling technique.
- 2) *Sample Size*: For the purpose of research 70 respondents were selected.

E. Demographic profile of the Emp

| Options | | No. of Responses |
|---------|---------|------------------|
| Age | 21-25 | 10 |
| | 26-30 | 34 |
| | 31-35 | 13 |
| | 36-40 | 10 |
| | 41-more | 3 |

F. Data Analysis

| TIME PERIOD | RESPONSES | TOTAL RESPONDENTS | PERCENTAGE OF RESPONDENTS |
|-------------|-----------|-------------------|---------------------------|
| 6 MONTHS | 5 | 70 | 6% |
| 1 YEAR | 10 | 70 | 14% |
| 2 YEAR | 35 | 70 | 50 |
| 2-5 YEAR | 20 | 70 | 28 |

PERCENTAGES OF RESPONDENTS



G. Are you Happy to Deliver your Effort and Services in SBI bank?

| OPTION | RESPONSES | TOTAL RESPONDENTS | % OF RESPONDENTS |
|----------|-----------|-------------------|------------------|
| YES | 35 | 70 | 50% |
| NOT SURE | 15 | 70 | 21% |
| NO | 20 | 70 | 29% |

LIKENESS



H. Are you planning to work in your same SBI bank?

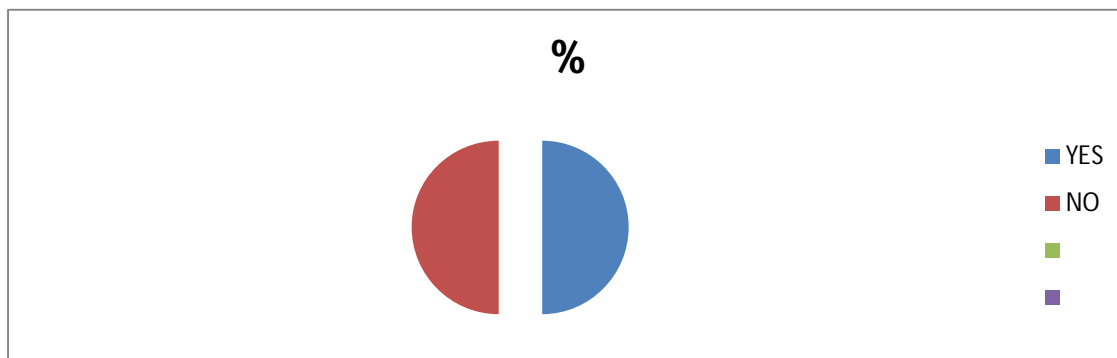
| OPTION | RESPONSES | TOTAL RESPONDENTS | % OF RESPONDENTS |
|---------|-----------|-------------------|------------------|
| YES | 46 | 70 | 66% |
| NO | 24 | 70 | 34% |
| NEUTRAL | 0 | 70 | 0% |

%



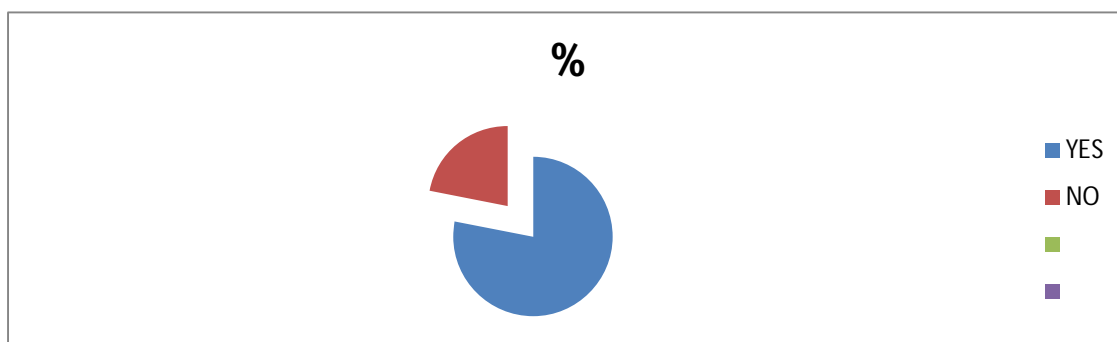
I. Your like to be absent frequently for your work?

| OPTION | RESPONSES | TOTAL RESPONDENTS | % OF RESPONDENTS |
|--------|-----------|-------------------|------------------|
| YES | 35 | 70 | 50% |
| NO | 35 | 70 | 50% |



J. Do you agree that Performance Appraisal oppressive for the emp?

| OPTION | RESPONDENT S | TOTAL RESPONDENTS | % OF RESPONDENTS |
|--------|--------------|-------------------|------------------|
| YES | 55 | 70 | 78% |
| NO | 15 | 70 | 22% |



IV. FINDINGS

After doing the entire study it can be understood that the emp motivation is not only an emerging factors in today's world but also it has some importance over the past years as well. In this day and age where we find worldwide organizations with extraordinary brand esteem, behind of that the worker inspiration existed performed by that association. The above-mentioned study would depict the fact that, emp generally want to work in their workplace with motivation and loyalties therefore the negative question of survey paper have fewer respondents. Along with that the interviewers also said that they get the enhancement in both financial and nonfinancial sectors after taking the initiative to keep motivating their worker.

Emp will work in those organizations where they are happy and being provided good appraisals according to their performances.

V. SUGGESTIONS

After the conduction of the specified research study it could be expressed that it is appropriate for the businesses of separate associations to understand the noteworthy significance of representative inspiration and the dimension to which worker's responsibility levels. Since, it is at last the representatives of a firm that are in charge of the general execution of an association. The association in the present situation must embrace the activities that keep the representatives of the firm, persuaded with the goal that they can convey more noteworthy dimension responsibility towards work. This would finish up in expanding the work execution of

the representatives as well as of the association. Attributable to the powerful effect the inspiration factor has on the workers the businesses particularly the human asset branch of the association must have an incorporated methodology towards supporting the persuasive dimensions of the representatives. The businesses of work must know the various sort of systems that could be utilized to impact their worker inspiration benchmarks to perform well on a vocation. In progressively exact terms the pertinence of the inspirational variables depends not just upon the way that gets together the necessities of the representatives yet in addition on the way that of the association too. The firm needs to survey the elements that can spur a representative. With this evaluation the association would almost certainly build up a work environment culture in which the major persuasive drivers are available. With the advancement of this kind of working environment condition the association would probably hold a workforce that is both productive and propelled and would go about as an upper hand for the organization in the market.

VI. CONCLUSION

As a conclusion it can be said that this paper will highlight over the shaded areas which need to be taken into consideration by various organizations in order to enhance the business performance. In the phase of anti-globalization era, a company can be effective to fulfill the desire of the emp. This can help the human asset division to comprehend about the different components related with the inspiration elements of the laborers. At that point in the wake of doing the whole examination it very well may be presumed that in positive and agreed way the inspired representatives can bring the attractive accomplishment for the different business association to reach over the focused on achievement in easy way. The significance of this paper can be comprehended when it tends to be a helpful material for the future specialist and for the academicians too. In addition different business associations can utilize this paper for reinforcing their cooperation with workers.

Quality of performance depends upon

- A. Motivation of emp
- B. Surrounding where the emp are working
- C. Incentives given to them
- D. Positive atmosphere in the organization.

VII. LIMITATIONS OF STUDY

- A. All efforts have been made to make the study a complete and comprehensive survey of the salaried emp. But still there can be some limitations and errors in the research.
- B. Some Users did not provide true picture.
- C. Emp were reluctant to give any feedbacks.
- D. A lot of time got consumed on many emp to make them understand about this study.
- E. Not every emp was agreeing on filling up this questionnaire and were not giving true personal information.
- F. Quality of the information highly dependent on the knowledge and mind-set of the respondents.

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