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Strategies in an Academic Institution of Study in Respect of Employees

Dr. Yogesh Kaushik[1], Dr. Abbul Hasan Khan[2]
[1]*Associate Professor (AIMT), Greater Noida*
[2]*Associate Professor Monad University*

Abstract: ***The purpose of the present research is to explain Retention and Motivational Strategies in a academic Institute of Studies in Respect of Employees. The researcher will identify its influences to predict Motivational Strategies in Monad University of Studies in Respect of Employees. Hence the purpose of this research is illuminating the concept of Motivational Strategies in Monad University of Studies in Respect of Employees.***
This study will cover title of the study, significance of the study, aims and objectives of the study, research hypothesis and research design. This research has designed based upon descriptive study as it aims to identify and elaborate the Motivational Strategies in Monad University of Studies In Respect Of Employees.
Key word: Motivational Strategies, Employees, significance, Employees

I. REVIEW OF LITERATURE

According to Michaelowa (2002) motivation is the "willingness, drive or desire to engage in good teaching". Nelson and Guick (2003) said, motivation factors lead to positive mental health and challenge people to grow, contribute to the work environment and invest them in the organization..

Abejirinde (2009) investigated the relationship between motivation and performance within private and public enterprises in Monad University and found that promotion (as a motivator) has significant relationship with employees performance including academic performance in the education enterprise.

Education and academic performance. For example, Bennell and Akyeampong (2007) find that sizeable percentages of school lecturers are poorly motivated in Monad University in India.

Lack of prestige from low remuneration and low autonomy in planning and teaching has been associated with private tutoring, Popa and Acedo (2006) and in Egypt, Hartmann (2008).

However, it is also imperative to know that University physical facilities and research development are key motivating factors in achieving academic performance. University is established for the purpose of teaching and learning. It is more important that the teachers or lecturers and learners are properly accommodated to facilitate the teaching and learning that go on there. This is the essence of the school plant and facilities, Alimi (2004).

Bandele (2003) noted that the relevant of physical facilities cannot be relegated. Facilities like modern laboratories, libraries and classrooms are to be put in place in all University especially in higher institutions of learning. A study carried out by Adesola (2005) found that the level of available resources is indeed a plus to the lecturers and goes to show the level of ingenuity and commitment of the lecturers toward effective delivery of lesson.

Corroborating the earlier findings, Geofrey (2010) conducted a study which investigated public universities academic staff performance with reference to the context of motivation using Maker ere Monad University case study. It examined effect of objectives:

1) To study the Monad university teacher's Employee motivation
2) To study the Specifics, possibilities and tools of motivating Monad university teachers.

A. Motivation Strategy Of Monad

1) Free transport facility
2) 50% concession on Fee for any Program me
3) Regular increment policy

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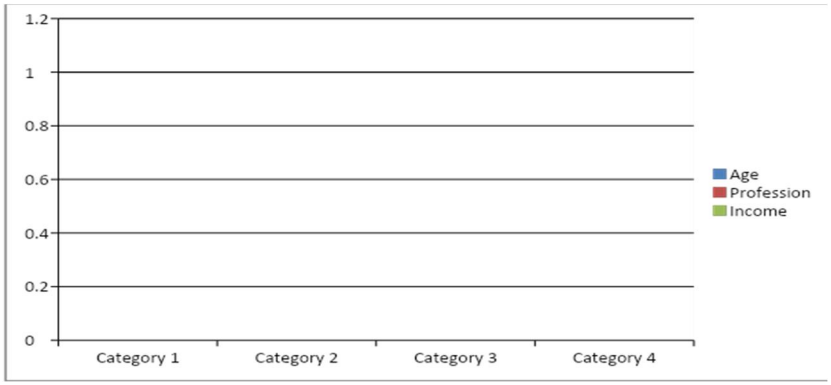
II. METHODOLOGY

Research Methodology is justification of research method used and not used. Here things are very simple researcher used only simple average and percentage to know the result

1) *H1:* There is Relationship between Academic Performance and Motivation in Monad University Employees
2) *H2:* A key aspect of the Monad university teacher's Employee motivation

Data Analysis

Age	Profession	income	Preference
18- 24	Admin	120,000 - 200000	Satisfied
25 -30	Marketing	150000-2500000	Good
30 -40	Assistant Professor	250000 -300000	Satisfied
40-45	Associate Professor	300000-400000	OK
45 -60	Professor	400000- 6500000	Not satisfied



III. CONCLUSION

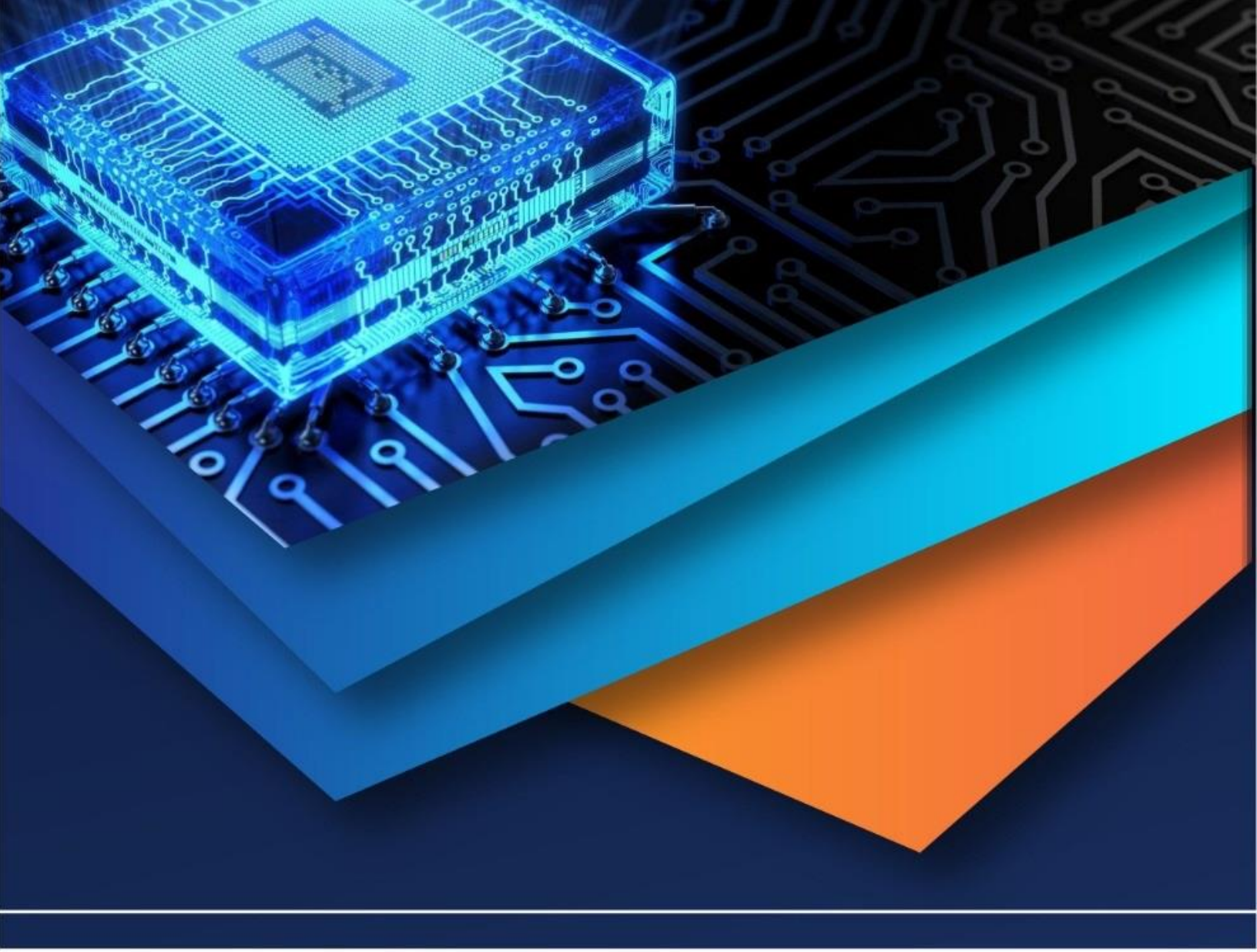
This study will cover title of the study, significance of the study, aims and objectives of the study, research hypothesis and research design. This research has designed based upon descriptive study as it aims to identify and elaborate the Motivational Strategies in Monad University of Studies In Respect Of Employee.

This is observed that employee of low wages youngster are happy and satisfied but employee of higher educated and mature are little bit dissatisfied and Most elite category of employee like Associate Professors and Professor are not satisfied with present motivation strategies and remuneration what is provided by university since University come into existence. No university could became world Class University without good academic and healthy research Environment

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