A Study on "Employee Motivation on TDPS"

Dr. Rekha N Patil[1], Arpitha[2]

[1]Assistant Professor VTU RRC Kalaburagi, Karnataka, India
[2]Student

Abstract— "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 for 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 motives become. 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 behaviour gets started, is energized, sustained and directed.

Keywords— Employee Motivation, human resources, employee-benefits systems.

I. INTRODUCTION

The human resources field began to take shape in 19th century Europe. It built on a simple idea by Robert Owen (1771-1858) and Charles Babbage (1791-1871) during the industrial revolution. These men concluded that people were crucial to the success of an organization. They expressed the thought that the well-being of employees led to perfect work; without healthy workers, the organization would not survive.

Human resource management (HRM or HR) is the strategic approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives Human resource management is primarily concerned with the management of people within organizations, focusing on policies and systems.

HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and reward management, such as managing pay and employee-benefits systems.HR also concerns itself with organizational change and industrial relations, or the balancing of organizational practices with requirements arising from collective bargaining and governmental laws.

MEANING OF MOTIVATION

The word motivation has been derived from motive which means any idea, need or emotion that prompts a man in to action. Whatever may be the behavior of man, there is some stimulus behind it .Stimulus is dependent upon the motive of the person concerned. Motive can be known by studying his needs and desires.

There is no universal theory that can explain the factors influencing motives which control mans behavior at any particular point of time. In general, the different motives operate at different times among different people and influence their behaviors. The process of motivation studies

the motives of individuals which cause different type of behavior.

Motivation is the core of management. Motivation is an effective instrument in the hands of the management in inspiring the work force .It is the major task of every manager to motivate his subordinate or to create the will to work among the subordinates .It should also be remembered that the worker may be immensely capable of doing some work, nothing can be achieved if he is not willing to work .creation of a will to work is motivation in simple but true sense of term.

Motivation is an important function which very manager performs for actuating the people to work for accomplishment of objectives of the organization .Issuance of well conceived instructions and orders does not mean that they will be followed .A manager has to make appropriate use of motivation to enthuse the employees to follow them. Effective motivation succeeds not only in having an order accepted but also in gaining a determination to see that it is executed efficiently and effectively.

In order to motivate workers to work for the organizational goals, the managers must determine the motives or needs of the workers and provide an environment in which appropriate incentives are available for their satisfaction .If the management is successful in doing so; it will also be successful in increasing the willingness of the workers to work. This will increase efficiency and effectiveness of the organization .There will be better utilization of resources and workers abilities and capacities.

II.   LITERATURE REVIEW

According to Lockley (2012) offering training and development programs that effectively contributes to personal and professional growth of individuals is another effective employee motivation strategy. At the same time, Lockley (2012) warns that in order for motivational aspects of training and development initiatives to be increased, ideally they need to be devised and implemented by a third party with relevant competency and experience.

Lopis (2012). Alternative working patterns such as job-rotating, job-sharing, and flexible working have been branded as effective motivational tools Moreover, Lopis (2012) argues that motivational aspects of alternative working patterns along with its other benefits are being appreciated by increasing numbers of organizations, however, at the same time; many organizations are left behind from benefiting from such opportunities.

Bruce and Pepitone (1999) propose an interesting viewpoint according to which managers cannot motivate

employees; managers can only influence what employees are motivated to do.

The role of facilitating quality subordinate-superior communication at various levels effectively employing a wide range of communication channels has been praised by Shields (2007) in terms of its positive contribution in boosting employee morale.

Shields (2007) stresses two specific advantages of such a practice that relate to offering employees a chance to raise their concerns and put across their points regarding various aspects of their jobs, as well as, supplying them with the feeling of engagement and appreciation.

Smith and Rupp (2003) 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

According to Orpen (1997) better the relationship between mentors and mentees in the formal mentoring program, the more mentees are motivated to work hard and committed to their organization.

Malina and Selto (2001) 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 employees are provided with positive motivation. The establishment of operations-based targets will help the provision of strategic feedback by allowing the evaluation of actual performance against the operations-based targets. Goal- directed behavior and strategic feedback are expected to enhance organizational performance

(Chenhall 2005)Aguinis (2013) stated that monetary rewards can be a very powerful determinant of employee motivation and achievement which, in turn, can advance to important returns in terms of firm-level performance.

Garg and Rastogi (2006) identified the key issues of job design research and practice to motivate employees' performance and concluded that a dynamic managerial learning framework is required to enhance employees' performance to meet global challenges.

Vuori and Okkonen (2012) stated that motivation helps to share knowledge through an intra-organizational social media platform which can help the organization to reach its goals and objectives.

Ashmos and Duchon (2000) recognizes that employees have both a mind and a spirit and seek to find meaning and purpose in their work, and an aspiration to be part of a community, hence making their jobs worthwhile and motivating them to do at a high level with a view to personal and social development

As per Kuo (2013) a successful organization must combine the strengths and motivations of internal employees and respond to external changes and demands promptly to show the organization's value. In this paper, we have taken various techniques of motivation from existing literature, and managed to make flow of motivation from young-age employees to old-age employees. From organization perspective managers need to understand the flow of motivation, it helps them to create a culture where employees always get motivated to do better

Smith and Rupp (2003) In a complex and dynamic environment, leader of the organization used to create the environment in which employee feel trusted and are empowered to take decisions in the organization which leads to enhance motivation level of employee and ultimately organizational performance are enhanced.

Luthans and Stajkovic (1999) 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.

Glob Bus Perspect (2013) of human resources through rewards, monetary incentives, and organizational behavior modification has generated a large volume of debate in the human resource and sales performance field.

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Kunz and Pfaff (2002) stated no substantive reason to fear an undermining effect of extrinsic rewards on intrinsic motivation.

Decoeneand Bruggeman (2006) in their study developed and illustrated a model of the relationship between strategic alignment, motivation and organizational performance in a BSC context and find that effective strategic alignment empowers and motivates working executives. Leaders motivate people to follow a participative design of work in which they are responsible and get it together, which make them responsible for their performance.

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Den and Verburg (2004) found the impact of high performing work systems, also called human resource practices, on perceptual measures of firm performance.

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Research Gap: After Study on effectiveness of training topic, it was found that, on effectiveness of training many people had given their point view at state level, national level and international level on various field, sectors, industries, company's etc . it is found that nobody have covered the topic in this organization and this could be a research Gap for the study which can be full fill through my research work.

OBJECTIVE

- ➢ To analyze and examine the effectiveness of Motivation programmer in TP Power System
- ➢ To study the effect of monetary and non-monetary benefits provided by the organization on the employee's performance .
- ➢ To study the effect of job promotions on employees in TP Power System
- ➢ To study the employee's opinion on the motivation in TP Power System
- ➢ The purpose of motivation is to create condition in which people are willing to work with zeal, initiative. Interest, and enthusiasm, with a high personal and group moral satisfaction with a sense of responsibility.

SCOPE FOR THE STUDY

- ➢ The human resources management has to identify employee's motivation to match with the organization's productivity.

- The motivation of each employee will lead to the better performance and in turn satisfies both the employees and also organization.
- It is always essential for a concern to access its strategies and reshape its destiny. It is necessary for every organization to study the different aspects that affects the organization development. Every study has a clear and specific scope.
- The scope of this study is limited to TD Power System In this survey the emphasis is on the motivation of employees.

III.   ANALYSIS AND INTERPRETATION

TABLE NO.1

TABLE SHOWING OPINION ABOUT AGE

participants	Respondents	%Age
Below-30	14	28%
31-40	21	42%
41-50	12	24%
51-60	3	6%
TOTAL	50	100%

ANALYSIS :From the above table 28% of the respondents are coming under the age group of Below -30 yrs ; 42% of the respondents are under the age group of 31 – 40 years; 24% respondents are under the age group of 41 – 50; 6% respondents are under the age group of 51 – 60.

INTERPRETATION: The Graphs shows that the average percentage respondents of the age group belongs to of 31-40 .
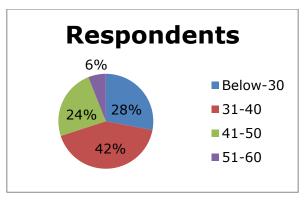

TABLE N0.2

TABLE SHOWING THE OPINION ABOUT GENDER PARTICULARS.

Participants	No of Respondents	%age
Male	**41**	**82**
Female	**9**	**18%**
Total	**50**	**100%**

 ANALYSIS: From the above tableshows taht it is clear that 82% of the respondents are male and the remaining 18 % of the respondents are female.

TABLE NO .3

TABLE SHOWING OPINION ABOUT DOES TRAINING HELPS TO IMPROVE EMPLOYEES AND EMPLOYER RELATIONSHIP.

Participants	Respondents	Percentage
Yes	**50**	**100%**
No	**0**	**0**
TOTAL	**50**	**100%**

ANALYSIS:From the above table 100% of the respondents are YES; 0% of the respondents are No.

TABLE NO .4

TABLE SHOWING OPINION ABOUT WHAT IS IMPORTANT OF TRAINING PROGRAM.

Participants	Respondents	%age
Increase productivity	**41**	**82%**
Achieve organizational goal	**9**	**18%**
TOTAL	**50**	**100%**

ANALYSS :From the above table shows that the 82% of the respondents are increases productivity; 18% of the respondents are achieve organizational goal is important of training program.

TABLE NO .5

THE TABLE SHOWING THE OPINION ABOUT THE SALARY INCREMENTS GIVEN TO EMPOLYEES WHO DO THEIR JOBS VERY WELL MOTIVATES THEM.

Participants	Respondents	%age
Strongly Disagree	21	12%
Disagree	12	8%
Neutral	7	14%
Agree	6	42%
Strongly agree	4	24%
Total	50	100%

ANALYSIS :From the above table 12% of the respondents are strongly disagree; 8% of the respondents are disagree;14% of the respondents are neutral;42% of the respondents are agree;24% of respondents are strongly agree.

TABLE-6

TABLE SHOWING THE OPINION ABOUT THE DO YOU THINK THAT THE INCENTIVES AND OTHER BENEFITS WILL INFLUENCE YOUR PERFORMANCE.

Participants	Respondents	Percentage
Strongly Disagree	4	8%
Disagree	2	4%
Neutral	12	24%
Agree	20	40%
Strongly agree	12	24%
TOTAL	50	100%

ANALYSIS: Th above table shows that the 8% of the respondents are strongly agree;4% of the respondents are disagree;24% of the respondents are the neutral;40% of the respondents are agree;24% of the respondents are strongly agree.

TABLE-7

TABLE SHOWING THE OPINION ABOUT THE WHICH TYPE OF INCENTIVES MOTIVATE YOU MORE.

Participants	Respondents	Percentage
Monetary incentives	21	40.8%
Non-financial incentives	18	36.8%
Both	11	22.4%
Total	50	100%

ANALYSIS: The above table shows that the 40.8% of the respondents are monetary incentives;36.8% of the respondents are non-financial incentives;22.4% of the respondents are both they agree.

IV. SUMMARY OF FINDING, CONCLUSION AND SUGGESTION

FINDING

- The average percentage respondents of the age group belongs to of 31-40 .
- The majority respondents of the Gender are male .
- The majority respondents agreed that training helps to improve employees and employers relationship.
- The majority respondents agreed that increase productivity is important for training program.
- The majority respondents agree that training helps to increase the motivation level of employees.
- The majority respondents agree that TDPS provide on the job training in the organization.
- The average percentage respondents strongly agreed the salary increments given to empolyees who do their jobs very well motivates them. The majority respondents agree that they feel secured in their job
- The majority respondents agree that they have support from the HR department in the organization
- The majority respondents strongly agreed that the management motivates the employee by their interest in the organization
- The majority respondents agreed about the medical benefits provided in the organizations are satisfactory .
- The average percentage respondents says company policyis the factor de-motives employees at work place
- The majority respondents agree that financial incentives are more than non-financial incentives.
- The majority respondents are agreed about the retirement benefits available are sufficient .

- The majority respondents are agree about the good physical work conditions are provided in the organisation.
- The majority respondents agreed that the incentives and other benefits will influence their performance.
- The average percentage respondents says Monetary incentives is the   type of incentives motivate employees more.
- The average percentage respondents says always about the enthusiastic of their work.
- The majority respondents agree about encouraged to come up with new and better ways of doing things.
- The majority respondents they have been promoted at work in the last six months.
- The average percentage respondents agreed satisfied about with the lunch breaks-rest breaks & leaves given in the organization.
- The above graph shows that the majority of respondents agreed that the work is observed by the superiors with is done by the employees in the organization

V.   SUGGESTION

The study brings forth the fact that the sect oral differences in terms of compensation, growth opportunities, working conditions, personal factors, social environment, benefits and job security play a significant role in influencing employees' perceptions of work motivation and job satisfaction. By leveraging this fact, jobs can be enriched and can be made highly motivating and satisfying for the employees.

- To encourage competitive culture in private company , seniority based promotion policies should be revised.
- The public sector bank needs to increase employees' pay satisfaction by introducing a differential pay system based on one's merit and effort. To maintain satisfied and dedicated work force, performance based compensation package should be introduced in TDPS
- Money alone is not enough to motivate employees in today's workforce. Besides financial motivations, other ways are to be adopted to motivate employees such as involving them in decision making – process, autonomy in work which ensures a healthy environment. Employees should be encouraged to commit themselves to create a dedicated workforce for manufacture companies.
- Job security has long been one of the most positive aspects of private manufacture sector; hence TDPS needs to introduce special schemes related to pension, gratuity, retirement, and other related benefits to enhance the employee's sense of security as well as satisfaction.

VI.   CONCLUSION

The study includes that , the motivational program procedure in TDP system, is found effective but not highly effective .The study on employee motivation highlighted so many factors which will help to motivate the employees. The study was conducted among 50 employees and collected information through structured questionnaire. The study helped to findings , which were related with employee motivational, programs which are provided in the organization.

The performance appraisal activities really play role in motivating the employees of the organization. It is a major factor that makes an employee feels good in his work and results in his satisfaction too. The organization can still concentrate on specific areas which are evolved from this study in order to make the motivational programs more effective . Only if the employees are properly motivated-they work well and only if they work well the organization is going to benefit out it .steps should be taken to improve the motivational programs procedure in the future. The suggestions of this report may help in the direction.

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