



# Effects of Employee Motivation on Job Satisfaction and Organizational Performance

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**Abstract:** *Motivation plays very important role in increasing employee job satisfaction and performance. This will result in improvement organizational performance. A long term benefit of employee motivation is high productivity. Motivated employee is a valuable asset who creates value for an organization in strengthening the business. Motivation is going to work if the right person with suitable skills is made responsible for the job or otherwise it will be the wastage of resources and time, and will lead to job dissatisfaction. The paper is aimed to study the effect of employee motivation on job satisfaction and organizational performance. A detailed questionnaire is framed to achieve the above cited objectives.*

**Keywords:** *Motivation, Job Satisfaction, Organizational performance, Productivity.*

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## 1 INTRODUCTION

Performance of an employee is affected by number of factors, but one of the significant factors is motivation which affects the productivity to a large extent. To manage the performance of the employees and to motivate them for better performance, efficient motivation practices have become more important in all organizations. To survive in the today's global and competitive market, all factors of production- machine, material and men should be managed in an effective way. Here human resource is the biggest challenge because to accomplish the objectives of an organization, human resource has the capability of emotions, feelings and thought to achieve higher productivity and effective organizational performance.

## 2 LITERATURE REVIEW

According to Webster's New Collegiate Dictionary, a motive is "Something a need or desire that causes a person to act". Motivate, in turn "to provide with a motive" and motivation is defined as "the act or process of motivating". Consequently, motivation is the performance or procedure of presenting an intention that origin a person to capture some accomplishment (Shanks. N.H.). According to Butkus & Green (1999), motivation is derived from the word "motivate", means to move, push or influence to proceed for fulfilling a want. Motivation is a set of courses concerned with a kid of strength that boosts performance and directs towards accomplishing some definite targets (Kalimullah et. al., 2010). The motivation of an individual envelops all the motives for which he selects to operate in a definite approach (Lefter et. al.)

Employee motivation is one of the policies of managers to increase effectual job management amongst employees in organization (Shadare et. al., 2009). Rutherford (1990) reported that motivation formulates an organization more successful because provoked employee are constantly looking for improved practices to a work, so it is essential for organizations to persuade motivation of their employees (Kalimullah et. al, 2010).

## 3 OBJECTIVES OF THE STUDY

To measure the effect of employee motivation on the organizational performance is the objective of this paper.

## 4 RESEARCH METHODOLOGY

**Research Design**

Descriptive in nature and Questionnaire is used to collect the data.

**Sample Size**

50 employees of various organizations.

**Instrument Used**

Percentage analysis, Likert's Scale, Graphs and Diagrams.

**Data Collection**

The questionnaire was distributed to a sample of employees who were working in various departments and organization position.

**Data Analysis**

After collecting the data, the filled questionnaires were analyzed for presentation of research findings.

**Table 1: Age of the Respondents**

Age Group (yrs)	No. of Respondents	%
20-30	35	70
31-40	10	20
41-50	03	6
Above 50	02	4
Total	50	100

(Source: Primary Data)

**Table 2: From How many years you have been associated with the present organization?**

Period of Service	No. of Respondents	%
< 1 year	15	30
1-5	10	20
5-10	20	40
> 10 years	5	10
Total	50	100

(Source: Primary Data)

**Table 3: How much you satisfied with you present organization?**

Response	No. of Respondents	%
Very Satisfied	5	10
Satisfied	25	50
Neutral	2	4
Dissatisfied	10	20
Very Dissatisfied	8	16
Total	50	100

(Source: Primary Data)

**Table 4: What is the nature of your job?**

Position in	No. of Respondents	%
Top Management	2	4



Manager	5	10
Supervisor	15	30
Employee	28	56
Total	50	100

(Source: Primary Data)

**Table 5: Does your organization appreciate your work?**

Response	No. of Respondents	%
Yes	28	56
No	18	36
Can't Say	4	8
Total	50	100

(Source: Primary Data)

**Table 6: How much satisfied you are with the Training and Development facilities provided by you organization at various levels?**

Level of Training & Development	Very Satisfactory	Satisfactory	Dissatisfactory	Very Dissatisfactory
Initial Training	5	30	10	5
Ongoing Training for the performance of the Job	10	25	5	10
Career Development Support	5	15	18	12

(Source: Primary Data)

**Table 7: Does Prevailing HR practices motivate you?**

HR Practice	Strongly Agree	Agree	Disagree	Strongly Disagree
Skill Development	5	30	12	3
Knowledge of your Job	4	28	14	4
Fringe Benefits/Incentives	6	18	20	6
Rewards & Recognition	2	10	22	16

(Source: Primary Data)

**Table 8: How much you give rating to your job satisfaction indicators?**

	Very Satisfactory	Satisfactory	Dissatisfactory	Very Dissatisfactory
Development Avenues Available	5	30	10	5
Compensation benefits (Salary, Incentives etc.)	8	20	14	8
Hard Work	6	25	12	7
Performance Feedback	4	18	22	6

(Source: Primary Data)

**Table 9: How does your relationship exist with your superiors?**

	No. of Respondents	%
Very Satisfactory	5	10
Satisfactory	20	40
Dissatisfactory	15	30



<b>Very Dissatisfactory</b>	<b>10</b>	<b>20</b>
<b>Total</b>	<b>50</b>	<b>100</b>

(Source: Primary Data)

## 5 FINDINGS OF THE STUDY

- In the survey, it is found that most of the respondents belong to younger group i.e. 21-30.
- Survey results indicate that highest number i.e. 40% of employees are associated with the organization for the period of 5-10 years.
- The results show that the employees are satisfied with their present organization.
- 56% are engaged at employee position and followed by supervisor with 30%.
- Most of the respondents said that their work is appreciated by the organization.
- It is found that most of the employees are satisfied with training and development facilities provided by the organization.
- The survey discloses that the
  - Skills Development - 58.33% (Agree)**
  - Knowledge of your job - 53.33% (Agree)**
  - Fringe Benefits - 43.33% (Disagree)**
  - Rewards & Recognition - 63.33% (Disagree)**
- It is found that 31 i.e. 62% are satisfied with their hard work and 70% with development avenues available.
- It is clear from the survey that most of the respondents have satisfactory relationship with their superiors.

## 6 CONCLUSION

The study shows that the employee motivation and organizational performance is positively correlated. Motivation is a valued addition tool for organizational performance. In this era of competition and globalization, it is need to make a pin point attention towards the employee motivation and job satisfaction to achieve growth and success. Thus it is clear from the survey that motivated employees are more productive in terms of their performance as compared to less or non motivated employees.

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