

A Study on “Employee Motivation” With Special Reference to Sri Tex Hi Tech, Coimbatore

P.Santhosh^[1] , M.Arun Kumar^[2]

^[1]MBA Student, PRIST School of Business, PRIST University, Thanjavur, India

^[2]Assistant Professor, PRIST School of Business, PRIST University, Thanjavur, India

ABSTRACT

Employee motivation is workers are the most important valuable things of an organization. More than that in today's highly competitive world workers are the factors which decide or figure out success or failure of an organization. They are the ones who inter act with the customers on a day to day basic and carry out the whole operations. As such the organizations need to give more attention to the happiness from meeting a need or reaching a goal and happiness of the workers. Also, as quality related to workers in general gets more and more thinly distributed, the companies need to pay more attention to the happiness from meeting a need or reaching a goal of workers. Also in addition to the happiness from meeting a need or reaching a goal of the employee, employer has a role to play in the want to do something/reason for doing something of the employee. If the employee is given are as on todo something towards the work then it is likely to produce more results

INTRODUCTION

Employee motivation is one of the major of issues faced by every organization. It is the major job of every manager to give a reason to something his assistants or to create the “Will to work” among the assistants. It should also be remembers that a worker may be very capable of doing some work; nothing can be accomplished or gained with effort if he is not willing to work. A manager has to make appropriate use of desire to do something or reason for doing something to show excited interest the workers to follow them.

Employee motivation is defined as the excited interest in something, energy level, commitment and the amount of ability to create interesting new thing that an employee bring to

the organization on a daily basis. Motivation is taken from the Latin word, “mover” which literally means movement. All the definitions that you would read in books or in dictionary relate to the fact reason for doing something is behavior and needs to channelized this behavior in order to accomplish or gain with effort desired goals and results.

Motivation is of two types:

- Intrinsic motivation
- Extrinsic motivation

Workers are a valuable thing to an organization; they are related to an organization's success. Desire to do something or reason for doing something is unable to touched, very hard, measure and very hard to control, but very easy to

help if done right. It's all about plan or purpose, strength, and the quality of continuing to do or try something for a long time..

REVIEW OF LITERATURE

According to **Drpen (2000)** better they relationship between respected teachers and mentees in the formal teaching program, the more mentees are having a reason to do something to work hard and committed to their organization.

Ashmos and Duchon(2000) recognize that workers have both a mind and spirit and are trying to find meaning and purpose in their work, and are breathing in or wish or wishing to be part of a community, because of this making their jobs worthwhile and giving a reason to do something that helps them to do a high level with a view to personal and social development.

Panagiotakopoulos (2013) decided that factors affecting staff motivation at a period where the financial rewards are kept to the least to stimulate employee performance. So, management personnel's reasonability to give a reason to do something their workers to work as per the expectation to improve the organization.

Malina and selto (2013) managed and did a case study in one related to big business setting by using balance score card (BSC) method and found out that results would be greater if workers are given positive desire to do something or reason for doing something. The creation of the beginning of the existence of operation-based targets will help the provision of related to a plan to reach a goal. Reactions or response to something or helpful

returned information by allowing the process of figuring out the worth, amount, or quality of something of actual performance against the operations based target.

Aguinis et al. (2013) stated that money-based reward can be a very powerful strong desire or formal decision about something of employee desire to do something or reason for doing something and action of accomplishing or completing something challenging 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 (give a reason to do something employee's performance and decided that an energetic/changing managerial learning solid basic structure on which bigger things can be built) must improve workers performance to meet worldwide challenges.

RESEARCH METHODOLOGY

METHODOLOGY

This project is based on information collected from first or most important sources. An attempt has been made to present an analysis of employee motivation in Asian steels TRICHY. The data been used to cover different parts of, employee desire to do something or reason for doing something.

Research Design

To collect the information for the study. The person who works to find information used both descriptive and related to careful studying or deep thinking type of research design for his research study. The main goal of using

descriptive research is to describe the situation as it exists now. It mainly involves surveys and fact finding questions requests for information of different kinds. The person who works to find information used descriptive research to discover the features of customers. Descriptive research also includes demography typical and expected of person who uses a product or service who use the product. The person who works to find information also used related to careful studying or deep thinking research design to carefully study the existing facts from the data collected from the customer.

Methods of Data collection

There will be two sources that are

Primary Data:

The data which are collected again for first time and so happen to original in character is called first or most important data.

Secondary Data:

The data which have already been collected and carefully studied by someone else is called Secondary data. The Secondary data used mainly to support first or most important data. Company profile, magazines, articles their widely.

Sampling Size

The sampling size of the study is 100

Sampling Design:

The researcher has used simple random sampling method, under probability sampling method for selecting 100 respondents from **SRI TEX HI TECH**.

RESEARCH HYPOTHESIS:

1. H_0 there is no significant relationship between the Age and satisfied with the support from the HR department.
2. H_0 there is no significant relationship between the income level and satisfied with the support from the HR department.
3. H_0 there is no significant relationship between the experience and the satisfied with the support from the HR department.

TOOLS USED FOR ANALYSIS:

This part of study is mainly focused on verifying main objectives of the study. Research used SIMPLE PERCENTAGE ANALYSIS, CHI-SQUARE, CORRELATION, and REGRESSION AND ONE WAY ANOVA as statistical tool for analysis of data.

(I) CHI SQUARE TEST:

HYPOTHESIS 1:

RELATIONSHIP BETWEEN THE GENDER AND SATISFACTION:

STATISTICAL INFERENCE:

$$C.V = 0.69021$$

$$T.V = 9.488$$

$$C.V < T.V$$

NOT SIGNIFICANT

HO (NULL HYPOTHESIS):

1. There is no significant relationship between Gender of the respondents and satisfied with the support from the HR department.

HA (ALTERNATIVE HYPOTHESIS):

1. There is a significant relationship between Gender of the respondents and satisfied with the support from the HR department.

$$\text{DEGREES OF FREEDOM} = (r-1) * (c-1)$$

$$= (5-1) * (2-1)$$

$$= (4) * (1)$$

$$=4$$

4 at 5% Level of Significance.

$$C.V < T.V$$

Hence, the Null Hypothesis is accepted,

Alternative Hypothesis is rejected.

RESULT:

1. There is no significant relationship between the Gender and satisfied with the support from the HR department.

(ii) ANOVA:

NULL HYPOTHESIS:

1. There is no significant ANOVA between Age and satisfied with the support from the HR department.

CONCLUSION:

Calculate F value is 8.44 and F critical value 3.93 so calculate value is more than the table value so null is rejected.

(iii) CORRELATION:

Calculation value is 0.06122 and so I concluded that there is no significant correlation between rate statement and employee motivation for progress of the company.

OBJECTIVES

Primary Data:

- A Study on employee motivation in Sri Tex hi tech

Secondary Data:

- To carefully study the need of motivation.
- To examine the relationship between motivation and working well and getting a lot done of employee.
- To learn the factors that influences the motivation

SCOPE OF THE STUDY

- ✓ The study and its finding will very much useful to the company itself. Because company could know about their strength and weakness related to their motivation in making active and effective.
- ✓ The study will helps to highlight the his effect of reasons for doing something on working well and getting a lot done.
- ✓ It helps to make policy putting into use in organization.

LIMITATION OF THE STUDY

- Availability of time is a limitation to convince more into their different

problem areas making up/being equal to their opinion.

- A minor fraction of the employee was waited to show/tell about the actual data.

FINDING

- ✓ 62% Majority of Respondents are male candidates
- ✓ 51% Majority of the Respondents are 26-35 years
- ✓ 52% Majority of the Respondents are unmarried
- ✓ 51% Majority of the Respondents are diploma candidates
- ✓ 54% Majority of the Respondents are other department
- ✓ 52% Majority of the Respondents are 5-10 years
- ✓ 63% Majority of the Respondents are 10000-15000
- ✓ 55% Majority of the Respondents are satisfied
- ✓ 61% Majority of the Respondents are neutral
- ✓ 71% Majority of the Respondents are incentive award

SUGGESTIONS

- The facilities provided in canteen must be improved.
- Human relation in the company should be improved. The management should give importance to it.
- The training programs provided to the employees are in-adequate. Proper training must be provided to the employees as well as new innovative methods of training are to be adopted.
- Management should give job description to employees properly.
- Rewards should be given to employees based on performance to motivate them.

CONCLUSION

The study on motivation in Sri tex hi tech Coimbatore. Thus the study concludes that the company had improved the motivation methods. This study helps me to get more information about motivation methods in this organization and how ever the organization may proactively react to changes in the environment and provide a good standard of living to the employees at par with the prevailing economy.

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