



Impact Factor : 0.998

ISSN : 2347 - 9671

May 2014 Vol - 2 Issue- 5

A STUDY ON EMPLOYEE MOTIVATION PROVIDED BY A PUBLIC LTD COMPANY IN TIRUCHIRAPPALLI

Dr.R.Vijayalakshmi* & Ms.S.Kiruthiga**

* Associate professor, Department of Commerce, Seethalakshmi Ramaswami College, Trichy-8, Tamil Nadu.

** Lecturer, Department of Commerce, Seethalakshmi Ramaswami College, Trichy-8, Tamil Nadu.



ABSTRACT

The important task before every manager is to secure optimum performance from each of his subordinates. The performance of the subordinate, in turn, is determined by his ability to work and the extent to which he is motivated. Motivation is the process of inducing and instigating the subordinates to put in their best. Motivation is influenced significantly by the needs of a person and the extent to which these have been fulfilled. To motivate the subordinates, the manager must, therefore, understand their needs. This study attempts to highlights the employee motivation provided by a public limited company in Tiruchirappalli.

KEY WORDS: Motivation, Working Condition, Job Satisfaction.

INTRODUCTION

The basic responsibility of a manager is to get things done by others. To discharge such a responsibility he has to perform various managerial functions and develop cordial interpersonal relations with subordinates by exercising human skills. In this regard, it is necessary for the manager to find out what makes people do things and to discover the source of

energy that causes individuals to behave as they do since the use of individual skill, knowledge and abilities and their collective contribution is critical for the smooth functioning of the organization and the achievement of its objectives. Thus, the manager has to understand how individuals behave in a particular work setting.

Generally speaking, motivation refers to that set of wishes, desires, needs and drives that stimulate or activate individuals to behave or do the things they do. The term 'motivation' has been derived from the word 'movement' and in the context of management it is used in the sense of seeking desirable and effective 'movements' among the employees with regards to their performance and working behaviour. A man is said to be motivated when his latent or concealed energy is directed towards the accomplishment of certain goals. Broadly, motivation may be regarded as the driving force or power to carry out the plans of the organization through the enthusiastic efforts of its members.

SIGNIFICANCE OF THE STUDY

Motivation is very important factor to be considered in studying and analyzing motivation in organization, because it has profound influence on the outlook well being and attitude of the organizational members and thus on their total performance. Motivation improves the quality of work life of the employees. The systematic evaluation helps the management to take decision and introduced changes wherever and whenever required.

REVIEW OF LITERATURE

Motivation in its original spirit can be defined as a mental process that gives purposeful behavior and direction [1]. Motivation as an internal force helps to fulfill an unsatisfied need by generating will and power to achieve. It is extensively regarded as a route to internal satisfaction and key to success [2]. Motivation is a tendency to behave in a methodical way to achieve the desired objective. It is a force which is always moving to do something for the accomplishment of your targets [3].

OBJECTIVES OF THE STUDY

- To analyze the motivational techniques adopted by the organization.
- To find out the employee satisfaction level regarding motivation programs.
- To know and suggest the future motivational techniques and enhance the employee skills productivity.

LIMITATION OF THE STUDY

- ⊙ The co-operation obtained from the employees in responding to the question schedule was not encouraging.
- ⊙ This study is not generalized because it is restricted only to 150 respondents may subject to bias and subjective.
- ⊙ To study is also subject to sampling error.

ANALYSIS

Table No: 1Age, Education, Income and Experience of Respondents

Age	Age of the Respondents	21-30	31-40	41-50	51above	Total
	No.of.respondents	24	90	30	6	150
	Percentage	16	60	20	4	100
Education	Educational qualification	Diploma	graduates	Post graduates	Professionals	total
	No.of.Respondents	36	45	24	45	150
	Percentage	24	30	16	30	100
Income	Monthly income	Below Rs10000	Rs10000-20000	Rs20000-30000	Above 30000	total
	No.of.Respondents	6	42	45	57	150
	Percentage	4	28	30	38	100
Experience	Experience	Below 2 years	2-10years	10-15 years	15 years above	total
	No.of.Respondents	6	24	54	66	150
	Percentage	4	16	36	44	100

Source: Primary Data

It shows that, 60% of the respondents are between the age group of 31-40. 30% of the respondents are graduates and professionals. 38% of the respondents earns above Rs30000 and 44% of the respondents belong to the category of above 15 years of Experience.

Table No: 2 Gender, Marital status wise classification

Sex		Male	Female	Total
	No. of. respondents	141	9	150
	Percentage	94	6	100
Marital status		Married	Unmarried	Total
	No. of. respondents	132	18	150
	Percentage	88	12	100

Source: primary data

The table no: 2 show the Gender and marital status wise classification of the respondents. It clearly shows that out of total number of 150 respondents 94% of the respondents are male. 88% of the respondents are married.

Table No: 3 Classification of the respondents based on their Department

Department	No. of. Respondents	Percentage
Manufacturing	27	18
Maintenance	18	12
Personnel & administration	36	24
Finance	18	12
Oil accounts	15	10
Technical services	36	24
Total	150	100

Source: primary data

It reveals that 24% of the respondents come under the personnel and administrative department.

Table No: 4 Opinion of the respondents regarding supervisory function

Opinion	No. of. respondents	Percentage
Excellent	24	19
Good	78	52
Average	39	56
Poor	9	6
Total	150	100

Source: primary data

From the above it is inferred that 52% of the respondents satisfied with the supervisory staff.

Table No: 5 Respondents' opinion about the supervisor motivation in their job

Character	No. of. Respondents	Percentage
Yes	129	86
No	21	14
Total	150	100

Source: primary data

86% of the respondents say that they are motivated by their supervisor.

Table No: 6 Opinion of the respondents about the leadership style followed by the supervisors

Character	No. of. Respondents	Percentage
Autocratic	12	8
Democratic	42	28
Participative	96	64
Total	150	100

Source: primary data

The table reveals that 64% of the respondents says that the supervisor posses participative leadership style.

Table No: 7 Respondents opinion regarding Working condition, Training and Development programe ,Career Development ,Base Rewards, Salary Increments, PF,Gratuity and Pension scheme

Opinion	Working condition		Training and Development		Career Development		Base Rewards		Salary Increments		Pf, Gratuity and Pension scheme	
	No.of Respondents	%	No.of Respondents	%	Noof Respondents	%	Noof Respondents	%	Noof Respondents	%	No.of Respondents	%
Excellent	48	32	30	20	21	14	24	16	33	22	39	26
Good	87	58	57	38	60	40	72	48	72	48	75	50
Average	15	10	54	36	48	32	51	34	42	28	36	24
Poor	-	-	9	6	21	14	3	2	3	2	-	--
Total	150	100	150	100	150	100	150	100	150	100	150	100

Source: primary data

The above table shows that 58% of the respondents are says that working condition are good.38% of the respondents state that Training and Development are good.40% of the respondents are opinion that career development system of the company is in good position. 48% of the respondents revels that base rewards and salary are good.50% of the respondents state that PF, Gratuity and Pension scheme are good.

SUGGESTIONS

- ☆ Training enhances the performance and reduces the wastage. Hence workers need to be given proper training to equip themselves and increase their performance for the betterment of both employee and the organization.
- ☆ The management should adopt equity in salary to reward the performance of the employees in order to motivate them effectively.

- ☆ Grievance redressed procedure followed by the organization need to be considered because only 40% of the respondents' opinion about the Grievance redressal procedure is good.
- ☆ Effective performance of the employees has to be duly recognized by providing additional increment, punishing their name in notice board and giving cash awards. These give satisfaction and increase interest in their present job.

CONCLUSION

In the emerging trends every company is trying to attain number one position in their relevant field. The effective motivational programme will enhance the organizational productivity at higher standard. The success of an organization ultimately depends on how effectively it is able to motive its employees. Motivation is the work that the manager performs to inspire and encourage employees to

accomplish and desired goals. Properly motivated employees can produce excellent by putting facilities to good use. From this study, it can be concluded that the overall motivation of the company has been well and good from the samples it is recognized that the level of motivation of the employees is good and the organization follows a good set of motivational techniques to influence the employees for taking more effort and increase the productivity of the organization. But certain areas need to be concentrated to improve the motivational level of the employees further positively.

REFERENCE

1. *Abraham H. Maslow, "Motivation and Personality" Harper and Row, New York (1954)*
2. *David C.McClelland, "The Achievement Motive" Appleton – Century- Crofts, New York (1953)*
3. *P.G.Aquinas, Organizational Behaviour, Excel Books, New Delhi.*

