

A STUDY ON EMPLOYEE MOTIVATION AND TRAINING TOWARDS ORGANISATION PRODUCTIVITY

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ABSTRACT

The study analyses the opinion of employee on motivators factors at work place and basing on the response, the statistical tools like correlation, descriptive analysis test are applied. The result of study is very useful to every company which needs to manage its employees and make them satisfied at work place and helps in retaining the employees in the company for a long time.

Training is critical process which seeks to improve the performance of workers in the organisation training is a job oriented learning process where employee acquire knowledge and skills for doing a job. Training involves changes in ones knowledge skill-sets and attitudes and it provide the employees that there is always room for growth and advancement. It also gives overview of employees weakness and strengths

KEYWORDS: *Employee motivation, productivity, workplace training, performance development*

INTRODUCTION: Employee motivation is the attitude that employees have toward their employment. It is the desire and energy that keeps people engaged in and committed to their jobs. It is what propels, pushes, or "motivates" someone to succeed or even show up for work every day. Employee motivation is an inner and internal urge to exert the required effort and activity in work-related activities. Employee training refers to initiatives that give workers access to knowledge, new abilities, or chances for professional growth. It is reasonable to think of training as a company endeavour intended at assisting a worker in acquiring the fundamental skills necessary for the efficient and effective performance of the task for which he or she has been hired. Expanding a business demands the right kind of training.

Limitation

- Data collection process is time consuming, and some respondents give incorrect answers.
- We don't speak with survey participants directly.
- The survey might not be taken into account due to inaccurate data.

Objectives of the study:

- To examine how organisational factors affect employee performance and motivation.
- To be aware of an organization's employee training and motivating measures
- Researching the effects of training and motivational programmes on staff morale and organisational performance.

Literature Review:

SL NO	AUTHOR'S NAME	JOURNAL NAME	BRIEF
1	Kalogiannidis,S.(2016)	The strategic journal of business and change management	A study on how motivation through the reward system affects organizational performance found out that most banks offer both extrinsic and intrinsic rewards to boost the morale of employees towards enhancing organizational performance. Studies indicate that the extrinsic rewards include; employee allowances, compensation, bonuses and salary advancements
2	Ouma Ochola(2018)	Juniper publishers key to the researchers	Concurs that employee motivation can considerably impact an organization's success after taking into account the document analysis this study conducted. It is true that stressed, worn out, and demoralised hearts and/or minds are linked to bad performance, whereas motivated ones maintain focus on the organisational goals, resulting in enhanced productivity and performance.
3	DR.Austin Oparanmma , Thomas Dorcas , wright and Boswell (2002),	International journal of business and law research	They found that a significant link between training and employee motivation that was both strong and favourable. Employees' performance and motivation levels typically rise when they receive training, which leads to the employees' achieving their full potential for the organisation. They also posited that when workers participate in training and development programmes.
4	Saleem Raza Bhatti Sheema Haider (2014)	Department of business administration and commerce , industry university, Karachi	They Found that Employees who are highly motivated perform at an exceptionally high level for the organisation, which promotes their growth, success, and productivity. As a result, there is a direct link between employee motivation and organisational effectiveness.

RESEARCH METHODOLOGY

Data was collected using questionnaire . the sample size used for the survey was 105. The statistical tool used was SPSS .And the tests used was descriptive analysis, correlation.

DATA ANALYSIS AND INTERPRETATION

**Table 1. Table showing the Age of the employees
Age Group in year**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Below 25	84	56.0	56.0	56.0
25-35	37	24.7	24.7	80.7
Above 35	29	19.3	19.3	100.0
Total	150	100.0	100.0	

Interpretation: According to the above graph, the majority of employees, 56.0% are the age below 25,24.7% are the age between 25-35, while 19.3% are above the ages of 35 in the organisation.

Table 2:

Table showing that Does your manager or supervisor motivate to your job performance

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid yes	76	72.4	72.4	72.4
no	29	27.6	27.6	100.0
Total	105	100.0	100.0	

Interpretation: The above chart reveals that, 72.4%of employees say their manager or supervisor motivate to your job performance and 27.6% of employees say their manager or supervisor motivate to their job performance .

Inferential Analysis Analysis 1: Correlation

H0: There is no significant relationship between employee motivation and training and productivity of organisation

H1: There is significant relationship between employee motivation and training and productivity of organisation

Correlations

		EMT	OP
EMT	Pearson Correlation	1	.087
	Sig. (2-tailed)		.377
	N	105	105
OP	Pearson Correlation	.087	1
	Sig. (2-tailed)	.377	
	N	105	105

Interpretation: From the above output table, it is observed that the p-value is greater than0.05, and H0 is accepted at a 5% level of significance. Hence it is concluded that no significant relationship between employee motivation and training and productivity of organisation .

FINDINGS:

1. As per the survey ,56.0percent of employee are between the ages of below 25.
2. As per the survey female employees are more than male employees in theorganisation
3. It is found that 46.7 percent of the employees hold post graduate degrees in the organisation.
4. According to the report , 31.4 percent of the employees had 5-10 years ofexperience with the company .
5. Based on the data 72.4percent agree that manager or supervisor motivate to their job performance .

CONCLUSION: Employee motivation towards performance and tasks have productive relationship motivated employee work most exceptional in the interst of the organisation performance which leads them towards growth ,success and productivity .As a result the employee motivation and organsition efficiency are straight related with the employee motivation hence the organisation must work out and construct such policies and organisation structure that support employee recognition ,acknowledgement and autnomy for the attainment of organizational goals and objective in the best and better way . As a result, motivation and training has a favourable effect on organisation productivity .According to the employees feedback employees enhancement will generate employee productivity and organization profit and goal as well.

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