



A Study on Job Motivation Factors of Employees and Their Effect on Productivity in Industries

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ABSTRACT

The Work fulfillment may be a general point towards one's occupation, the qualification between the quantity of prize staffs get and along these lines the sum they trust they should get. Specialist may be a spine of every association, while not laborer no regularly done. Accordingly worker's fulfillment is inconceivably basic. Staff will be extra happy on the off chance that they get what they expected, work fulfillment identifies with inward sentiments of staff. The most point of this study is to research the fulfillment level of little and medium scale undertakings (SME) staff. Graphical apparatuses, connected science instruments like Chi-Square examine and percentage examination is utilized in this study to explore the work fulfillment of SME staff in urban focus region.

The study demonstrates that exclusively a quarter mile of the staff are happy with the working conditions, thirty first of them with the welfare offices, a quarter mile of them with the mischance remuneration, and forty second of them are happy with the prizes gave and fifty two of them are happy with the grievance taking care of system. In spite of the fact that the most issue is pay, the association should furthermore offer significance to bound elements like Canteen, washroom offices, prizes, acknowledgment and advancement strategy all together that fulfillment of the staff is likewise enhanced extra.

1. INTRODUCTION

The Work fulfillment is that the variety of assignments and obligations much of the time allocated to one individual, while occupation may be a bunch of positions, that includes essentially a proportional obligations, obligation, ability and learning. Work fulfillment has some connection with the mental condition of the people. It spreads the goodwill of the association. Work fulfillment lessens nonattendance, work turnover and mischances. Work fulfillment will build representative's assurance, profitability, and so forth. Work fulfillment makes creative thoughts among the staff. Individuals could get to be extra steadfast towards the association staff

will be extra happy on the off chance that they get what they expected; work fulfillment identifies with inward sentiments of staff.

Actually it's the happy representative WHO demonstrates the most extreme viability and power in his work. The overall population sum up that staff are included extra with respect to pay rather than option calculates that also influences their level of fulfillment, similar to flask offices, reward, working conditions, and so forth these conditions are minor contrasted with pay.

Numerous studies are done on discovering occupation fulfillment components inside of the past. Few are recorded beneath.

Spector [1] alludes to employment fulfillment as far as however people feel concerning their occupations and totally diverse parts of their occupations. Ellickson and Logsdon [2] characterizes work fulfillment as the degree to which specialists like their work

C.R.Reilly [3] characterizes work fulfillment in light of the fact that the inclination that a worker has concerning his occupation or a general edge towards work or job and it's affected by the impression of one's employment.

Hussami [4] said that Job fulfillment and discontentedness not singularly relies on upon the character of the assignment, it furthermore depend upon the desire what's the errand offer to a laborer.

Few models have additionally been proposed. Renowned Herzberg motivation model is clarified beneath.

- Hertzberg Motivation Theory [5]

Hertzberg Motivation Theory from his examination, Herzberg found that there are certain qualities of business that deliberately identify with occupation discontentedness, and there are diverse variables that, inside of the same broadness, identify with employment fulfillment [6, 7].

The fundamental finish of Herzberg inspiration hypothesis is that there's no genuine relationship between's occupation fulfillment and employment discontentedness. [8, 9]What he implies by this can be that:

- The inverse of discontentedness isn't any discontentedness
- The inverse of Satisfaction isn't any Satisfaction

By Utilizing Herzberg's inspiration hypothesis, simply dispensing with the reasons for discontentedness amid work won't deliver fulfillment! It'll simply create a situation whereby the

individual is neither happy nor disappointed. In distinctive words, will be amid an 'impartial state', however won't be prompted.

Normally spirit alludes to the point of the worker and identifies with group though work fulfillment is a private feeling that may be brought about by a spread of things. While mechanical confidence may be an aggregate advancement, work fulfillment may be a distributive one. Work fulfillment alludes to a general point towards work by a private representative.

These occupation fulfillment elements proposed by the models can be utilized as a part of any association to rouse their employee's.

2. Statement of the Problem

Employees play a crucial role within the progress of any organization, thus employee's satisfaction may be a terribly essential one; thus there arises a necessity to check the task satisfaction of SME workers.

3. Objectives

The Objectives of the study are as per the following.

- a) To survey the laborer occupation fulfillment levels
- b) To survey the measure of employment fulfillment of specialists concerning the traits like work, advancement, superintendence, collaborators
- c) To survey concerning the correspondence stream and its viability between the administration and representatives into the corporate.
- d) To survey the effect of training projects on occupation fulfillment into the corporate.
- e) The examination of this study will be to plan suggestions on creating extensive fulfillment levels of the staff

4. Scope of the Study

- Job fulfillment should be significant determinants of partner degree laborer structure conduct.
- A happy laborer will be having positive point of view towards his or her employment and would rise above the customary desire in his or her occupation.
- A one that places high significance on creative energy, autonomy and opportunity is likely going to be ineffectively coordinated with an organization that looks for congruity from its staff.

5. Limitations

Timetable utilized for the point of collection the sentiments of laborers has the ensuing restrictions.

- i. The review is subjected to the inclination and biases of the respondents. Consequently 100 percent precision can't be guaranteed.
- ii. The study couldn't be summed up attributable to the genuine truth that man of science customized individual meeting strategy.
- iii. Certain terms utilized for the point of the study is unaccustomed the respondents as they weren't by and large utilize.
- iv. In the technique for information arrangement some of the respondents had communicated issue in respondent the structure.

6. ANALYSIS AND INTERPRETATION OF STUDY

With a specific end goal to fulfill the investigation objective, an illustrative examination style was connected. Data are gotten as essential and auxiliary data. The sources typify small and medium scale commercial enterprises. Respondents were the worker's of numerous SME's. The study is directed on specialists of SME's.

The study test constitutes two hundred respondents i.e., the staff and Managers of SME's.

Essential data was gathered. The Survey was embraced using very much organized polls and given to laborers and administrators of few SME's.

- **Tools**

Graphical apparatuses like visual chart, diagrams are utilized to foresee the demographic develop and portray the inclination in pictorial sort

Factual instruments were likewise utilized for breaking down the information gathered are rate system, chi square, bar graphs and pie outlines.

The gathered learning has been dissected by exploitation

- a) Percentage analysis
- b) Chi sq. test

Analysis and Interpretation

6.1. PERCENTAGE ANALYSIS

- **MARITAL STATUS**

Marital status	Number of employees	Percentage (%)
Married	630	70

Bachelors	270	30
TOTAL	900	100

Table 1: Marital Status (Source: Primary data)

From the above table, it is inferred that 70% of the respondents are married, 30% of the respondents are bachelors.

- **NUMBER OF YEARS OF SERVICE**

Years of service	Number of employees	Percentage (%)
Below - 20	333	37
21-30	126	14
31-40	342	38
41-50	81	9
Above 50	18	2
TOTAL	900	100

Table 2: Number of Years of Service (Source: Primary Data)

From the above table, it is inferred that 37% of respondents come under below 20 years of service, 14% of the respondents come under 21- 30 years of service, 38% of the respondents comes under 31-40 years of service, and 9 % of the respondents 41-50 years of service and 2% of the respondent comes under above 50 years of service.

- **MONTHLY INCOME**

Monthly income (Rs)	Number of employees	Percentage
below10000	666	74
10001-15000	171	19
15001-20000	45	5
Above 20001	18	2
TOTAL	900	100

Table 3: Monthly Income (Source: Primary Data)

From the above table, it is inferred that 74% of the respondents are earning less than 10000 rupees, 19% of the respondents are earning between 10001 and 15000, 5% of the respondents are earning between 15001-20000 and 2% of the respondents are earning above 20001

- **SATISFACTION LEVEL FOR WORK ENVIRONMENT**

Working environment	Number of employees	Percentage
Highly satisfied	378	42
Satisfied	396	44

Neutral options	108	12
Disagree	9	1
Strongly Disagree	9	1
TOTAL	900	100

Table 4: Satisfaction Level for Work Environment (Source: Primary Data)

From the above table, it is inferred that 44% of the employees are satisfied with the working conditions, 42% of the employees are highly satisfied with the working conditions, 12% of the employees have no idea and 2% of the employee is dissatisfied.

- **OPINION ON COMPLAINT HANDLING**

Complaint handling	Number of employees	Percentage
Highly Satisfied	315	35
Satisfied	468	52
Neutral Options	90	10
Disagree	9	1
Highly Disagree	18	2
TOTAL	900	100

Table 5: Opinion on Complaint Handling (Source: Primary Data)

From the above table, it is inferred that 52% of the employees are satisfied with the complaint handling procedure, 35% of the employees are highly satisfied with the complaint handling procedure, 10% of the employees have neutral opinion, 2% of the employees are highly dissatisfied and 1% of the employee is dissatisfied with the complaint procedure

- **JOB INTEREST**

Job interest	Number of employees	Percentage
Highly satisfied	495	55
Satisfied	360	40
Neutral options	27	3
Disagree	9	1
Strongly Disagree	9	1
TOTAL	900	100

Table 6: Job Interest (Source: Primary Data)

From the above table, it is inferred that 55% of the respondents are highly satisfied with the job interest, 40% of the respondents are satisfied with the job interest. 3% of the respondents are having neutral opinions, 1% of the respondents are disagreeing with the job interest and 1% of the respondents are strongly disagreeing with the job interest.

- **SATISFACTION LEVEL FOR SAFETY PROVISIONS**

Safety provisions	Number of employees	Percentage
Highly satisfied	477	53

Satisfied	342	38
Neutral options	54	6
Disagree	9	1
Strongly Disagree	18	2
TOTAL	900	100

Table 7: Satisfaction Level for Safety Provisions (Source: Primary Data)

From the above table, it is inferred that 53% of the respondents are highly satisfied with the safety provisions, 38% of the respondents are satisfied with the safety provisions.6% of the respondents are having neutral opinions, 2% of the respondents are highly disagree with the safety provisions and 1% of the respondents are disagree with the safety provisions.

6.2. CHI SQUARE TEST

Chi- square test is carried out to test the null hypotheses for the study. Here SA indicates – Strongly agree, A- Agree, N-Neutral, D- Disagree, SD- Strongly disagree.

- **Interdependence Between Experience And Opinion On The Salary**

Null Hypothesis (H0): Opinions on the salary and Experience is Independent.

EXPERIENCE	SALARY					TOTAL
	SA	A	N	D	SD	
Below10	54	162	45	27	9	297
11-20	36	54	18	36	0	144
21-30	126	117	90	18	9	360
31-40	54	18	18	0	0	90
Above 41	0	0	0	9	0	9
TOTAL	270	351	171	90	18	900

The chi-square statistic = 226.4821, p-value is < 0.00001.

For DF = 16 and significance ‘ α ’ = 0.05, Chi-square critical value is = 26.21

We can reject the null hypothesis ‘H₀’ because 226.4821 > 26.21. We have statistically significant evidence at α =0.05 to show that H₀ is false or that Opinions on salary and experience are not independent (i.e., they are dependent or related). The result is significant at p < .05

- **Interdependence Between Experience And Opinion On Friendly Environment**

Null Hypothesis (H0): Opinions on the friendly environment and Experience is Independent.

EXPERIENCE	OPINION ON WORKING ENVIRONMENT					TOTAL
	SA	A	N	D	SD	
Below10	180	72	27	18	0	297

11-20	99	27	9	0	9	144
21-30	198	126	36	0	0	360
31-40	36	27	27	0	0	90
Above 41	0	0	9	0	0	9
TOTAL	513	252	108	18	9	900

The chi-square statistic = 202.3953, p-value is < 0.00001.

For DF = 16 and significance ' α ' = 0.05, Chi-square critical value is = 26.21

We can reject the null hypothesis ' H_0 ' because 202.3953 > 26.21. We have statistically significant evidence at α =0.05 to show that H_0 is false or that Opinions on friendly environment and experience are not independent (i.e., they are dependent or related). The result is significant at $p < .05$

- **Interdependence Between Experience And Opinion On Workload Is Uniform**

Null Hypothesis (H0): Opinions on uniform workload and Experience is Independent.

EXPERIENCE	OPINION ON WORKLOAD					
	SA	A	N	D	SD	TOTAL
Below10	72	117	72	18	18	297
11-20	36	54	36	9	9	144
21-30	90	153	90	9	18	360
31-40	36	27	18	0	9	90
Above 41	0	9	0	0	0	9
TOTAL	234	360	216	36	54	900

The chi-square statistic = 38.3304, p-value is 0.001357.

For DF = 16 and significance ' α ' = 0.05, Chi-square critical value is = 26.21

We can reject the null hypothesis ' H_0 ' because 38.3304 > 26.21. We have statistically significant evidence at α =0.05 to show that H_0 is false or that Opinions on workload and experience are not independent (i.e., they are dependent or related). The result is significant at $p < .05$

- **Association Between Experience And Opinion On Frequent Rewards Provided**

Null Hypothesis (H0): Opinions on rewards and Experience is Independent.

EXPERIENCE	OPINION ON REWARDS					
	SA	A	N	D	SD	TOTAL
Below10	72	153	72	0	0	297
11-20	45	63	27	0	9	144
21-30	144	135	72	0	9	360

31-40	45	36	0	9	0	90
Above 41	9	0	0	0	0	9
TOTAL	315	387	171	9	18	900

The chi-square statistic = 166.9132, p-value is < 0.00001.

For DF = 16 and significance ' α ' = 0.05, Chi-square critical value is = 26.21

We can reject the null hypothesis ' H_0 ' because $166.9132 > 26.21$. We have statistically significant evidence at $\alpha = 0.05$ to show that H_0 is false or that Opinions on rewards and experience are not independent (i.e., they are dependent or related). The result is significant at $p < .05$

Conclusion

The associations do not have the connection in the middle of staff and chiefs, it should incline due thought. The associations conjointly need on bound variables like working conditions, Canteen, latrine offices, prizes, and acknowledgment and advancement arrangement. Worker's welfare measures and Job security should incline most extreme significance, so the representative's turnover could likewise be limited. The associations should adjust the prize arrangement of the staff and advancements ought to incline bolstered advantage, scholastic capability and information, and if these variables are given almost no a great deal of consideration, the corporate will keep up savvy staff with abnormal state of fulfillment, structure responsibility and contribution. This may progressively bring about viability and intensity in their work that winds up in amplified efficiency.

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