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Motivation in the Workplace to Improve the Employee Performance

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ABSTRACT

Motivation plays an important and essential element In order to feel employees good about their jobs and make them perform optimally. Many employees find money as a good motivator whereas some feel personally motivated through recognition and rewards. Motivation is very important in the workplace. As it directly affects the productivity of the employees. Unmotivated employees aren't able to contribute many efforts towards their job as compare to motivated employees. The motivation of the employees has always a major problem for the managers and leaders. A lot of research has been done on motivation by many scholars. Employers need to know their employees very well and use different strategies to motivate them based on their personal wants and needs. In this paper, I like to emphasis on the relevance of motivation in the workplace to improve the employee performance and productivity.

Keywords: *Employees, Workplace, Motivation.*

INTRODUCTION

The term motivation is derived from the word 'motive'. The word 'motive' as a noun means an objective, as a verb, this word means moving into action. Therefore, motives are forces which induce people to act in a way, so as to ensure the fulfillment of a particular human need at a time. Behind every human action, there is a motive. Therefore, management must provide motives to people to make them work for the organization.

Motivation may be defined as a planned managerial process, which stimulates people to work to the best of their capabilities, by providing them with motives, which are based on their unfulfilled needs.

The word motivate is frequently used in the context of management as a transitive verb: motivation is by implication something done by one person or group to another. A further implication of this usage is that the motivated parties need to be induced to perform some action or extend a degree of effort which they would not otherwise wish to do. That this is an issue of vital importance to the prosperity of commercial organizations is emphasized by Lawler (1973): "those individual behaviors that are crucial in determining the effectiveness of organizations are, almost without exception, voluntary motivated behaviors".

Motivation concerns that "psychological processes that cause the arousal, direction, and persistence of behaviour" (Ilgen and Klen, 1988). Whilst there is general agreement in the literature about these three components of "motivation" (eg: Korman 1974, Kanfer. 1990), the nature and place of motivation in a work-related context have been the subject of a long and developing study. Theories have been propounded, tested and superseded at a pace which has left organizational practice often several steps behind the researchers. The following pages will attempt to document the main themes and the most widely recognized theories.

"Motivation means a process of stimulating people to action to accomplish desired goods." —William G. Scott

“Motivation is the process of attempting to influence others to do your will through the possibility of gain or reward.” — Flippo

Motivation is, in fact, pressing the right button to get the desired human behaviour.

Motivation is no doubt an essential ingredient of any Organisation. It is the psychological technique which really executes the plans and policies through the efforts of others.

EMPLOYEE MOTIVATION SO IMPORTANT FOR PERFORMANCE

When looked upon the first time, the link between employee motivation and performance seems to be quite obvious. That's because every time when we deem a task to be important and valuable to us, we act with a high level of dedication and enthusiasm to its completion. However, the relationship between these two things is, in fact, a lot more complex. Realistically speaking, the duties we have at work can be most of the time tedious, repetitive and quite boring. Most of us don't go to work excited that we're going to have another day in which we'll respond to dozens of emails, complete a pile of Excel spreadsheets or other tasks which fall into the dullness category.

With that in mind, managers need to find creative ways in which to consistently keep their employees motivated as much as possible. Motivation is highly important for every company due to the benefits that it's able to bring. Such benefits include:

Human Capital Management – a company can achieve its full potential only by making use of all the financial, physical, and human resources that it has. It is through these resources that the employees get motivated to accomplish their duties. This way, the enterprise begins to glisten as everyone is doing their best to fulfill their tasks.

Meeting Personal Goals Help an Employee Stay Motivated and Feel About Themselves to Continue to Produce – Motivation can facilitate a worker reaching his/her personal goals, and can facilitate the self-development of an individual. Once that worker meets some initial goals, they realize the clear link between effort and results, which will further motivate them to continue at a high level. This relates closely to...

Greater Employee Satisfaction – Worker satisfaction is important for every company, as this one factor can lead towards progress or regress. In the absence of an incentive plan, employees will not feel ready to fulfill their objectives. Thus, managers should seek to empower them through promotion opportunities, monetary and non-monetary rewards, or disincentives in the case of inefficient employees.

Raising Employee Efficiency – An employee's efficiency level is not strictly related to his abilities and qualifications. In order to get the very best results, an employee needs to have a perfect balance between ability and willingness. Such balance can lead to an increase of productivity, lower operational costs, and an overall improvement in efficiency, and can be achieved only through motivation.

A Higher Chance of Meeting the Company's Goals – Any enterprise has its goals, which can be achieved only when the following factors are met:

- There is a proper resource management
- The work environment is a cooperative one
- All employees are directed by their objectives
- Goals can be reached if cooperation and coordination are fulfilled at once through motivation

TECHNIQUES OF EMPLOYEE MOTIVATION

1. **Financial incentives:** First techniques of motivation are financial incentives as money is an indicator of success. Therefore it fulfills psychological safety and status need as people satisfy their needs by money. Wages, salary motivates employees to perform better.

2. **Job enlargement:** Under this technique, the task assigned to do the job are increased by adding simple task. So the scope of job enlargement is high for the motivation of subordinates. It is also known as horizontally leading of job.

3. **Job enrichment:** Under this technique jobs are made challenging and meaningful by increasing responsibility and growth opportunities. In such technique of motivation, planning and control responsibility are added to the job usually with less supervision and more self-evaluation. It is also called vertical leading.

4. **Job rotation:** it refers to shifting an employee from one job to another. Such job rotation doesn't mean hanging of their job but only the employees are rotated. By this, it helps to develop the competency in several jobs which help in the development of employees.

5. **Participation:** Participation refers to the involvement of an employee in planning and decision making .it helps the employees feel that they are an asset to the organization which helps in developing ideas to solve the problems.

6. Delegation of authority: Delegation of authority is concerned with the granting of authority to the subordinates which helps in developing a feeling of dedication to work in an organization because it provides the employees high morale to perform any task.

7. The quality of work life: It is the relationship between employees' and the total working environment of the organization. It integrates employee needs and wellbeing with improves productivity, higher job satisfaction, and great employee involvement. It ensures a higher level of satisfaction.

8. Management by objectives: It is used as a motivation and technique for self-control of performance. By this technique superior and subordinates set goals and each individual subordinates responsibilities clearly defined which help to explore the skill and use in the organization effectively.

9. Behaviour modification: The last technique of motivation is behavior modification. It develops the positive motivation to the workers to do the work in desired behaviour in order to modify behaviour.

CONCLUSION

Manager's duties in today's corporate world are multi-faceted. Not only do managers need to be versed in finance, economics, and information systems; it is now essential for them to have a firm grasp them do so. Making sure managers are aware of this psychology is the job of the human resource department, but all managers of the organization have a responsibility to understand it. A key aspect of organizational psychology is motivation. Managers must know why their people behave the way they do so that these buttons can be pushed at the manager's discretion. A motivator is that which impels or compels individuals to act toward meeting a need. Some major motivational theories will also be explored. Practical ways of applying these theories to real people will consider. When looked upon the first time, the link between employee motivation and performance seems to be quite obvious. That's because every time when we deem a task to be important and valuable to us, we act with a high level of dedication and enthusiasm to its completion. However, the relationship between these two things is, in fact, a lot more complex. With that in mind, managers need to find creative ways in which to consistently keep their employees motivated as much as possible. Motivation is very important for every company to improve the employee performance and productivity of the organization.

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