

Influence of Employee Encouragement on Work Presentation

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Abstract: Employee motivation plays an important role to elevate the working of an organization. In the phase of internationalization, every organization needs to sustain in the fierce competitive market. Employees are considered to be an important factor to exhibit the organizational goals into reality. Therefore, in today's world every business tries to manage their human resource department to keep their employees motivated. The function of an organization or their performance in the market can be evaluated by assessing how the employees are motivated. Motivation can play an important role in achieving the goals of an organization.

Key words: Employees, Motivation, Performance, Outcome.

Introduction

In this present globalization, the organization aims to achieve the major revenue in every financial year. To gain the revenues, these companies set different strategies in order to achieve the competitive advantage in the massive market. To reach the milestones, the organization takes an initiative to motivate their employees. Employee motivation always gains success in any scale of business, whether small scale or MNC. To function the organization in a smooth manner, the companies make an outstanding strategy to maintain the corporate governance and get the competitive advantage in certain way.

The human resource department responsibly manages the employees and analyses in what aspects the employees are skilled in by measuring the performance report of the employees. The authorities are solely responsible to take the decision whether to promote or demote the employees.

To gain the productivity in the company, the Human Resource department has played an important role by taking follow-up from the employees in the massive manner. As the research title suggest Influence of employee encouragement on work presentation, the researchers state that for the employees of any organization to be motivated, the authorities of an organization must assess the psychological factors. Also, some of the research scholars the if employees pursue positive mentality, then and then only they can get engage with their task assigned to them. The mutual communication between the people of an organization can be fulfilled only if the intrapersonal communication smooths in a proper and contended manner. The interpersonal communication helps an individual to communicate with themselves. If the employees get to know their needs transparently, they can plan in an appropriate manner in their respective fields.

This paper gives a spotlight over various factors related to motivation process of the employees. In most of the organizations, the trainers and personality developers are assigned in order to boost the employees. All these factors are willing to enhance the capacity of the employees to motivate the employees from their inner perspective. Once the employees get to know the importance of work and professionalism, then they will perpetually get involved in the assigned work. The objective of this paper is to find out the effectiveness of the motivated employees for any business organization.

Research Objectives

Research objectives relates to the summary about what the research is trying to be aimed at. The aim of the research makes a draft for the research work. These objectives help to come up with the proper understanding of the study. The objective is to analyse the importance of the employee motivation to bring the leading productivity in an organization. The main objective is to determine whether the organizational performance fully depends on employee motivation or on other factors that will be analysed.

Hypothesis

Hypothesis is an assumption or an acknowledgement made for the sake of argument.

Hypothesis assist a researcher to make assumption before they start with the actual work process. The structure of the research work can be performed based on the research hypothesis. Related to all these factors, the hypothesis of this paper is mentioned below:

H1: Motivation of employees plays an effective role on the organizational performance.

H0: Employee motivation is only a sub part for bringing the massive amount of productivity.

The hypothesis stated above can be determined by the researcher in order to manage the aim of the study and to achieve the objective of the research.

Research Elaboration

Internal factors for Employee Motivation

Employee retention and the employee motivation is related to one another. The skilled, efficient and also an experiences employee can be retained only if they are motivated. The non-motivated employee will result into the inappropriate conclusions. To gain the encouraging result, the motivation factor should be applied in an organization. Due to this, many of the companies undertakes many processes to inspire the employees with the help of human resource department. The psychological factors of the staff should assess if the companies try to influence their workers in a positive way. An important perspective to give the recognition to the deserved employees is to maintain an effective operation and to build a higher brand value between the potential end user. Motivating an employee helps the company to gain the deserved profit and also helps an individual of an organization to maintain their corporate governance in a proper manner. Corporate governance system related to the set relevant to all the employees of an organization demonstrated by the authority of the company. The corporate governance also relates to the structure for the organization to reach towards the aim within the specified duration and also how the programming of the organization is performed is also specified in this set of rules and regulations. If the human resource department play an important role to motivate their people by referring to their psychological aspect, the corporate government can be implemented properly. Moreover, in the system of the corporate governance, the rules and regulation of the employees should also be mentioned as the corporate responsibility of the system is depended on the value of the brand achieved by every organization. Employee motivation plays an important role in this factor. Employee motivation is related to the different factors of the business. This is the independent variable of an organization. These aspects are related with many of the sub factors that are combined with the business functions. The alternate factors associated with the functioning of the organization that have priority over the employee motivation are the monetary and non-monetary aspects of the company. It can also be said in other words that the company can attempt to give advantageous offer to their staff only if it has the efficient financial resource and can provide the desired facilities to the employees. The other factors which have direct impact over the employee motivation are the administrative functions. The team leader plays the role that is related on their mentality and based on that he or she would be accomplished in management of the functions of the team members. The work of the team members depends on the commands given by the team leaders. The previous study done by the research scholars suggests that the individual of an organization or the team members are driven by the democratic style of leadership, where the voice of the employee helps in making the important decisions of the organization.

According to Rafique *et al.* (2014), the intrinsic reward is an important factor for the employee motivation. The interrelation of the appreciation, recognition and performance are comparative to the motivation factors of the employees. In the definite relation between the appreciation and recognition massively affects the overall achievement of the organization. Hence, when the recognition is actually performed by knowing the struggle performed by the employees then it is advantageous for the business in every perspective by encouraging the employees and to set the organizational schedule for their corporate governance system. In any business, there are numerous factors that guides to manage the employees to gain the integrity from their work schedule. This situation can be seen when the employee of an organization is motivated enough to perform their task. In that situation, the application can be supported by Maslow's hierarchy of needs theory and Douglas McGregor's X and Y theory of management.

Apart from this, the other factors that influence the employee motivation is the working surrounding. Work environment are the factors that encourages the employee to achieve their aim that is essential for the business excellencies. Once the employee maintains healthy relationship between them then the competition between the employees decreases to certain extent and hence, they get support of the schedule of the work to be performed. In the view of large scale, the process of cooperating with one another is useful in the development of an organization.

The advancement of the organization will occur in the economic as well as in non-financial factors like the relation between the employees and their loyalty towards a particular task. The achievement of the employees is related to all the internal factors. As there has been a rapid change in the environment, the view of the needed services by the user keeps on changing day by day. Hence, it can be said that the arrangement of managing the employee by the human resource department keeps on changing. Due to this, the process of keeping the schedule for motivating the employee by the human resource department can also changed on the conduction of the work in this globalization era of the company. In the current era of technology, it has become complicated for the organization to exhibit the anti-globalization so that the employees can be sustained. The confinement of the employees is related to the motivational level that they acquire from their company. The key area for employee motivation is the interpersonal communication. Hence, the distinctiveness between the performance of the employees changes according to their psychology. The difference that creates between the

employees are the inner or outer world circumstances. The work attitude of the research scholar of the psychological grounds shows that when employee engagement is less, the personal as well as professional ways, the involvement of the employees will be less. This may lead to the difficulties that can occur in professional and personal environment. To encourage the employees the organization have been arranging various trainings of personality development that is limited for gaining the advantage for the company and also to develop an individual into an efficient and skilful human. The expertise team has set a goal to set an affirmative mindset among the team members and also in every opportunity by facing the challenges in their lives. The expertise team sets a goal to an affirmative mindset among the team members.

External factors for Employee Motivation

As there are internal factors, there are also external factors for motivating the employee. These external factors are related to the situations of the organization and its level of competition in the market. Therefore, it can be said that the mind of an employee is related to the situation from where one belongs. Because of this, the organization makes sure to satisfy its members by involving into appropriate actions in order to manage their personal problems, such as giving financial support to the family members of an employee during circumstances such as illness in a specific hospital where the staff would be able to get the medical treatment assistant. All these factors help to maintain a healthy relation with the employee by considering their loyalty towards their organization and also a good work life balance with the other employees and the authority.

One of the other factors is the level of competition. The condition of the market between the employees forces them to experience an extra work load for competing with various tasks. Also, meetings and workshops are arranged by the human resource department where the talented employees that performs their job role in huge work load will get recognized or rewarded. This in turn encourages the confidence level of an employee. The positive mindset of a person in an organization not only gets recognized but also gains the confidence of their personal skills that in turn get rewarded with their skills for the future purpose.

Literature Review

The previous journals related to this research topic suggests the various aspects of motivating an employee in a realistic way. As compared to the different researches, the main featured area gets the involvement of the academics and the other study of the particular heading are the employees motivating factors and also the level of performance of an organization by motivating an employee.

Motivation Factors to Employees

The previous study done by the researcher focuses on the companies that includes various factors which directly impacts the employee's motivation level. The people working in an organization belongs to various cultural background. As per the authors Osgood's model, his study is focused over the situations of the work balance of an employee and their way of thinking. Hence, it is normal to be concern of the situations of the people working in an organization in order to achieve the positive result from their business function. The various other things that are related with the goal of the employee is the collaboration of the employees. The various facts are needed to be considered while managing the work process of every department that needed to be built along with the various employees. For this, there has to be no collaboration between the departments that in turn creates the challenges for the company to gain the goal of an organization without any efforts.

Due to this, the employees also get demotivated and worry about the job security. But if there consist harmony among various departments, then it will lead to the opportunities for the genuine employees to know about their way of work in a proper way and an effective relationship between the staff that results into a positive result for an organization. Also, their employees get motivated to complete their task.

Performance Level of Motivated Employees

The employees' level of performance can be understood by evaluating their work in every financial year. Employees who are motivated are prove to be advantageous for the company to gain the level of the production and to increase the repetitiveness of the production by increasing the plan of working that is related to the previous agenda. The employees' level of performance can help an organization to gain the competitive advantage. The employees who are motivated can manage their working agenda by analysing how an organization can excessively get the benefit from the excellent field from the opposition party.

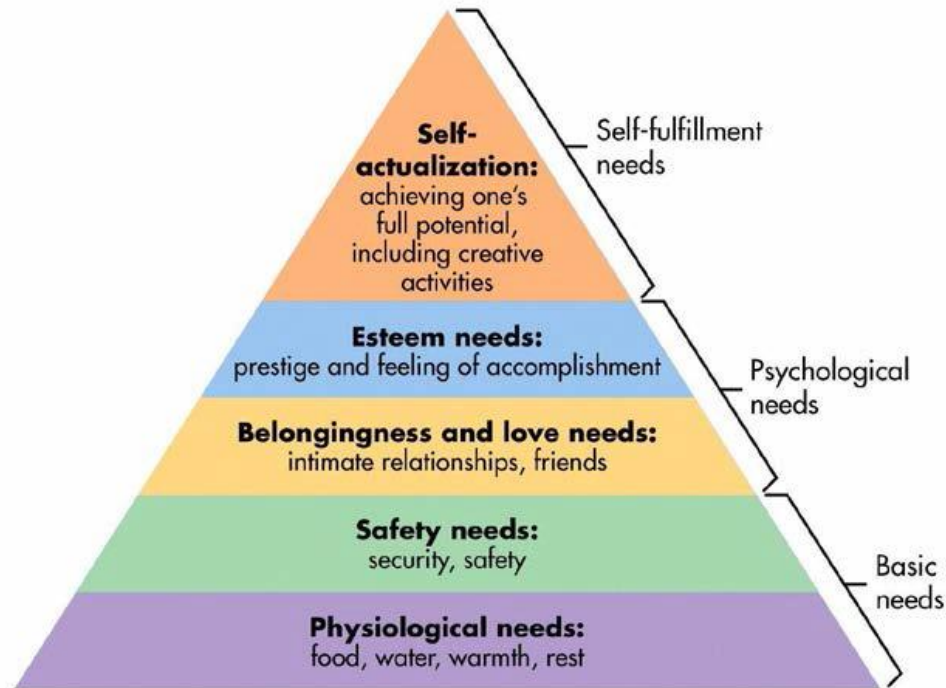
Theories used for the Employee Motivation for Improving Business Operation

The factor of motivation for the people working in an organization to make an advancement of an organization can be promoted by various main study of the management field such as Abraham Maslow's Hierarchy of

Needs, Herzberg's two factor theory of motivation, Expectancy theory and also McGregor's X and Y theory.

Maslow's Hierarchy of Needs

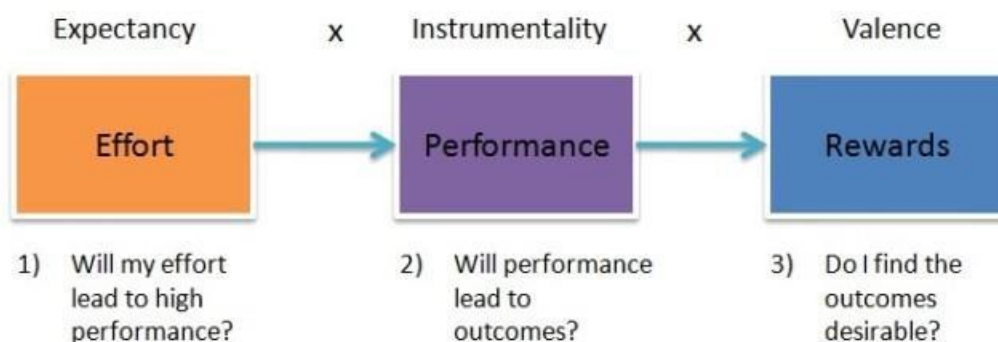
Psychologist Abraham Maslow stated that to transfer to another level of the psychological development, an individual needs to persuade themselves in all the views, from where an individual is at the current situation. The feature of the life of an individual became fulfilled only when they can be applicable the process of psychology, safety, love, self-esteem and also the self-actualization in their span of life. Most of the organization follows this theory in order to keep their employees motivated. Many organizations followed this theory to keep motivated their employees.



(Figure Source: Anderson, 2014)

Figure 1: Maslow's Motivation Theory.

Expectancy theory: The expectancy theory states that the behaviour of the employee is related to the result of their actions. This theory suggests the visible features of employees whether they want raise in salary increment in order to perform the task for the longer hours. The expectancy theory has three main features such as expectancy, instrumentality and valence. In an organization, the expectancy theory can be performed by the main power by giving the recognition to the employees for their good work performed.



(Source: Purvis *et al.* 2015)

Figure 2: Expectancy Theory.

Herzberg two factor Theory

a) Motivator Factor: Factors such as salary increment, efficient working surrounding that motivates the employee.

b) Hygiene factors: The factors that can de-motivates the employees like the policies of an organization, deduction of the salary, not so good relationship with the managers of the company and co-workers.



Source: Alshmemriet *et al.* 2017

Figure 3: Herzberg Two-Factor Theory.

Research Methodology

Data Source

To carry out the research, the main functions are needed to accumulate from the privacy source of the data.

The primary as well as secondary information can be acquired by sorting the working of the employee of private organization and by interviewing the managers or the CEO of the company.

Secondary data can be collected by taking the information from related books and journals of the topics of motivating the employee from the web.

Discussion and Data Analysis

Quantitative Analysis

The evaluation of the research is done by collecting the primary information. The sample size of the research is 100 respondents.

Questionnaires and its Results

1. How much work experience do you have in this organization?

Table 1

Options	Responses	Total number of respondents	Percentage
6 Months	10	100	10
1 Year	30	100	30
2 Years	20	100	20
2-5 Years	40	100	40

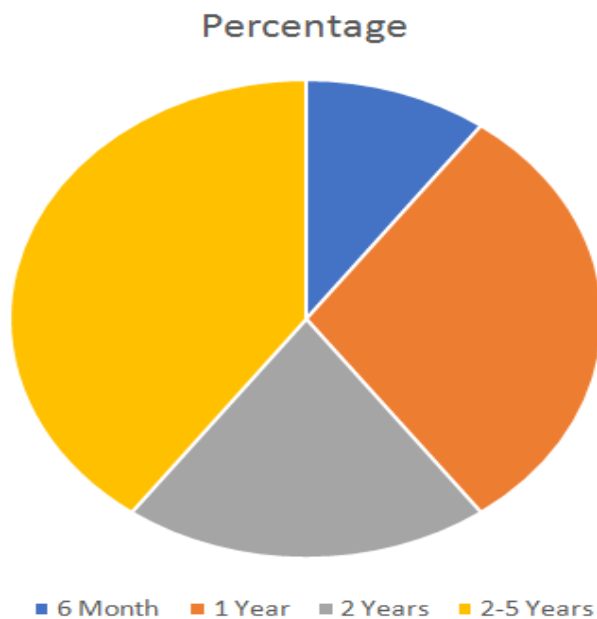


Figure 4

2. Are you satisfied with your work performance in your organization?

Table 2

Options	Response	Total Number of Respondents	Percentage
Yes	60	100	60
No	40	100	40

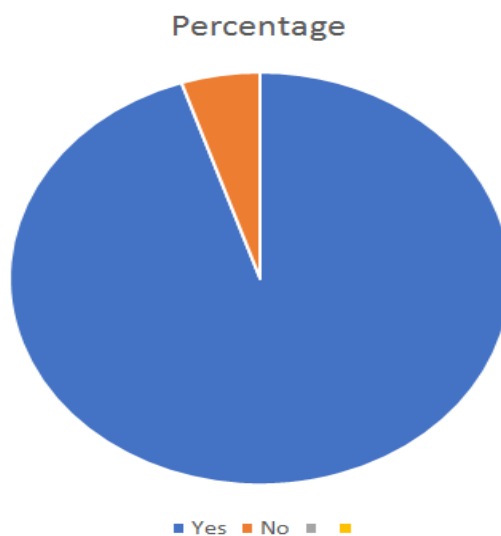


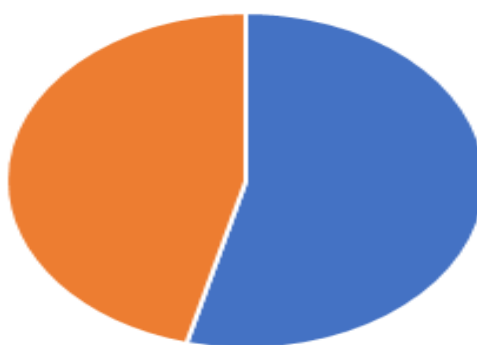
Figure 5

3. If the employee of your company faces work load, will you help them before asking for their permission?

Table 3

Options	Response	Total Number of Respondents	Percentage
Yes	54	100	54%
No	46	100	46%

Percentage



■ Yes ■ No

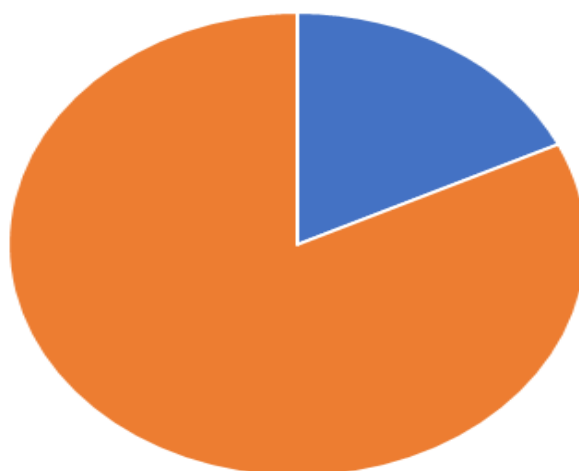
Figure 6

4. Do you prefer to take leaves from the organization frequently?

Table 4

Option	Response	Total number of respondents	Percentage
Yes	10	100	10
No	46	100	46

Percentage



■ Yes ■ No ■

Figure 7

5. Would you help your peers with the help of the professional assistant?

Table 5

Option	Response	Total number of respondents	Percentage
Yes	70	100	70
No	30	100	30

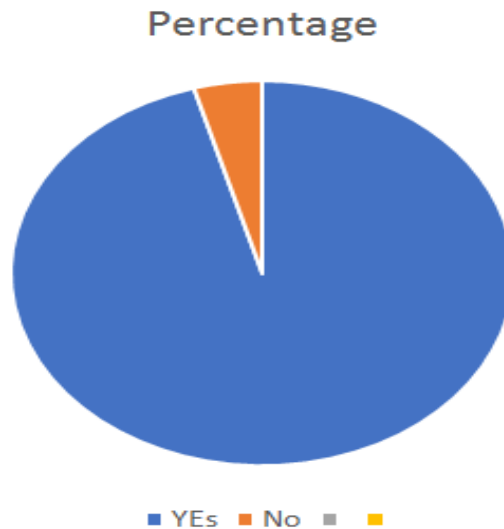


Figure 8

6. Are you satisfied with the system of corporate governance that are oppressive for the people working in an organization?

Table 6

Options	Responses	Total Number of Respondents	Percentage
Agree	40	100	40
Strongly Agree	8	100	8
Moderately Agree	30	100	30
Disagree	22	100	22

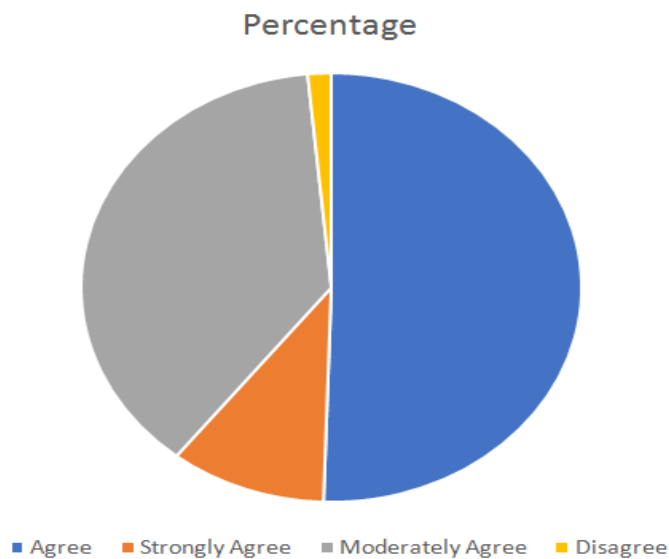


Figure 9

As per the analysis, it can be stated that motivating an employee is arising in day-to-day life and has the consequence in the previous years. In our day-to-day life where we see that the large-scale companies having huge brand value, the people working in an organization continue to carry out the work in a particular organization. Hence, one can say that the employee prefers to work in their company only if they are motivated and also faithful towards their task and so the contradiction query of the research paper has limited respondents. Also, the interviewers stated that they enrichment in financial as well as non-financial area once they take an action to motivate their employee.

Limitations

The research work performed is attended by some restraints that at some point it confines the conduction of an intensive assessment of a particular topic. Hence, in concern to the study of this research topic, influence of employee encouragement on work presentation, there has been few limited factors that was developed while researching. While dealing with the research topic, the researcher can analyse the fact that money and time were the most important factors that can prove a great challenge for the research study. Because of limited time constraint and less budget that limits the researcher to lead the work to the advanced version. Also, due this, the moral consideration was also one of the factors that forced the researcher to make constraints in the research. The secondary research method had selected by the researcher for the purpose of data collection. Hence, the permission from the authorities was needed that lead to limited time constraint. Collection of data and analysing it further was not cost efficient. Hence, the researcher executed their study within a fixed budgetary amount. It was not easy for the researcher to collected data from the secondary sources as it also needed permission from the respective authorities. In addition to this, it was challenging for the researcher to attain the access regarding the different views of other scholars and researchers about the impact of motivating an employee related to their work performance in their organization.

Recommendations

When the research is performed, it can be concluded that it is relevant for the people working in a particular organization to understand the important features of employee motivation and the level of dedication of the employee for a particular work.

Hence, it is only the employees that are responsible for the overall performance of an organization. In order to deliver the high commitment level towards work by the employees, it is responsibility of the organization to undertake certain initiatives. This in turn puts an end to the work performance of the people working in organization. The human resource department of the company should have a combined approach towards the development of the level of motivation for the employees. For this, the employees must understand the different kind of ways to impact the employees to give good performance of the work. In a simple context, the significance of employee motivation is related to the facts that recognizes needs of the employees as well as needs of an organization. Due to this, the company develops a work environment where an important motivational driver is attained. Due to this development, it will be possible for the organization to retain the employees that are motivated and also efficient. Moreover, it will result into competitive advantage in the market place.

Summary

The above stated hypothesis as Motivation of employees plays an effective role on the organizational performance was accepted. This shows that if the employees are motivated properly, the performance of work of an employee is affected significantly in an advantageous way which in turn has a great impact on the business performance. The research states that by encouraging motivation among individuals tends to produce good work performance by the employees. The study also states that the employees who are motivated gives good performance of work in maximum level which has a good impact on the performance of business of an organization. The analysis of the research relates to the aims of research that shows the importance of encouraging the performance of organization. The findings of the study shows that as the company consider low level of motivation, it can result into lack of commitment, low level of confidence as well as less productivity. Due to this, the research study shows that the motivating an employee should be known by the authorities of the company as a basic need in order to improve organizational work performance. The secondary data that is collected gives a light on the main factors that act as encouraging entities for the people working in an organization. The research shows that the overall production rate of an organization increases by implementing effective plan in order to improve the level of motivation of the employees. However, motivational factors are not only the way to improve the work performance of the workers. The needs of the employees should be taken into consideration to get the positive response to improve the organizational performance. The result of (Lee *et al.* 2013) shows the research study as the initial hypothesis lined up with the related factors that the value of motivating the workers has impacted the company's performance. The findings also suggests that an employee who get various compensations gives good results of their work as compared to employees who does not get rewarded. Hence, as per the study performed, it can be stated that the rewards and appraisals have a meaningful impact on the motivational level of employees and the rules of the loyal employees. Also, the research results into showing the financial factors that proves to be a major entity to positively impact the employee motivational level. Company that offers compensations to their employees in turn expects good performance from their workers. Apart from the financial resources, the company not only improves the employee performance level, but also it tries to make an advancement and improves the performance level of its organization by keeping the financial condition as an important factor for the employees of a particular organization.

Conclusions

The conclusion suggests that the paper gives a light to the various important areas that should be analysed by different companies so that their organizational performance can be enhanced. In this era of globalization, an organization has the ability to fulfil the needs and wants of the workers, that can help the human resource department to get the idea of what actually are the factors that relates with the motivation factors of an employee.

Hence, by performing the research study a conclusion is done that for the organization to reach over their milestones in a positive and in effortless manner, it should be observed that the employee is motivated in an affirmative and in a positive way. Then only, the company can achieve the desirable success. The significant of the research study performed can be understood when it proves to be beneficial for the other researchers who will perform the research study related to it in the future. Also, various organizations, whether large scale or small scale can take help of this research paper in order to make the relation powerful with their employees.

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