A STUDY ON EMPLOYEE MOTIVATION AMONG THE EMPLOYEE IN GOLDEN SPINNING MILLS PVT LTD, SALEM

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Abstract—*The organisation mainly cconducted to identify the factors which will motivate the employees and the organizational functions.Management basic job is the effective utilization of human resources for achievements of organizational objectives. The personnel management is concerned with organizing human resources in such a way to get maximum output to the enterprise and to develop the talent of people at work to the fullest satisfaction. Motivation implies that one person, in organisation context a manager, includes another, say an employee, to enagage in action by ensuring that a channel to satisfy those needs and aspirations becomes available to the person. In addition to this, the strong needs in a direction that is satisfying to the needs in employeea and themm in a manner that would be functional for the organisation. Employee motivation is one of the major issues faced by every organisation. It is the major task of every manager to motivate his subordinates or to create the 'will to work' among the subordinates. It should also be remembered that a worker may be immensely capable of doing some work; nothing can be achieved if he is not willing to work. A manager has to make appropriate use of motivation to enthuse the employees to follow them. Hence this studies also focusing on the employee motivation among the employees. The data needed for the study has been collected from the employees through questionnaires and through direct interacts. Analysis and interpretation has been done by using the statistical tools and data's are presented through tables and charts.*

INTRODUCTION

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Management basic job is the effective utilization of human resources for achievements of organizational objectives. The personnel management is concerned with organizing human resources in such a way to get maximum output to the enterprise and to develop the talent of people at work to the fullest satisfaction. Motivation implies that one person, in organisation context a manager, includes another, say an employee, to enagage in action by ensuring that a channel to satisfy those needs and aspirations becomes available to the person. In addition to this, the strong needs in a direction that is satisfying to the needs in employeea and themm in a manner that would be functional for the organisation.

Employee motivation is one of the major issues faced by every organisation. It is the major task of every manager to motivate his subordinates or to create the 'will to work' among the subordinates. It should also be remembered that a worker may be immensely capable of doing some work; nothing can be achieved if he is not willing to work. A manager has to make appropriate use of motivation to enthuse the employees to follow them. Hence this studies also focusing on the employee motivation among the employees.

The data needed for the study has been collected from the employees through questionnaires and through direct interacts. Analysis and interpretation has been done by using the statistical tools and data's are presented through tables and charts.

STATEMENT OF THE PROBLEM:

The purpose of this study was to determine what types of incentives and motivational factors can more effectively promote innovation and increase employee motivation in the company, as well as to provide suggestions to management on what to implement, eliminate, or change, based on our findings.

OBJECTIVES OF THE STUDY:

- ➢ To study the motivation level of employees
- ➢ To study the effectiveness of the technique adopted by the company in employee motivation
- ➢ To study about the benefits and facilities provided to the employees
- ➢ To learn the employee's satisfaction on the interpersonal relationship exists in the organisation

SCOPE OF THE STUDY:

 ➢ The human resource management has to identify motivation to match with the organisation's productivity.

 ➢ The motivation of each employee will lead to the better performance.

 ➢ As employee motivation is important for the organisation to achieve the desires goals on time, therefore the employees must be motivated by using various techniques.

LIMITATIONS OF THE STUDY:

 ➢ As the respondents were busy with their work, it was difficult for the researcher to meet the respondents and gain information.

 ➢ The study was limited to a short period only

 ➢ The data depends totally on the respondent's view, which may be biased.

 ➢ Interactions with the employees were difficult.

RESEARCH METHOLOGY

Research is a scientific and systematic search for pertinent information on a specific topic. Research is an art of scientific investigation. According to Clifford Woody, "Research comprises defining and redefining problems, formulating hypothesis or suggested solutions, collecting, organizing and evaluating data, making deductions and reaching conclusions and at last carefully testing the conclusions to determine whether they fit the formulating hypothesis".

RESEARCH DESIGN

Research design is the arrangement of conditions of collection and analysis of data in a matter that aims to combine relevance to the research purpose with economy in procedure.

DESCRIPTIVE RESEARCH DESIGN

The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by individuals about the system. The views and opinions of employees about the system help to study the suitability of the system as well as the constraints that might restrict its effectiveness

SAMPLING TECHNIQUES

The sampling technique adopted for the purpose of the study is Non -probability convenience sampling.

As the name implies a **convenience** sample means selecting particular units of the universe to constitute a sample.

SAMPLE SIZE

The sample size of the study is 100. This sample is considered as representative.

DATA COLLECTION

PRIMARY SOURCE

The primary source of data is through Questionnaire.

SECONDARY SOURCE:

The secondary source of information is based on the various details retrieved from Journals, Websites and Magazines. The data for this study has been collected through primary sources. Primary data for this study was collected with the help of Questionnaires and evaluation feedback forms. The extra information was collected through interviews with the employees at various companies.

TOOLS OF THE STUDY

Tool used for data collection:

The tool used for collecting the data is through the **questionnaire**.

STATISTICAL TOOLS USED

Statistical tools like simple percentage and chi square used in the compilation and computation of data.

1. Chi-Square Test

Chi-square test is a non-parameter test and is used most frequently by marketing researchers to test the rightness of hypothesis.

Hypothesis is a tentative and declarative statement formulated to be tested describing a relationship between two attributes.

The researchers should state the null hypothesis (the hypothesis to be tested) in such a way that its rejection leads to the acceptance of the alternative hypothesis.

Chi-square is symbolically written as tests aiming at determining whether significant difference exists between two groups of data.

$$\frac{\sum (Oi - Ei)^2}{Ei}$$

O- Observed value

E – Expected value

2. Correlation

Correlation is computed into what is known as the correlation coefficient, which ranges between -1 and +1. Perfect positive correlation (a correlation co-efficient of +1) implies that as one security moves, either up or down, the other security will move in lockstep, in the same direction.

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

DATA ANALYSIS AND INTERPRETATION

TABLE NO:1

TESTING OF HYPOTHESIS

The relationship between educational qualification and wages and salary administrative

Educational qualification/ wages and salary administrative	UG	PG	Diploma	Others	Total
Highly satisfied	4	6	13	1	24
Satisfied	6	9	22	2	39
Neutral	2	3	7	1	12
Dissatisfied	3	4	11	1	19
Highly dissatisfied	1	1	3	0	6
Total	15	23	56	6	**100**

NULL HYPOTHESIS

H_O: There is no significance relationship between educational qualification and wages and salary administrative

ALTERNATIVE HYPOTHESIS

H_1: There is a significance relationship between educational qualification and wages and salary administrative.

Particular	Observed Frequency (O)	Expected Frequency (E)	$(O-E)^2$	$(O-E)^2/E$
R_1C_1	4	3.6	0.16	0.04
R_1C_2	6	5.52	0.23	0.04
R_1C_3	13	13.44	0.19	0.01
R_1C_4	1	1.44	0.19	0.13
R_2C_1	6	5.85	0.02	0.00
R_2C_2	9	8.97	0.00	0
R_2C_3	22	21.84	0.03	0.00
R_2C_4	2	2.34	0.12	0.05
R_3C_1	2	1.8	0.04	0.02
R_3C_2	2	2.76	0.58	0.21
R_3C_3	7	6.72	0.08	0.01
R_3C_4	1	0.72	0.08	0.11
R_4C_1	3	2.85	0.02	0.01
R_4C_2	4	4.37	0.14	0.03
R_4C_3	11	10.64	0.13	0.01
R_4C_4	1	1.14	0.02	0.02
R_5C_1	1	0.9	0.01	0.01
R_5C_2	1	1.38	0.14	0.10
R_5C_3	3	3.36	0.13	0.04
R_5C_4	0	0.36	0.13	0.36
Calculated value				**1.2**

Chi square(x^2)	$= \dfrac{(O-E)^2}{E}$
Degree of freedom (v)	= (R-1) (C-1)
	= (5-1) (4-1)
	= **12**
Level of Significance	= **5%**
Table value (TV)	= **21.026**
Calculated value (CV)	= **1.2**
CV < TV	= **H₀ is Accepted**

RESULT

Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between educational qualification and wages and salary administrative.

TABLE NO:2

CORRELATION

The table shows that the relationship between income level and incentives provided by the organisation.

X	Y	X^2	Y^2	XY
24	16	576	256	384
31	57	961	3249	1767
32	23	1024	529	1024
13	2	169	4	26
0	2	0	4	0
$\sum X$=100	$\sum Y$=100	$\sum X^2$ =2730	$\sum Y^2$ =4039	$\sum XY = 3201$

$$r = \frac{\sum XY}{\sqrt{(\sum X^2)(\sum Y^2)}}$$

$$r = \frac{3201}{\sqrt{(2730)(4039)}}$$

$$r = \frac{3201}{3320.6}$$

$$r = 0.96$$

Result

This is a positive correlation. The table shows that there is a relationship between income level and incentives provided by the organisation.

FINDINGS:

➢ Majority 64% of the respondents are married.

➢ Majority 74% of the respondents are male.

➢ Majority 56% of the respondents are under diploma.

➢ Thus the majority 46% of respondents belong to the age group of above the age of 45.

➢ Majority 49% of the respondents are said 2-3 year experience.

➢ Thus the majority 32% of respondents come under the income level of Rs.10,001 – Rs.20,000.

➢ Majority 47% of the respondents are said satisfied in management interested motivate the employee.

➢ Majority 74% of the respondents are said to financial incentives motivate to more.

➢ Majority 57% of the respondents are said satisfied in incentives provided by the organisation.

➢ Majority 67% of the respondents are said satisfied in rewards motivate to the employee.

➢ Majority 72% of the respondents are said satisfied in performance appraisal activities helps to motivate to the employees.

➢ Majority 60% of the respondents are said satisfied in co-worker helps to get motivated of the employee.

➢ Majority 75% of the respondents are said incentives, other benefits influence you performance.

➢ Majority 64% of the respondents are said satisfied in wages and salary administrative.

➢ Majority 74% of the respondents are said to yes in level of motivation affect to the performance.

➢ Majority 30% of the respondents are said salary increase in the factors motivate to most.

➢ Majority 70% of the respondents are said satisfied in the support from the HR department.

➢ Majority 84% of the respondents are said to yes in decision making connected to the department.

➢ Majority 77% of the respondents are said satisfied in the management fair amount of team spirit.

➢ Majority 68% of the respondents are said satisfied in the level of satisfaction with the working culture of the organisation.

➢ Majority 72% of the respondents are said satisfied in the career development opportunities motivate to the employee.

CHI-SQUARE ANALYSIS:

➢ Since the calculated value is less than the table value. So we accept the null hypothesis. There is no relationship between educational qualification and wages and salary administrative.

CORRELATION:

➢ This is a positive correlation. The table shows that there is a relationship between income level and incentives provided by the organisation.

SUGGESTION:

➢ Employees should be identified by their better performance and should give some type of incentives, promotions etc. So that employee will be boosted up and will work better.

➢ Promotion should be given to the basis of performance only.

➢ The management creates a challenging work opportunities to develop the innovative idea of employees.

➢ The motivation review discussion should be practiced well to encourage the open communication between both the appraiser and appraise.

➢ The management should study motivation theories for better motivation

CONCLUSION:

According to the study, I conclude that the employees are satisfied in their organization. Motivation plays an important role in a company, when its comes to performance. Every employee is different and what works for one might not for the other one. Important of recognizing different type of managers and workers in order to effectively motivate them.

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