

A STUDY ON EMPLOYEE MOTIVATION TOWARDS MICRO SOLUTION TECHNOLOGY PRIVATE LIMITED WITH REFERENCE TO KUMBAKONAM

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Abstract—This study examines the impact of employee knowledge management on organizational performance at Lucky Yarn Textiles in Erode. Knowledge management, encompassing the processes of creating, sharing, and utilizing knowledge, is essential for maintaining competitive advantage in the dynamic textile industry. The research investigates how effectively employees at Lucky Yarn Textiles engage in knowledge management practices and the consequent effects on productivity, innovation, and overall business performance. Data was collected through surveys and interviews with employees at various levels within the organization. The findings indicate that a robust knowledge management system significantly enhances operational efficiency and fosters a culture of continuous improvement. The study concludes with recommendations for optimizing knowledge management strategies to further bolster the company's market position and long-term success.

INTRODUCTION

Motivation is the most essential part of the work life of an employee. It inspires individuals for putting in their efforts towards the attainment of the organizational goals. The motivational tools should be formulated by taking into consideration the fact that individuals join the organization because they feel that their personal goals would be satisfied by getting associated with the organization.

Motivation is required in every sphere of organizational life, as it helps in building the zeal and interest among the employees to pursue organizational goals. It also increases the efficiency of the employees

Employee Motivation means the drive or inspiration that an individual has to perform at work. It's what makes a person want to get up in the morning and be excited to go to work. When employees are motivated, they're more likely to be productive, creative, and engaged in their job.

NEED OF THE STUDY

Employee motivation is a topic that has received very significant attention by managers and researchers alike. It is acknowledged with certainty that no organization may possibly thrive without their employees. Employees are the main reason any organization might have the potential to keep in existence for a long time. Similarly to employees are the ones who play the major roles and make significant contributions to the organization. Well motivated employees would influence the efficiency of the organization and could lead to achieving the organization's vision and goals. Providing the employees with the right blend of direction, guidance, techniques, assets and compensation based on the goal of motivating them and making them quick to work through the way the manager wants them to do is the major aim of the motivation. Above all, the employees are the most important resource for any organization.

OBJECTIVES OF STUDY

Primary objectives:

A study on employee motivation towards Micro Solution Technology Private Limited with reference to Kumbakonam

Secondary Objectives:

- To find out the contentment level of Employee with regard to the working conditions in the respective organization.
- To find out the Employee with respect to the rewards in this firm
- To know the Employee motivate in accordance with wellbeing measures and job safety.
- To give feedback of some courses for improving the satisfaction level of employees.

SCOPE OF STUDY

Employee motivation is the vital factor of an employee's organizational behavior. A contented employee has a positive viewpoint towards his or her job and would go beyond the usual prospect in his or her job. A person who places high implication on imagination, self- government and autonomy is likely to be badly synchronized with an organization that seeks traditional values from its employees.

LIMITATIONS OF THE STUDY

- The survey is only restricted to Kumbakonam district and therefore the research findings cannot be absolute to other areas.
- Findings and suggestions is based on the respondent's answers in the survey which can be biased.

RESEARCH METHODOLOGY

Research methodology is a way to systematically solve research problem. Research methodology is understood as a source of the study how to research is done scientifically. The various steps adopted by a researcher in studying the research problem along with the logic.

Research Design

The research design constitutes the blue print for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and describe and diagnostic research design. The research had adopted descriptive research design for the study.

Sample Design

A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

POPULATION

The aggregate elementary units in the survey are referred to as the population. Here it covers the 120 customers Micro Solution Technology Ltd at Kumbakonam.

SAMPLING METHOD

Sampling method utilized was convenience sampling was adopted.

Method of the data collection

A descriptive research was undertaken to the study of the problem. The study is descriptive in nature. Descriptive research is those which are concerned with describing the characteristics of a particular individual of a group. The descriptive research describes the demographic the characteristic of the respondents and is typical concern with determining frequency with something occurs how the variables vary together.

Sources of data Primary Data

It was collected through questionnaire further this data, are processed and tabulated using graphs the tables where analyzed and the finding has been drawn accordingly.

Secondary Data

It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduce everything to a common base and there by allow meaningful comparison be made.

TOOLS AND TECHNIQUES

1. Simple percentage analysis
2. Chi square analysis
3. Correlation

FINDINGS

- Majority 66.7% of respondents are male.
- Majority 33.3% of the respondents belong to the age group of 20-25 years.
- Majority 51.7% of the respondents are married.
- Majority 30.8% of the respondents are HSC educational level.
- Majority 27.5% of the respondent's income are rs10,001 – rs 15,000.
- Majority 30.8% of the respondents are work for 1-3 years in service.
- Majority 27.5% of the respondents are motivate by motivational talks.
- Majority 33.3% of the respondents are satisfied with work is recognized and appreciated.
- Majority 51.7% of the respondents are bonus incentive scheme
- Majority 49.2% of the respondents are medical insurance benefits & services provided.
- Majority 49.2% of the respondents are promote a culture of safety aspects in your establishment.
- Majority 52.5% of the respondents is training or mentoring incentives helps in employee.
- Majority 40.0% of the respondents are strongly agree in organization clearly communicate its goals and strategies to employee.
- Majority 49.2% of the respondents are probably refer a friend to apply for a job at this organization.
- Majority 54.2% of the respondents are usually employee motivate are recognized.
- Most 57.5% of the respondents are always daily tasks complete.
- Most 50.0% of the respondent are satisfied in relationship with fellow workers.
- Majority 40.0% of the respondent is highly satisfied in employee performance.
- Majority 39.2% of the respondents are strongly agree in employee career advancement
- Majority 48.3% of the respondents are satisfied in competitive spirit among worker.
- Majority 87.5% of the respondent is refer to others.

SUGGESTIONS

- Based on the findings of the research and the personal observations made by the researchers, the following suggestions are made for the developments of employee's motivation.
- Promotion and incentives play a major role in motivating the employees and it should be maintained.
- Almost half of the total employees are de-motivated by loss of pay. It will be minimized in the ensuing years.
- Educational and training benefits provided by the company are good. It may be further extended.

- Employee security and social security provided by the company will be further maintained.
- The employees of oil mill product should avail periodical checkup regarding hospital facilities to be fit.
- Since a large portion of the customers came to know about the company through advertisement and friends, the company should begin to put more advertisements.
- It research can be done regularity to see if customer needs have changed.
- The company should improve its way of dealing with customers' enquiries by having specially assigned person to go and show the clients the sample as well as catalogues in person; this will develop a better customer relationship.

CONCLUSION

From the study, we can conclude that Micro solution Product provide various motivational techniques to improve the employee's skills and ability. Almost all financial factors of motivation are satisfactory. Also the non-monetary benefits provided by the company are good. However, fringe benefits can be given a little more attention.

Thus a satisfied and highly motivated employee works effectively and thereby he helps the organization to grow. This study has given a chance to analyze the various functions and employees attitude towards organization. The researcher has identified the problems faced by the employees and he has also suggested some measures to overcome those problems.

The organization can implement those measures and can improve the Paper mills of individual and thereby can enhance the Paper mills of the as Micro solution Product a whole.

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