HOW MOTIVATION FACTOR AFFECT THE ORGANIZATIONAL EFFECTIVENESS

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ABSTRACT

The purpose of this paper is to identify the factors that affect employee motivation and examining the relationship between organizational effectiveness and employee motivation. A model was designed based on the literature, linking factors of employee motivation with employee motivation and organizational effectiveness. Three hypotheses were build based on the literature and the model were tested in perspective of the previous studies and literature.

The literature and various studies concluded that factors: empowerment and recognition have positive effect on employee motivation. More the empowerment and recognition of employees in an organization is increased, more will their motivation to work will enhance. Also there exists a positive relationship between employee motivation and organizational effectiveness. The more the employees are motive to tasks accomplishment higher will the organizational performance and success.

The study focuses on the practice and observance of the two central factors, empowerment and employee recognition for enhancing employee motivation which leads to organizational effectiveness. The organizations should design their rules, policies and organizational structures that give space to the employee to work well and appreciate them on their tasks fulfillment and achievements. This will surely lead to organizational growth.

Keywords: Empowerment, Recognition, Motivation, Organizational Effectiveness

INTRODUCTION

Every organization and business wants to be successful and have desire to get constant progress. The current era is highly competitive and organizations regardless of size, technology and market focus are facing employee retention challenges. To overcome these restraints a strong and positive relationship and bonding should be created and maintained between employees and their organizations. Human resource or employees of any organization are the most central part so they need to be influenced and persuaded towards tasks fulfillment.

For achieving prosperity, organizations design different strategies to compete with the competitors and for increasing the performance of the organizations. A very few organizations believe that the human personnel and employees of any organization are its main assets which can lead them to success or if not focused well, to decline. Unless and until, the employees of any organization are satisfied with it, are motivated for the tasks
fulfillment and goals achievements and encouraged, none of the organization can progress or achieve success. The focus of this study is to enlighten that how an organization through its employees can achieve success and effectiveness. The purpose of the study is to analyze the impact of employees’ motivation on organizational effectiveness. The study has two sub-objectives; firstly the factors that increase motivation of employees are to be determined. Secondly the relationship of employee motivation and organizational effectiveness is to be examined.

MOTIVATION

Motivation as a power that strengthens behavior, gives route to behavior, and triggers the tendency to continue. This explanation identifies that in order to attain assured targets; individuals must be satisfactorily energetic and be clear about their destinations. It is an internal drives to satisfy an unsatisfied need and the will to accomplish. Motivation is a procedure that initiates through a physiological or psychological want that stimulates a performance that is intended at an objective. It is the concluding product of interface among personality behavior and organizational uniqueness. It symbolizes those psychological procedures that foundations the stimulation, route, and determination of deliberate actions that are target oriented. Also motivation is a progression of moving and supporting goal-directed behavior. It is an internal strength that drives individuals to pull off personal and organizational.

Motivation is a set of courses concerned with a kid of strength that boosts performance and directs towards accomplishing some definite targets. According to Barron (1983), it is an accrual of diverse routes which manipulate and express our activities to attain some particular ambitions. Porter and miles (1974) proved that the motivation boosts expresses and continues conduct. The motivation of an individual envelops all the motives for which he selects to operate in a definite approach. In fact motivation is “inside another person’s head and heart”.

EMPLOYEE MOTIVATION

Among financial, economic and human resources, the latest are more essential and have the capability to endow a company with competitive edge as compared to others. Employee Performance fundamentally depend on many factors like performance appraisals, employee motivation, Employee satisfaction, reward, Training and development, job security, Organizational structure and other, but the area of study is focused only on employee motivation as this factor highly influence the performance of employees.

Employee motivation is one of the policies of managers to increase effectual job management amongst employees in organizations. A motivated employee is receptive of the definite goals and objectives he/she must achieve, therefore he/she directs its efforts in that direction. Getting employees to do their best work even in strenuous circumstances, is one of the employees most stable challenges and this can be made probable through motivating them.

ORGANIZATIONAL EFFECTIVENESS

Composition of people which formulate independent business identity for some specific purpose is commonly known as organization and getting desired outcome within defined
resources is treated as effectiveness. Organizational effectiveness is the notion of how effectual an organization is in accomplishing the results the organization aims to generate.

It plays an important role in accelerating organizational development (Bulent et al, 2009). It is the net satisfaction of all constituents in the process of gathering and transforming inputs into output in an efficient manner.

The goal model describes organizational effectiveness in terms of the extent to which an organization attains its objectives. The legitimacy model regards organizational effectiveness in terms of a background evaluation “of component preferences for performance and natural limitations on performance from an external environmental perspective”.

The systems resource model defines organizational effectiveness “in terms of its (the organization’s) bargaining position, as reflected in the ability of the organization, in either absolute or relative terms, to exploit its environment in the acquisition of scarce and valued resources” and how they utilize these resources.

**FACTORS AFFECTING EMPLOYEES’ MOTIVATION**

No one works for free, nor should they. Employees want to earn reasonable salary and payment, and employees desire their workers to feel that is what they are getting (Houran. J).

Frederick Taylor and his scientific management associate described money as the most fundamental factor in motivating the industrial workers to attain greater productivity.

Research has suggested that reward now cause satisfaction of the employee which directly influences performance of the employee. Rewards are management tools that hopefully contribute to firm’s effectiveness by influencing individual or group behavior. All businesses use pay, promotion, bonuses or other types of rewards to motivate and encourage high level performances of employees. To use salaries as a motivator effectively, managers must consider salary structures which should include importance organization attach to each job, payment according to performance, personal or special allowances, fringe benefits, pensions and so on.

Leadership is about getting things done the right way, to do that you need people to follow you, you need to have them trust you. And if you want them to trust you and do things for you and the organization, they need to be motivated. Theories imply that leader and followers raise one another to higher levels of morality and motivation. Motivation is purely and simply a leadership behavior. It stems from wanting to do what is right for people as well as for the organization. Leadership and motivation are active processes.

Empowerment provides benefits to organizations and makes sense of belonging and pride in the workforce. In fact, it builds a Win - Win connection among organizations and employees; which is considered an ideal environment in numerous organizations and their employees. Empowering can flourish virtual human capacities. Empowered employees focus their job and work-life with additional importance and this leads to constant progress in coordination and work procedures. Employees execute their finest novelties and thoughts with the sense of
belonging, interest, and delight, in empowered organizations. Adding up, they work with a sense of liability and prefer benefits of the organization to theirs.

Trust is defined as the perception of one about others, decision to act based on speech, behavior and their decision. If an organization wants to improve and be successful, trust plays a significant role so it should always be potted to ensure an organization’s existence and to enhance employees’ motivation. It can make intrapersonal and interpersonal effects and influence on the relations inside and out the organization. No matter how automated an organization may be, high productivity depends on the level of motivation and the effectiveness of the workforce so staff training is an indispensible strategy for motivating workers. One way managers can start motivation is to give suitable information on the sentences of their actions on others.

OBJECTIVE

The main objective of the study is to analyze the impact of employees’ motivation on organizational effectiveness. The sub-objectives of the study are:

- To determine the factors that increase employees motivation
- To examine the relationship between employees motivation and organizational Effectiveness

CONCEPTUAL FRAMEWORK

Employee Motivation is the independent variable and will be examined through two of its factors, recognition and empowerment. The dependent variable is organizational effectiveness.

EMPOWERMENT

The main driving force of empowerment is having larger control over ‘how’ jobs are done and carried for more growth and productivity (Smith, B, 1997). According to Tannenbaum (1968), it is the study of internal organization power and control which illustrated that the distribution of power and control enhances organizational effectiveness.

Rappaport (1987) defined empowerment process as mastering on problems of organizations by people, organizations and societies.

Empowering makes employees feel that they are appreciated and for making it possible continuous and positive feedback on their performance is essential (Smith, B, 1997).

According to Pastor (1996), for victorious appliance of empowerment it is essential for an individual to do efforts and take actions in an environment where they are responsible for what they are doing (Amin et al, 2010). Employee contribution and their energetic participation in configuring up the organization are tremendously essential to the hale and hearty place of work.

EMPOWERMENT AND EMPLOYEE MOTIVATION

Employee empowerment and participation consists of contribution of employees in Empowerment directs faster decision of customer troubles for the reason that employees did
not dissipate time referring customer objections to managers. Increased autonomy enhances work productivity, amplifies employees’ wisdom of self-efficacy and their motivation to get upon and complete certain tasks. According to Brewer et al. (2000), managers should regard employees in decision-making procedures.

Sanderson (2003) believed that empowerment creates motivation and energy in workforce to do their work efficiently and effectively. Many authors recommended that together the job characteristics of career revamp and employee empowerment are imperative characteristics in giving greater employee dedication and trustworthiness toward the organization and increased level of motivation (Reena et al, 2009). More the loyalty towards the organization and higher the motivation works best for the effectiveness and growth of a business.

EMPLOYEE MOTIVATION AND ORGANIZATIONAL EFFECTIVENESS

Employee satisfaction and motivation towards work refers to prospects of the employee about the organization and his approaches forward his service. Organizational effectiveness refers to locating targets and attaining them proficiently in spirited and energetic surroundings.

The autocratic leadership styles, mechanistic design of organization and authoritarian rules as practiced in African organizations, are all where decision making is concerned only to top management and employees are just given orders to accomplish different tasks. In these types of organizational environment the employees may suppress innovativeness and their motivation hinders which has a direct negative effect on organizational performance, growth and effectiveness.

An internally satisfied, delighted and motivated worker or employee is actually a productive employee in an organization which contributes in efficiency and effectiveness of organization which leads to maximization of profits.

CONCLUSION

Recognition and empowerment play an essential part in enhancing employee motivation towards organizational tasks. By appreciating the employees for their work done and giving them participation in decision making, internally satisfies them with their job, organization and organizational environment. Thus their enthusiasm and motivation towards accomplishment of tasks increases.

REFERENCES


