Impact Of Motivation On Employee Performance With Effect

This study empirically tested motivation of employee in small businesses in Yola. It basically focused on whether employees working for small business entities are motivated and it also tested the impact of effective motivation these employee's work productivity and the overall work performance of the businesses. Data was collected primary and analyzed using the Statistical Package for the Social Sciences (SPSS) package. Findings revealed that employees are motivated and this impact productivity level positively.

Master's Thesis from the year 2014 in the subject Business economics - Business Management, Corporate Governance, grade: B, Glyndwr University, Wrexham known as NEWI, course: MBA, language: English, abstract: The purpose of this research is to explore the most effective and best rewards to get the maximum performance from the employees working in ABC in London. Extensive research will be conducted to determine the motivational rewards types to boost up the motivation of employees at work. Further to identification of major reward types; the advantages and disadvantages of each reward type will be highlighted to understand the rewards in broader spectrum. The purpose of this research is to determine the best motivational reward which can help in boosting the employees’ performance to another level. The data can be collected either through primary data or by secondary data; combination of both data types are usually adopted to conduct an extensive research. The most effective and best reward type which helps to motivate the employees will be discussed in literature review (secondary data). Also the limitations related to each motivational reward type affecting the employees’ motivation will also be discussed in the literature review of the research. Once the data is collected through secondary means; the next step is to determine the problems prevailing at ABC which are limitations in motivating the employees to perform well. Once data from both means (primary and secondary); the information will then be evaluated which will help in understanding the motivational factor and the reward to motivate employees at ABC. The outcome of this research will facilitate in recommending which reward effective for motivating the employees based on the analysis of data. The main objectives and questions of research are listed below.

The study had set out to examine the impact of motivation on employee performance; the study took AUN as a case study. The data were collected through questionnaire. Random sampling technique was adapted for the distribution and collection of response.

Master's Thesis from the year 2014 in the subject Business economics - Personnel and Organisation, grade: A, University of Sunderland (MBA), course: MBA HRM, language: English, abstract: The general aim of this research is to examine the differing effects of intrinsic and extrinsic motivation in the company PEL, Punjab, Pakistan. The findings can
be used by the company in order to enhance the extent of motivation at their workplace. Both primary and secondary
data will be used while looking at the various elements of the two types of motivation, and the differing effects they have
on employees. Furthermore, the positive and negative sides of the two types of motivation will be discussed in the
literature review. In order to gather primary data, sets of questions have been outlined and answers have been collected
from the employees at the firm. The questions revolve around different elements of motivation, and hence allow that the
effectiveness of both the methods is thoroughly examined. The main conclusion is that it is not one of the two types of
motivation that gives fruitful results, nor is there a combination of the two that works universally.

Bachelor Thesis from the year 2016 in the subject Leadership and Human Resource Management - Employee
Motivation, grade: 1,3, University of Mannheim, language: English, abstract: The motivation for this work is a result of
several factors. At first, the topics of motivation and work performance represent core areas in the fields of management
and leadership with essential theoretical and practical implications. Second, various studies have been undertaken in
order to examine the direct effects of motivation on work performance showing the high relevance of this issue. For
example, the work of Jenkins, Mitra, Gupta and Shaw (1998) verifies a positive link between extrinsic motivation and
work performance. Such performance improvements may be essential for companies trying to bet the competition.
However, comparable studies examining the effects of intrinsic motivation on work performance tend to be rare. Thus,
another reason for this present thesis is to close this substantial research gap. The topic of motivation has been widely
studied from various researchers in several areas. It represents an essential part in multiple research fields, including the
ones of management and psychology. Rani and Lenka define motivation as “a process that elicits, controls, and sustains
certain behaviors”. Thus, motivated employees are activated to engage in a certain behaviour in an energized way,
whereas unmotivated employees may not have any incentive to act. Ilardi, Leone, Kasser and Ryan (1993) validate a
positive relation between high levels of motivation and positive work outcomes, such as job satisfaction or well-being.
The importance of motivation becomes clear in light of the recent Gallup-study, which states that unmotivated workers
lead to substantial losses for businesses. Until now, a significant number of studies have focused on the effects of
motivation on well-being or job satisfaction. However, this thesis has a slightly different focus. It examines the effects of
Therefore, it distinguishes between two types of motivation, namely intrinsic and extrinsic motivation, which will be
defined later. This distinction allows to separately examine the effects of intrinsic and extrinsic motivation on work
performance as well as the interaction of those two variables and the joint impact of both motivational constructs on work
performance.
The study is engaged in determining the relationship of leadership with motivation. The study emphasize on the impact of leadership styles on employee motivation. The study has used multifactor leadership questionnaire developed by Avolio and Bass, to study the leadership styles of the leaders in retail industry of Pakistan. The study have enlightened the impact of leadership on motivation and how the leaders behavior arouse motivation in the employees. The study highlights the view of the employees towards the behavior of their leaders and how they find their leaders. On the other hand leaders themselves have rated them for the behavior in the work place. So, the study helps in understanding the two views together.

Research Paper (postgraduate) from the year 2016 in the subject Business economics - Personnel and Organisation, grade: Merit, course: MA in Human Resource Management, language: English, abstract: For many years, motivation has been a key indicator of productive employee performance within an organisation, so it has been an area of major concern for the organisation and human resource managers. There are wide ranges of factors related to management, employees, organisation and the workplace which make it a complex and challenging job to motivate employees in an organisation. Therefore, different strategies and methods should be used by the organisation and human resource managers to motivate employees. There are different needs and expectations for an employee to join any organisation. Monetary and non-monetary factors are used by human resource managers to achieve different employee and organisation related objectives. The present research works investigates the impact of motivation on the performance of employees in Ramchandrapur High School. Descriptive method and questionnaires embedded with Likert scale was used as main instruments for collecting necessary data to carry out this research work. Data is collected from the sample size of 50 where faculty members, employee assistants, office helpers, and employees in training and security personnel were included. The critical review of the literature and the quantitative analysis of the survey data pointed that both extrinsic and intrinsic motivational factors play an important role in motivating employees. The study revealed that salary is the most effective motivational factor among various extrinsic and intrinsic motivational factors like job security, advancement in career, the good relationship among co-workers, achievement sense, training and development and sense of recognition. The study further reveals that level of motivation among the employees of Ramchandrapur High School is low as compared to the ex master's Thesis from the year 2012 in the subject Business economics - Personnel and Organisation, grade: 60%, Cardiff Metropolitan University, language: English, abstract: The main aim of this dissertation project is to critically examine the chosen organization KFC and to study the effect of its leadership on the motivation of its employees. The research question is "How can management develop their leadership style to motivate staff members to achieving their organizational roles?" Attracting and retaining employees in the current business world has become a big challenge for the organizations. Due to increase in competitors and new entrants, it has become a tough task for the organizations. Globalization has also added a new dimension to the challenge. The workforce is now comprised of people from different countries and different cultures. As a result, keeping them motivated to give a high performance is a big task for the managers. There have been many research and theories of leadership and motivation. However, these are not still fully understood and the relationship between leadership and motivation still needs in depth research. Leaders need to find ways to motivate their subordinates by catering their individual needs and move away from the traditional methods. For the purpose of explaining the causal relationship between leadership and motivation,
the researcher pursued an action research strategy and followed an inductive approach as the researcher had to work closely with the organization. Both quantitative and qualitative data was collected using an employee survey questionnaire and a focus group interview of the managers. The data analysis gave information about leadership and motivation of KFC. The managers stressed on having clear communication, independence and decision making for them. The staff stressed on communication, recognition, rewards, improved work condition and self satisfaction. The results revealed that KFC should look to employ s

Master's Thesis from the year 2019 in the subject Business economics - Business Management, Corporate Governance, grade: 0,74, course: Master of Business Administration, language: English, abstract: The aim of this research was to evaluate employee engagement within Northlands Medical Group, Namibia and its potential impact on organisational performance. The company management made a realisation that there was a dearth of robust information regarding employees' engagement levels, as well as their intentions to quit or stay, and factors influencing these. This was a quantitative survey study and a structured questionnaire was used to ascertain the factors affecting employee engagement. The survey was conducted telephonically to a study population of 80 respondents. The study population was randomly selected from the company database of all the employees. Employee performance and the nature of interaction with customers are critical in the service industry such as the health care industry. Employee engagement, a contemporary concept linked to employee job satisfaction and motivation, has been well recognised in the literature as being sturdily correlated with their performance, presentism, and advocacy and retention intentions. Therefore, organisations need to empirically and robustly measure employee engagement amongst their staff complement, and determine factors that may influence it, so as to take evidence-based remedial action. Findings from primary research pertaining to the factors affecting engagement levels of the employees at Northlands Medical Group revealed that there were 3 main factors that affect employee engagement namely emotional, cognitive/mental and physical energy factors. The majority of the Northlands Medical Group employees have been found to be actively engaged in all the three major factors that affect engagement. In relation to describing the relationship between employee engagement and organisational performance, findings revealed that

This practical guide concisely outlines the steps to creating and maintaining a fun, energized, and highly motivating work environment where employees want to work and stay. Motivation techniques are made simple and direct in this focused guide for managers and leaders.

Bachelor Thesis from the year 2015 in the subject Business economics - Personnel and Organisation, grade: First Class Degree, , course: Eventmanagement, language: English, abstract: Employee motivation has always been a highly researched topic. Employers spend large budgets on employee motivation because a motivated workforce is said to go hand-in-hand with corporate success. Incentive Travel is one form of a motivational tool and reward. More than a normal travel experience, it is considered to be an appropriate motivational event – from the journey itself, to the various activities and excursions included employees gain motivation. Different analyses have been made investigating the appraisal of Incentive Travel from the attendees’ perspective. However, little research has been made on the employers’ point of view and their appraisal of its motivational power. Therefore, the aim of this dissertation is to investigate the motivational power of Incentive Travel on employee performance from the perspective of the employer. This is achieved by an in-depth evaluation of the theory behind Incentive Travel, as well as two motivational theories: ‘Expectancy Theory’ by Victor Vroom (1964) and ‘Equity Theory’ by John Adams (1963). To conjoin the theoretical part of this dissertation and to create a basis for primary research, the author has developed the ‘Incentive Travel – Motivation Model’. Research for the dissertation was conducted in form of an online survey of 117 CEO and managers who have personnel responsibility, that include Incentive Travel in the remuneration system of their company.
The Impact of Motivation on the Performance of Employees
A Research-Based Case Study in a High School in Bangladesh
GRIN Verlag
Bachelor Thesis from the year 2017 in the subject Business economics - Personnel and Organisation, grade: A, language: English, abstract: Motivation is an important research area for academics and practice area for managers. Various theories, approaches and concepts were developed to describe different forms of motivation. Today it is widely accepted that motivation is very important for managers since it is a way that leads to better work performance. This study investigates and ranks in order of importance the motivational factors that enhance motivation in the Maltese Courts of Justice (MCOJ). Moreover, it evaluates the impact of motivation on its employees' work performance. Both qualitative and quantitative techniques were used to collect and analyse information for this research. The data was collected from a sample of 30 employees and another sample of the MCOJ Managers. Later the responses are analysed with different methods and presented in different formats. This study compares the findings with literature and provides areas for discussions. The result is that MCOJ employees are motivated by different factors but the most influential are trust, recognition/praise and interpersonal relationships. The impact of motivation on job performance is presented from two different perspectives: the management and the employees. These results are compared to each other where differences in opinion are revealed. At the end of the paper, the conclusion sums up all the findings and various recommendations to be implemented by the organisation are presented. Finally, the author recommends different areas where this research study can be used so that future research may reveal a better understanding of the concept of motivation and job performance.

Master’s Thesis from the year 2010 in the subject Business economics - Personnel and Organisation, grade: 1,8, Ashcroft International Business School Cambridge (Anglia Ruskin University), language: English, abstract: EVA-based Bonus Systems and the Influence on Motivation of Employees in Companies with Branch- or Profit-Centre Structure

Tobias Bandt
Since the beginning of the Industrial Revolution in the early 20th century, companies have tried to find ways to motivate their staff and, through that, increase performance and productivity. Despite several theories that consider monetary incentives as not being a motivator it is still very common practice for companies to motivate their employees using profit participation schemes. Companies and organisational structures have significantly changed in the last 50 years. Is it still possible to measure and influence the performance of the individual? And what is the assessment based on? Is the approach of profit participation sustainable and contemporary? Even in times of globalisation, companies try to delegate responsibility to their business units and branches in order to measure performance and make them comparable. Therefore, they organise them as profit-centres, small organisational units which act like a company within a company. Economic Value Added (EVA) promises to measure more than the profit of a unit; it considers the added value of a branch to the company, shareholders and customers. This Master thesis aims to provide an overview of EVA, how it works and how it influences the motivation of people who work in branches that are organised as a profit-centre. It also analyses the influence of EVA-based incentive systems on the cooperation between branches and regions and, further, assesses the influence of fairness and transparency on the motivation. The research project is supported by a survey,
conducted among branches of DIS AG, a company that has been using EVA for eight years as a basis for the calculation of monetary incentives. The survey covers three areas of EVA’s impact on employees: the influence on motivation in general, on cooperation between branches and the influence of transparency and fairness. The results of this survey are used to develop recommendations for adapting the system in order to maximise the impact on employee motivation.

In this era of global competition, organizations cannot afford uncommitted and unmotivated employees. An effective system of performance appraisals is an integral component of the performance management system, allowing employees to feel that their contributions add to the success of the organization and motivating employees to strive to add to that success. The book intends to find out, to what extent, the appraisal system is measuring the relevant aspects of work performance and how it affects the workforce by studying the impact on employee motivation level. It also focuses to evaluate if performance appraisal system can be used as a predictor to improve employee motivation and what factors motivate or de-motivate employees with regard to job content and context factors. Furthermore, the book analyses how appraisals are implemented in local perspective and its user acceptance. It will determine the increase/decrease in motivation of employees with respect to the effectiveness of performance appraisal system.

Research paper from the year 2012 in the subject Business economics - Marketing, Corporate Communication, CRM, Market Research, Social Media, , course: Organisation communication, language: English, abstract: In workplaces poor communication is a serious problem and can be costly to an organization. The impact can be devastating to the parties involved. Some of the results include: Loss of business, customers, products, goods, services, employee turnover, loss of productivity, absenteeism, sabotage, injury and accidents, sick leave and so on. The main purpose of this study is to identify the effects of poor communication on organizational performance and to find out the strategies for improving on communication at the workplace so that employee motivation can be enhanced. The specific objectives of the study included finding out the factors, levels, types and effects of poor communication at the workplace. The study was guided by the writings of Elashmawi and Harris, (1993) who have argued that a fuller understanding of organizations is a vital ingredient at every forward step of the career process, and that communication is a primary element for understanding how organizations function and how members of the organization should, even must, behave in organizations if they are to advance their careers. The study was carried out at the Kenya Seed Company Limited. A sample of 300 respondents was involved in the research and they were picked through random stratified sampling save for seven heads of departments who were purposefully selected by virtue of their positions and possession of key information. This sample was deemed representative enough as the total number of workers is 3000. The research used both questionnaires and interviews schedules. Data was analyzed and presented using descriptive statistics methods. Excel was used to come up with this analysis. To analyze and determine the magnitude of poor communication and good channels of proper communication, the findings of the
study will help KSC Ltd and other organizations to improve on communication. This in turn will improve the employee motivation and general organizational performance.

The author examines motivational factors and the impact these factors have on employee performance. Motivational differences in the public and nonprofit sectors are compared and contrasted. Results indicated that there are more similarities than differences in motivational factors among employees in these sectors.

Master's Thesis from the year 2018 in the subject Business economics - Personnel and Organisation, grade: 2, Addis Ababa University, language: English, abstract: Motivation seems to be one of the most important tools of Human Resource Management. Organizations design motivation systems to encourage employees to perform in the most effective way but also to attract potential candidates. Employee motivation is a significant psychological aspect of management. To maximize the effort and performance of employees, there should be a mechanism of motivation. This study sought to investigate the effect of employees’ motivational factors on employee’s performance with special reference to federal Public procurement and property disposal service. This study was conducted based on the data gathered from employees of federal public procurement and property disposal service. This study adopted explanatory research design. The target population for this study was 177 employees of federal Public procurement and property disposal service. A census sampling was done and so the 123 employees constituted the sample size. A representative sample was drawn from this population using probabilistic sampling technique (simple random sampling) to select sample elements from the organization. The data collection tool was the questionnaires which contained closed ended Survey and face to-face interviews. Out of 123 questionnaires that have been distributed, all were usable. The mean value of the five point likert scale values of the dependent and various independent variables were taken as motivational factors which determine the performance of the employees. The analysis of the data was done with the help of the Statistical Package for Social Sciences (SPSS) and EViews. The research results found that Payment, promotion, Co-worker relation, supervision and Career development as major influencing factors for employee’s performance. Whereas responsiveness were found to have insignificant effect on employee’s performance in federal public procurement and property disposal service. The study recommended that to increase employees performance, organizations need to focus on modern pay package, having sound leadership, promotion of staffs, smooth co-worker relationship and plan and execute shorter and long term training.

In a fast-paced, engaging style, Motivating Employees reveals how Southwest, Disney, and other legendary companies have turned themselves into "motivating organizations, workplaces that inspire employees to do excellent work because they want to! Entertaining case histories and examples show how you can create an environment in which employees
feel passionate about their jobs and put the best of themselves into everything they do. Tips, tools, and techniques in Motivating Employees will show you how to reawaken the pioneer spirit in your organization, and teach your employees to tap their own motivational energy for extraordinary creativity, desire, and work output. Despite the various Public Service Reforms in Tanzania there are studies showing that public servants in Tanzania are not well satisfied and adequately motivated to perform their duties in effective and efficient manner. Therefore, This book will give out the understanding to why the public service reforms in Tanzania is not so successful in improving employees's motivation and job satisfaction. 

Vergeet alles wat je weet over hoe je mensen moet motiveren, het zit anders in elkaar dan je dacht. Het geheim van goed presteren, plezier en zin in je leven en werk is de intrinsieke motivatie. Dat is je diepe wens om je eigen leven te bepalen, nieuwe dingen te leren en te creeren en bij te dragen aan zinvolle zaken. Daniel Pink toont aan dat de geaccepteerde wijsheid over mensen motiveren niet strookt met hoe wij thuis en op het werk elke dag te werk gaan. De oude manier van belonen en straffen werkt voor de meeste taken niet meer. Kijk maar naar de bonuscultuur bij bedrijven: een slecht middel voor een goed doel. Het gevolg van verkeerde beloning is dat we slechte kwaliteit leveren en uiteindelijk minder betrokken raken bij wat we doen. 'Een van de goeroes van morgen' Management Team Over Een compleet nieuw brein: Dit boek is een wonder. Volstrekt origineel en diepgravend Tom Peters, auteur van Excellente ondernemingen Dit is een van die zeldzame boeken die een omslagpunt markeren, een boek dat je wilt lezen voordat iemand anders het leest Seth Godin, auteur van Purple Cow Daniel Pink schrijft over technologie en het zakenleven in onder meer The New York Times, Fast Company en Wired. Hij schreef ook de succesvolle boeken Een compleet nieuw brein en De avonturen van Johnny Bunko: de eerste carrieregids in stripvorm. Daniel Pink is een prachtige combinatie van Seth Godin en Malcolm Gladwell

Today's situation of economy market and technological development where entrepreneurs try to get into a competitive environment by increasing their productivity and reducing costs, leads the management of every organization to stabilize and level up investments in human capital. The environment of globalization brought a better choice of employment and benefits. The role of managers to motivate their employees and to try to retain them is at the time of constant change, increasingly challenging. Generally, it is true that if the manager fails in motivation process and is unable to bring any stimulus to the work environment, the employee will be unsatisfied. Satisfaction is closely related to the motivation, and in case of disgruntled employees, their work attitude can turn to the stagnation phase and later, into the employment change, which in the company negatively affects the increase in total wage costs, costs of training and recruitment, or even in some cases the disclosure of know-how to competitors. The aim is to analyze the turnover rates, the reasons for
the departure of employees and the related use of motivational tools in a particular industry in Slovakia. The study was proceeded on the basis of a thorough analysis of the personal department and the data obtained in questionnaires, which were distributed to multiple departments. Main purpose of this research is to provide an effective suggestion of new principles of work motivation which would motivate employees in order to achieve their satisfaction and would result in obtaining and stabilizing employee’s retention.

Academic Paper from the year 2017 in the subject Business economics - Personnel and Organisation, course: Thesis, language: English, abstract: The purpose of this study was to investigate the role of motivation on employee performance in public organization: a case of ministry of national development planning Hargeisa, Somaliland. This study guided by the following research questions. To determine the methods used by employers to motivate employees in the MoNDP, to know the extent that extrinsic motivation affects employees’ performance in the MoNDP, To examine how intrinsic motivation affect employees’ performance in the MoNDP, To identify how motivation link with employee work performance. This study adopted a descriptive research design. The population of the study was 90 employees’ of the MoNDP. A census sampling was done and so the 90 employees constituted the sample size. A structured questionnaire was used to collect the data. The questionnaire was to administer by the researcher. The completed questionnaires were edited for completeness. The data were analyzed using the statistical package for social sciences (SPSS) computer package. The data were interpreted using descriptive statistics through frequencies, percentages and correlation analysis. The findings were presented in the form of tables and figures. The study found out that the ministry uses many different tools to motivate its employees. These include; payments on time, employee rotation within the ministry and salary provision. However, the study also found out that NDP does not use provide fringe benefits to its employees. It was also found out that ministry doesn’t pay its workers according to the amount of work they have done also when employees meet targets ministry doesn’t provide bonuses the ministry does not carry out training of its employees. The study also found out that the organization does not make sure that that employee's work is challenging or involve them in decision making as a way of motivating them. The research results indicated that there is a positive correlation between motivation and work performance. This means that changes in one variable are strongly correlated with changes in the second variable. Pearson’s r is .440**. This number is very close to one. For this reason, we can conclude that there is a strong relationship between motivation and employee performance variables.

Research Paper (postgraduate) from the year 2016 in the subject Business economics - Personnel and Organisation, grade: Merit, course: MA in Human Resource Management, language: English, abstract: For many years, motivation has been a key indicator of productive employee performance within an organisation, so it has been an area of major concern for the organisation and human resource managers.
There are wide ranges of factors related to management, employees, organisation and the workplace which make it a complex and challenging job to motivate employees in an organisation. Therefore, different strategies and methods should be used by the organisation and human resource managers to motivate employees. There are different needs and expectations for an employee to join any organisation. Monetary and non-monetary factors are used by human resource managers to achieve different employee and organisation related objectives. The present research work investigates the impact of motivation on the performance of employees in Ramchandrapur High School. Descriptive method and questionnaires embedded with Likert scale was used as main instruments for collecting necessary data to carry out this research work. Data is collected from the sample size of 50 where faculty members, employee assistants, office helpers, and employees in training and security personnel were included. The critical review of the literature and the quantitative analysis of the survey data pointed that both extrinsic and intrinsic motivational factors play an important role in motivating employees. The study revealed that salary is the most effective motivational factor among various extrinsic and intrinsic motivational factors like job security, advancement in career, the good relationship among co-workers, achievement sense, training and development and sense of recognition. The study further reveals that level of motivation among the employees of Ramchandrapur High School is low as compared to the expectation of employees. Although both extrinsic and intrinsic factors are responsible for motivating employees in an organisation, this study reveals that employees of Ramchandrapur High School are motivated more by extrinsic factors than by intrinsic ones. The management of the school should focus more towards satisfying the extrinsic need of employees to hold the employees for long which subsequently helps to increase the quality of the output produced by it.

Many organizations use formal training to improve employee performance and it is common for organizations to deliver this training using e-learning technologies (Aguinis & Kraiger, 2009; Buxton & DeMuth, 2012). Whether the instruction is through e-learning technologies or traditional methods, employees that are not intrinsically motivated are less likely to perform to their potential. When learning activities are interesting and allow for employee choice, intrinsic motivation is enhanced, which results in more engaged, and higher performing employees (Cordova & Lepper, 1996; Coutts, Gillear & Baglin, 2011). This study evaluated the relationship between dimensions of intrinsic motivation and the impact on employee performance in self-directed, e-learning courses using a web-based survey, adapted from the Intrinsic Motivation Inventory (IMI), and archival performance data. Sixty-nine employees of Futurestep were asked to complete this 21-question web-based survey that asked questions about their experience as they completed activities in the e-learning courses. This study found that there was no significant relationship between intrinsic motivation and performance; however, there were significant relationships found between the dimensions of intrinsic motivation. The more pressure an employee felt to perform, the lower interest s/he had in that activity and the less perceived choice s/he felt. The results of this study benefit organizations that use e-learning training programs. Having a better understanding of how different dimensions of intrinsic motivation can influence employee motivation to participate and perform on workplace training activities can result in higher performing employees.
do their work effectively, silence which cause comfort depending on the task they are given and the environment of the place they are working. Through this study the employer will get to know how its work environment impacts greatly on the employee’s level of motivation and productivity. A well-designed office signals the values and objectives of the organization and the use of design in office interior communicates an organization’s values and identity. Office design therefore should be one of the factors in affecting employee’s productivity. Employee’s morale is often interrelated when it comes to productivity in the work environment. It is therefore important to find out the impact of working environment on employee’s productivity at this institute which will provide knowledge and measures to other organization in Ayurvedic medicine industry.

The objective of the study is to check the impacts of leadership roles in context to employee motivation, to determine whether different motivational factors play any role in motivation level or not and to determine the outcomes of motivation. The employees of University of Gujrat (UOG) are selected as population and data was collected using questionnaire from the sample population using convenient sampling. On the basis of the statistical interpretations of the data it has been determined that different leadership roles are playing important role in the motivation level of the UOG employees and Hertzberg's motivational factors have significant impact on employee motivation and different motivational factors are correlated with one and other. The study of employee motivation is concluded that employees have motivation level of four out of five based on the descriptive and frequency statistics. The results of this study show that variables gender and educational level have no significance impact on the motivation level.

Abstract: To be successful at work, individuals need to be productive. To be productive, environmental factors such as proper equipment and abilities must be present, but employees must also possess some level of motivation to perform tasks correctly. To further uncover how and why employees are motivated this research project was designed to answer the overarching question: How are employees across organization types motivated by communication at work? Ten in-depth interviews, to redundancy, of full-time employees in different types of organizations comprise the starting data to answer this question. From this work, the researcher can offer greater insight into the motivation of employees by sharing their own words. After interview data were collected and transcribed, analysis provided six themes that impact employee motivation at work: work performance, attitude, goal setting, performance feedback, empowerment/power and job satisfaction. Those themes were narrowed to focus on the communication oriented themes, goal setting, performance feedback, empowerment/power and job satisfaction. To fulfill the purpose of this project, responses were then used to guide and create a survey study to assess the extent to which organizational employees see these factors as motivating them at work. Based on the analysis from the qualitative portion of this work, two research questions were composed: Which combination of the following best predicts motivation: goal setting, performance feedback, empowerment/power and job satisfaction? And, which combination of the following best predicts job satisfaction: goal setting, performance feedback, empowerment/power and motivation? To answer these questions, a survey instrument was created. To test the instrument a pretest was facilitated using 166 college students who were currently working, or who had worked in the past. The resulting online instrument was facilitated by a snowball sample, which produced 181 adult participants who were currently working full-time, or had worked full-time in the past. Results of this study are encouraging as they indicate that demographic information does not have a statistically significant impact workplace motivation but communication themes do have a statistically significant impact. A full data analysis, limitations and suggestions for future research are also provided.

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