



ROLE OF EMPLOYEE MOTIVATION AND ITS IMPACT ON PRODUCTIVITY IN MODERN WORK PLACE WHILE APPLYING HRM PRACTICES

Dr. Kannamalla Sudha

Assistant Professor, Department of Commerce & Business Management, University Post Graduate College, (Satavahana University), Godavarikhani, Peddapalli, Telangana.

Abstract

Human Resources Management (HRM) is the practice of hiring, training, evaluating, and keeping employees. In the previous two decades, human resources management (HRM) has changed and become even more critical in today's enterprises. Human resource management (HRM) used to be mostly about paperwork and payroll processing, but that is no longer the case today. It is the responsibility of HRM to guarantee that the purpose and culture of a business are effectively realized via the management of its employees. Human resource managers may assist in the recruitment of new employees as well as the training and development of existing employees in order to meet the goals of the organisation. Maintaining or improving a company's health requires that its personnel be content and productive. In order to maintain a company's workforce competitive, HR managers may examine the current situation of the labour market. Workers should be fairly compensated and their work duties should be updated to reflect current market conditions. There is a general believe that man has the natural tendency to be lazy with regards to work and he is being forced by circumstances to work. According to some scientists, motivation is a need and organization is making great use of every facility in human works to achieve motivation. Productivity means the rate of power to produce, but productivity from the management or economic point of view is the ratio of what is produced to what is required to produce.

Keywords:*Human Resources Management, recruitment, Human Performance, Morale, Motivation, Productivity.*

Introduction

Human resource management (HRM) has emerged as a key strategic element in organizations in today's fast-paced business climate, greatly impacting the accomplishment of organizational goals and improving worker performance. Building and sustaining a competitive edge in the face of increased industry competition requires effective human resource management. Enhancing productivity, motivation, and overall job satisfaction as well as attracting and keeping skilled workers depend on core HRM functions like staffing, employee development, performance evaluation, reward systems, and upholding positive employee relations. Employee performance plays a crucial role in determining an organization's overall success, affecting productivity levels, quality of services, and financial outcomes. As a result, companies are increasingly focusing on strategic HRM approaches that align individual employee goals with the broader mission and vision of the organization. Understanding the link between HRM initiatives and employee performance has therefore become a key research focus, particularly as organizations seek to identify the most impactful HR strategies.

Every firm depends on a variety of financial resources in order to function. Cash, jewels, and other things may all be used by a firm to generate income. Consultancy businesses may have their own specialized software or physical facilities, while retail establishments use registers and stocks. Employees are essential to the success of any firm, regardless of the industry. An emphasis on profiting from people's natural skills and abilities will be the focus of this research.



Management of human resources (HRM) is the process of identifying, recruiting, selecting, training, paying, establishing guidelines, and implementing retention tactics for personnel. HRM has seen a number of changes over the last twenty years, making it an even more important part of today's businesses. Human resources management (HRM), on the other hand, has traditionally been focused on administrative chores like payroll processing, sending birthday gifts to employees, planning business vacations, and ensuring that paperwork was filled out correctly. At the beginning of this essay, it's necessary to state that every manager has a role to play in human resource management. That we don't have the title of HR manager does not mean that we will not be in charge of HRM on a daily basis. HRM and management are not mutually incompatible words, for example, when it comes to remuneration, motivation, and retention of employees.

Human resource management (HRM)

Human resource management includes the recruiting, hiring, deployment, and management of employees (HRM). Human resources management is often referred to as HRM (HR). The HR department of a company or organisation is often in charge of dealing with workers and the interactions between them and the organisation. Since the early 1900s, the term "human resources" has been used to describe the people who work for an organisation collectively. For HRM, employees are considered to be the company's most valuable asset. In this context, employees are commonly referred to as "human capital." For the sake of minimizing risk and maximizing the company's return on investment, employees should be used to their fullest extent (ROI). Current HR technology is more likely to employ "human capital management" (HCM) than HRM. "HCM" stands for "Human Capital Management" or "Human Resource Management" (human capital management).

Human Resource Management is concerned with ensuring that an organization's goals and values are realized by effectively managing its workforce. Both the recruitment of new workers and their continued education and training may be done by human resources managers in order to fulfill the company's objectives. A company's well-being can only be preserved or enhanced if the individuals who work there are content and effective. HR managers may examine the current state of the job market to ensure that the firm stays competitive. To avoid overworking employees, fair compensation, well-planned events, and job responsibilities that match current market circumstances are all a must. Specialists in human resources management are responsible for the day-to-day operations of HR-related duties. A company's human resources department is usually a full-fledged division. The size, structure, and kind of employment of human resources departments at different firms might vary widely. When it comes to small businesses, human resources generalists aren't that uncommon. Recruitment, immigration and visa management, talent management, benefits and remuneration, and other specialized tasks may fall to larger companies, which can afford to hire additional staff. The work of these HR specialists, although unique and specialized, may yet be linked.

Role of HR in Motivating Employees

Provide a positive & comfortable working environment - One of the most important factors is how employees "feel" about the company. Motivated workers are more committed to the job and to the customer.

Adequate and fair compensation - Adequacy to the extent to which the income from a full-time work meets the needs of the socially determined standard of living.

Secure & Safe working condition—This includes reasonable hours of work and rest pauses, physical working conditions that ensure safety, minimize risk of illness and occupational diseases and special measures for protection of women and children.



Recognize, reward& Reinforce the right behavior - Reward and recognition is not just a nice thing to do, but a critical element in the management toolkit. People have a basic human need to feel appreciated and recognition programs help meet that need. Opportunity to use and develop creativity, such as work autonomy, nature of supervision, use of multiple skills, workers' role in the total work process and his\her appreciation of the outcome of his\her own efforts and self-regulation.

Develop worker's skills and potential - Well-trained employees are more capable and willing to assume greater control and ownership over their jobs. They need less supervision, which frees management for other tasks. Employees are more capable of taking care of customers, which builds stronger customer loyalty. All this leads to better management-employee relationships.

Exploring Motivational Path to Enhance Productivity & Efficiency - There were times when employees were considered to be another addition to enhance the production of services or goods. However, a lot has changed now. Motivating employees is a necessary step that every business owner should take to succeed. This is because motivation encourages better performance and productivity on the part of employees. And when this happens, the company has nothing to enjoy but benefits and profit. Hence, it is natural for owners, managers, and team leaders to look for ways to improve the morale of their workers.

Improved Involvement

Employee engagement is higher among motivated workers. Employees' emotional dedication to their work is referred to as engagement. Higher levels of zeal, vigor, and interest in their work are displayed by engaged workers, which produces more fruitful results.

Impact on Productivity: Proactively taking on extra duties, resolving issues, and working well with others are all examples of engaged employees going above and beyond the call of duty, all of which boost output.

Enhanced Satisfaction at Work

Job satisfaction and motivation are frequently related. Motivated workers typically have a more positive attitude toward their coworkers, their workplace, and the tasks they complete.

Influence on Productivity: Happy workers are more likely to produce high-quality work and are less likely to miss work or quit the company. Employees are more likely to remain focused and give it their all when they are happy with their work.

Improved Cooperation among team Members

Additionally, motivation creates a positive work environment where employees are more likely to support and collaborate with one another. A stronger team dynamic and an overall improvement in team performance result from this.

Increased Originality and Creativity

Employees that are driven are more likely to think creatively, offer original ideas, and solve problems in novel ways. Processes, goods, or services may improve as a result.

Approaching the Objective

Employee motivation helps them align with the organization's vision and goals. Employees are more likely to comprehend and dedicate themselves to accomplishing their personal and organizational objectives when they are motivated.



Frameworks of Recognition and Reward

Employee motivation can be greatly increased by providing incentives, rewards, or recognition for excellent work. This can include both tangible and verbal praise.

Recruitment and selection

The general populace must be hired to fill job vacancies in a company. Management and others use tools to select the person or people most likely to succeed in the position from a pool of applicants based on management objectives and legal constraints. The first step in human resource management is hiring new employees. Hiring staff with the appropriate abilities and dispositions is crucial to assisting the business in achieving its strategic objectives. Workers must be able to fit with the company's personality. Prospective employees get an opportunity to see whether the firm is a suitable match throughout the hiring process. Accurate information should be provided to the applicant so that he or she may set realistic expectations. As a result, workers may be dissatisfied, which might contribute to a high turnover rate. There's more time and effort required to locate the right individual for a position with greater responsibility. More time and effort would be required to find qualified candidates for managerial positions, which need employees to have a higher level of training and authority, and as a result, contribute to the organization's overall strategy. Candidates must be vetted to ensure that they can acquire the relevant skills and the mentality to work in line with the company's culture. Organizations may utilize psychometric tests to assess job candidates. Psychometric test descriptions may be found in the following sections.

Factors affecting Employees' Motivation

Motivated employees are inclined to be more productive than non-motivated employees. Most businesses make some pains to motivate employees but this is normally easier said than done. Employees are individuals with different likes, dislikes and needs and different things will motivate each.

- 1. Motivated employees are more productive:** If employee will satisfy and happy then he/she will do his/her work in very impressive way and then result will be good, on the other hand motivated employees will motivate other employees in office.
- 2. Decision making and practical expectation:** It is important to engage employees in decision making process, but create realistic expectations in the process.
- 3. Job description, work environment and flexibility:** Employees doing the right job for his personality and skill set and performing well at the job greatly increase employee motivation and satisfaction. A safe and non-threatening work environment is necessary to maintain a high level of employee motivation. Flexible human resource policies, flexible time, work from home, childcare also liable to have happier and more motivated workers.
- 4. Pay and benefit:** Keeping employees motivated with good benefits is easy. Where to draw the line at generous benefits that motivate all employees versus raises and larger salaries to retain and attract best workers and keep them happy and motivated to be working for you are more difficult.
- 5. Company culture:** Creating a positive and employee friendly company culture is great motivational tool.

Challenges to Employee Productivity

- 1. Employee Engagement Programs:** Developing initiatives that promote employee engagement and satisfaction can significantly impact productivity. Programs such as



mentorship, recognition, and team-building activities foster a positive work environment and encourage collaboration.

2. **Performance Management Systems:** Implementing an effective performance management system that includes clear goal-setting, regular feedback, and recognition can improve employee performance and motivation.
3. **Training and Development Opportunities:** Providing employees with relevant and targeted training opportunities enhances their skills and knowledge, leading to increased productivity. Continuous learning programs, workshops, and coaching sessions can contribute to individual and organizational growth.

Promoting Work-Life Balance

We understand that a balanced lifestyle positively impacts employee productivity. We encourage flexible work arrangements, such as remote work options and flexible hours, to accommodate personal commitments without compromising on work deliverables. By prioritizing work-life balance, our employees feel valued, leading to increased engagement and commitment to their roles.

Cultivating Team Collaboration

Inspired by the saying "Together we achieve more," we foster a culture of collaboration across teams. Our open-office layout and dedicated common spaces encourage impromptu discussions, idea sharing, and cross-departmental collaboration. By facilitating a collaborative environment, we promote knowledge sharing, innovative problem-solving, and ultimately elevate employee productivity.

Nurturing Employee Well-being

We prioritize employee well-being by providing comprehensive wellness programs and resources. From on-site fitness centers to mental health support initiatives, we take pride in our holistic approach to employee wellness. By nurturing the physical and mental health of our employees, we create an environment where they can thrive both personally and professionally.

Conclusion

Human resource management (HRM) contains recruitment, training, remuneration, policies, and retention tactics. Over the past 20 years, there have been numerous developments in human resource management, which has increased its importance for businesses today. Administrative duties such as processing payroll, sending birthday cards to employees, planning company vacations, and ensuring that all necessary paperwork is completed are still standard in the field of human resources management (HRM). The fulfillment of an organization's mission and the preservation of its cultural values are guaranteed by efficient human resource management. HR managers may support both the hiring of new staff members and the continuing education and training of current employees in order to meet the objectives of the business. New goods and services may also be developed with their help. The health of a firm can only be maintained or improved if its employees are happy and productive. In order to ensure that the company remains competitive, human resource managers might perform a study of the current situation of the labour market. Workers should be compensated, activities should be arranged to prevent them from overworked, and job duties should be updated to match current market realities, among other things. HRM plays a crucial role in maximizing employee productivity. By addressing productivity drag, fostering effective leadership, implementing practical strategies, and creating an optimal work environment, HR professionals can unlock the full potential of their workforce and drive business success.



It is important for HR professionals to stay proactive, adapt to emerging trends, and continuously focus on enhancing employee productivity to create thriving workplaces for the future. With the right HR strategies and practices, organizations can achieve higher levels of productivity and employee engagement, ultimately leading to improved performance and growth.

Maximizing employee productivity with HRM is an ongoing process that requires a holistic approach. By prioritizing employee well-being, providing training and development opportunities, and ensuring clear communication channels, HR professionals can create a culture of productivity and success within the organization.

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