# A STUDY ON EMPLOYEES MOTIVATION AND ORGANIZATIONAL PERFORMANCE

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*Abstract*
*Today in a world of competitive corporate environment, with high level of expectation, more innovative techniques regardless of scales and markets is striving to gain competitive advantage to perform more productive results. Every organization imposed more targets and bench mark and to achieve productivity and effectiveness. Employee motivation is the level of energy, commitment, and creativity that a company's workers bring to their jobs. This paper revealed the factors affecting demonization variable in an organization.*

*Keywords: Motivation, Performance Evaluation, Frustration.*

## Introduction
In the recent years employee motivation has been considered as the important criteria in human resources in all the organizations. Employers have gone to the extra mile of giving an opportunity for employees to work from home and many measures have been taken to retain employees. The successful management   are dynamic.  Human resources are the most valuable and unique assets of an organization. This work culture consists of an environment in which employees are trusted, treated like the adults they are, and not micromanaged. Employees are entrusted with the values, vision, mission, and strategic framework within which they are expected to accomplish their jobs. Every organization imposed more targets and bench mark and to achieve productivity and effectiveness. Motivational theories, especially employees' motivation theories, might be broad in quantum, vary in nature and differ in meaning. However, all of them share some common traits, which are for example, that motivation can arise from intrinsic (internal) factors or extrinsic (external) factors and the theories so far have proved the outweighed value of intrinsic motivators from an individual's perspective rather than the extrinsic ones (e.g. money) as we have normally assumed. Numerous empirical studies show a strong positive relationship between employee satisfaction and customer satisfaction Satisfied employees can provide more interpersonal sensibility and social account. Employee motivation is the level of energy, commitment, and creativity that a company's workers bring to their jobs. This paper revealed the factors affecting demonization variable in an organization.

## Review of literature
S. Aveline., etel(2016) In their research they said, work and family life have been an integral part of a woman's life. Based on the researcher objectives the study concludes the good correlation between women employees Interpersonal relation, Work-life balance, Job satisfaction and Employee Engagement.

Achievement motivation is referred to as the need for achievement (Elliot & McGregor 1999). It is the need for success and indicates the wish of attaining excellence. Achievement may vary depending on different people. For example, it is the need for enjoyment and fulfillment to have a work-life balance, to feel engaged and satisfied with the work but still able to enjoy meaningful life to the fullest. Or it is simply about the impact their work has had on e.g. society and, environment. Feeling that you are making a difference, changing the world in a positive way, and making it a better place to live is really a powerful motivator (Jex& Britt 2008).

## Methodology
A sample of 100 respondents Seramban area.  Were randomly selected for the study. Likert's five point scale was used to rate all the variables and finding the motivational level of satisfaction.

**Statistical Techniques**: The data was interpreted with the help of percentage, mean and Chi Square .

## Demographic profile
In the present study out of 100 respondents, 74% were male and remaining 26% were female. Total respondents' 24% are below 30 years, 51% from 31 to 40 years and the rest are above 40 years. 60% of the respondents have income level above RM5,000, .40% of respondent are getting below RM5,000 as income.

*Research Paper*
*Impact Factor: 5.483*
*Peer Reviewed & Indexed Journal*

*IJMSRR*
*E- ISSN - 2349-6746*
*ISSN -2349-6738*

**Factors Influencing Frustration**
Among the factors that determine a person's reaction to frustration are:  The level and potency of need, the degree of attachment to the desired goal, The strength of motivation, The perceived nature of the barrier or blocking agent and The personality characteristics of the individual. It is important that managers attempt to reduce potential frustration through ways such as:  Effective recruitment, selection and socialization Training and development, Job design and work organization, Equitable personnel policies, Effective communication, Participative style of management

|  | Income f | Sig. | Education f | Sig. |
|---|---|---|---|---|
| Constructive behaviour: | 2.665 | .071 | 2.023 | .133 |
| Problem-solving | 1.343 | .252 | 7.548 | .001 |
| Frustration: | 9.003 | .000 | 8.124 | 0.000 |
| Aggression: | 8.721 | .000 | 3.902 | .000 |

There is a significance difference between constructive behavior and income, frustration and income ,aggression  and income ,problem solving  and education, frustration and education,agreession and education. (P = .000 significant at .01).

### . P Test

| Perception | P-Value |
|---|---|
| Lack of adequate planning and materials | 0.000 |
| Improper scheduling | 0.000 |
| Project confusion | 0.000 |
| Frequent delays | 0.006 |
| Overcrowded work areas and rework | 0.005 |
| Unsafe working conditions | 0.000 |
| Lack of recognition and training | 0.005 |

The above table shows the fisher exact test result of the relationship work environment   and motivational factor.All of the dimensions have P-values < 0.05, thus the Ho is rejected .Meaning there is a significant relationship between motivational factor  and customer satisfaction.

**Conclusion**
In conclusion, the motivation of employees plays one of the most vital roles in an organization's effectiveness and assertively contributes to its growth and prosperities. Therefore, it is necessary for any employer to understand what truly motivates the employees and how to maximize the overall job performance.

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