

Impact of Employee Motivation Increasing In Organization Effectiveness

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ABSTRACT

The purpose of this paper is to identify the factors that effects 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 and 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

1. 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 Organizations 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.

Objective of the Study

- ✓ The main objective of the study is to analyze the impact of employee's motivation on organizational effectiveness.
- ✓ To determine the factors that increases employee's motivation.
- ✓ To examine the relationship between employees motivation and organization effectiveness. Employee motivation is the independent variable and will be examine through two of its factors, reorganization and empowerment. The dependent variable is organizational effectiveness.

2. LITERATURE REVIEW

Motivation

According to Webster's New Collegiate Dictionary, a motive is "something a need or desire that causes a person to act". "Motivate, in turn, means "to provide with a motive," and motivation is defined as "the act or process of motivating". Consequently, motivation is the performance or procedure of presenting an intention that origin a person to capture some accomplishment (Shanks.N. H.). According to Butkus& Green (1999), motivation is derived from the word "motivate", means to move, push or influence to proceed for fulfilling a want (Kalimullah et al, 2010).

Bartol and Martin (1998) describe motivation as a power that strengthens behavior, gives route to behavior, and triggers the tendency to continue (Farhad et al, 2011). This explanation identifies that in order to attain assured targets; individuals must be satisfactorily energetic and be clear about their destinations. In view of Bedeian, (1993) 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 distinctiveness (IRCO). It symbolizes those psychological procedures that foundations the stimulation, route, and determination of deliberate actions that are target

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 (Rizwan et al, 2010). Employee Performance fundamentally depend on many factors like performance appraisals, employee motivation, Employee satisfaction, compensation, 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 (Shadare et al, 2009). A motivated employee is responsive of the definite goals and objectives he/she must achieve, therefore he/she directs its efforts in that direction. Rutherford (1990) reported that motivation formulates an organization more successful because provoked employees are constantly looking for improved practices to do a work, so it is essential for organizations to persuade motivation of their employees (Kalimullah et al, 2010).

Getting employees to do their best work even in strenuous circumstances, is one of the employees most stable and greasy challenges and this can be made possible through motivating them.

Organizational Effectiveness

Composition of people which formulate independent business identity for some specificpurpose is commonly known as organization and getting desired outcome within defined resources is treated as effectiveness. Organizational effectiveness is the notion of howeffectual an organization is in accomplishing the results the organization aims to generate(Muhammad, et al, 2011). It plays an important role in accelerating organizational development (Bulent et al, 2009). It is the net satisfaction of all constituents in the process ofgathering and transforming inputs into output in an efficient manner (Matthew et al, 2005).Organizational effectiveness is defined as the extent to which an organization, by the use ofcertain resources, fulfils its objectives without depleting its resources and without placingundue strain on its members and/or society (Mary et al, 1996).

EMPOWERMENT

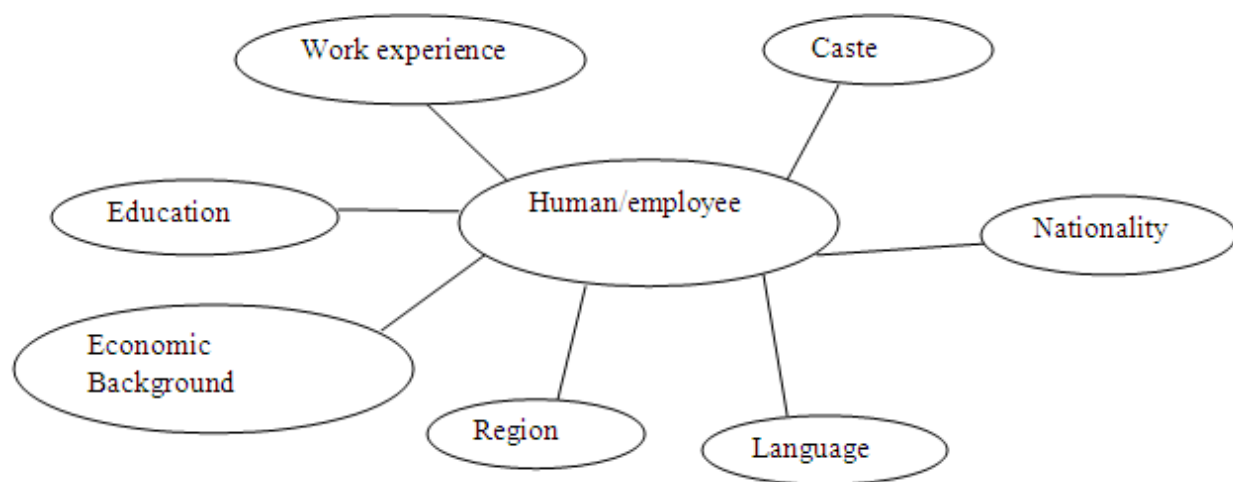
Empowerment refers to the employee's feeling of being effective, in control and influential. Empowerment is an amalgam of four related feelings. Autonomy carries a sense of freedom in making choices about how to work and results in the feeling that the person is responsible for her choices. Confidence is the personal feeling of having the ability to perform the

job satisfactorily. Meaningfulness is the employee's feeling that the duties of the job are valuable. Finally, impact is the feeling that tasks produce intended results.

RECOGNITION

The definition of employee recognition is the action or process of recognizing or being recognized. Recognition can be delivered on Behalf of the company to an individual, by a manager or more powerfully by peers who witness the great contribution of their fellow Employees everyday

The recognition is given consistently and frequently it has as significant impact on employee productivity, engagement and overall behavior. A best practice employee recognition program will delivery significant commercial gains for employers due to lower absenteeism, increase productivity and higher engagement.



Factors affecting organization effectiveness through employee motivation: Increase Employee Performance by Harnessing the Power of Motivation

Employee motivation and productivity can be enhanced and improved by creating a work environment that maximizes the factors that affect performance. These factors are simple to understand, easy to measure, and can add tremendous value to any organization that is willing to implement them. Use these 10 tips to make sure that your employees are energized and inspired to produce the best results possible.

1. Interesting Work

Intrinsic motivation comes from the sheer joy and pleasure of doing a task. When you read a great book, no one has to pay for each page you read. It is a pleasure to learn how the story unfolds and watch the plot develop. It is the same way with employee motivation. To maximize employee performance, find out what employees like about their jobs and then try to add more tasks that align with their own natural interests and talents.

2. Appreciation & Recognition

William James said, "The deepest desire in human nature is to be appreciated." It does not matter how much you pay someone, everyone want to know that their efforts are being seen and appreciated, especially by their manager. Don't just send them a thank you e-mail - that just means you care enough to hit the "Enter" key. If you really want to thank someone buy them a real "Thank You" card and describe how their behavior and performance has added value to the team and organization. Make it a point to catch people doing things right and they will inevitably do things right more often.

3. Achievement

Napoleon once remarked, "It is amazing how willing men are to risk their lives for a little bit of tin and ribbon to wear upon their chest." Awards and prizes can serve as a great motivator to harness the power of healthy competition. It is always better to use rewards that are meaningful and inspiring. When an employee exceeds your expectations, then make sure you

recognize their achievement. On the day someone retires, they will pack up these awards and prizes to serve as fond reminders of a wonderful career.

4. Job Security

If everybody had what it takes to be an entrepreneur, then there would be no General Electric or Toyota and we would all be buying products from artisans and craft workers. Thankfully, many people prefer to be part of a large organization and can be more productive when they get to focus on doing their job instead of worrying about developing a business plan or marketing strategy. Telling people that they are lucky to have a job creates an atmosphere of fear and worry that decreases job performance. Instead, tell your employees that the company is lucky to have such a skilled and committed workforce and people will take pride in their work and their company.

5. Increased Responsibility

We all know that some employees lack ambition and have no desire to advance on the job, but the vast majority of workers want a chance to take on more responsibility and add more value to the organization. Always be aware of opportunities for training that will equip your employees with the skills and tools they will need to advance in their career. Always try to fill open positions with internal applicants before looking for an outside candidate. This will create a culture of career development and preserve institutional memory and organizational knowledge so that it can be transferred to rising employees as they advance in their own career.

6. Good Wages

Robert Bosch, founder of the world's largest automobile parts supplier, said, "I do not pay good wages because I have a lot of money; I have a lot of money because I pay good wages." If you want motivated, high productive employees you have to pay such people according to their ability and performance. Good employees are motivated by more than just good wages, but never allow low wages to be the wedge a competitor can use to steal away your best people.

7. Good Working Conditions

If you want to get the most out of people you need to create an environment that facilitates success. At the minimum, you must offer a safe, clean, and sanitary work site. To get the most out of employees, help them take pride in their workspace, even if it is only a cubicle or workstation. Allow people to personalize their own work sites with photos or small trinkets so they will feel like they have a place that belongs solely to them.

8. Being Part of a Team

Being part of a dysfunctional team is an emotionally draining experience that results in low morale, low productivity, and high turnover. The great coach, Vince Lombardi, once remarked, "Individual commitment to a group effort -- that is what makes a team work, a company work, a society work, a civilization work." We are all social beings and we all want to be part of a healthy team where we can give and receive support, help, and encouragement. Organizations can harness this natural human desire by aligning employee efforts to achieve goals that are mutually beneficial to both the organization and its employees.

9. Help with Personal Problems

How many times have you heard about a bad boss who told their employees to leave their problems at the door so they could focus on their job? Unfortunately, they probably left their motivation and productivity at the door as well. Smart managers know that it is not their job to be a counselor or therapist, but it is their job to recognize when one of their employees is having personal problems that are affecting their job performance. They need to have open lines of honest communication so that employees can feel encouraged to ask for help and then be directed to their Human Resources Department or their Employee Assistance Programs.

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. Employee recognition and employee motivation towards organizational tasks have positive relationship between them as exhibited by the empirical studies conducted were positive. Thus it is concluded that appreciation and recognition of employees and employees tasks fulfillment stimulates them towards working with more energy and dedication to the organization. Employee empowerment and employee motivation towards organizational tasks have also direct and positive relationship. The motivated employees works best in the interest of the organizations which leads them towards growth, prosperity and productivity. Thus the employee motivation and organizational effectiveness are directly related. So the organizations should work out and make such policies and organizational structures that support employee recognition and empowerment.

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