



ANALYSIS OF EMPLOYEE MOTIVATION IN MACHADO SON'S PRIVATE LIMITED

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ABSTRACT:

Employee motivation is a critical factor in organizational success, as it directly impacts employee performance, productivity, and job satisfaction. Understanding what motivates employees is essential for managers and organizations to create a positive work environment and enhance employee engagement. This study aims to explore the factors that influence employee motivation in the workplace and their implications for organizational management. Moreover, the study highlights the importance of aligning organizational goals with individual goals to enhance motivation and improve employee performance. In the context of a business, Motivation can be said to be about **“The will to work”**.

Key factors: leadership, organizational culture, paths to advancement, professional development opportunities, recognition, the work environment, flexibility, belonging and work-life balance.

INTRODUCTION:

Motivation is the process of steering a person's inner drives and actions towards certain goals and committing his energies to achieve these goals. It involves a chain reaction starting with felt needs, resulting in motives which give rise to tension which causes action towards goals. It is the process of stimulating people to strive willingly towards the achievement of organizational goals. Motivation may be defined as the work a manager performs in order to induce subordinates to act in the desired manner by satisfying their needs and desires.

Motivation is a driving force which affects the choice of alternatives in the behaviour of a person. It improves, stimulates and induces employees leading to goal-oriented behaviour.

For example, promotion is a motivating factor as employees work to achieve pre-set targets for getting a promotion. Motivation can be monetary, e.g., rewards given in the form of a car or a hike in the salary or it can be non-monetary in the form of public appreciation.

IMPORTANCE OF MOTIVATION:

Greater efficiency:

Motivation enhances the efficiency of the employees and of organization. When employees are motivated, they can perform with commitment and dedication.

Reduction in absenteeism and labour turnover:

Motivated employees may not remain absent or leave the organization. They develop a sense of belonging towards the organization and thus improve their overall performance.

Team spirit:

Motivation improves team spirit of employees, and this improves the work environment and the overall performance of the employee and the organization.

Reduction in wastages and breakages:

Motivated employees take great care in handling machines and other resources. This will reduce wastages and breakages, thus resulting in higher benefits to the organization.

Cordial relations:

Motivation enables cordial and healthy relationship in the organization. Motivation helps reduce labour grievances and disputes. It ensures sound relations between the management and the labour. It improves the overall efficiency of the organization.

Promotion of innovation:

Motivated employees use their initiative to find out innovative ways in the performance of their operations. Such employees are more creative and help the organization to gain the competitive advantage.

Optimum use of resources:

Motivation leads to greater employee involvement and lesser wastages. This leads to optimum utilization of resources.

Interaction between the individual and the situation:

Motivation is not a personal trait but an interaction between the individual and the situation.

Goal-directed behaviour:

Motivation leads to an action that is goal oriented. Motivation leads to Accomplishment of organizational goals and satisfaction of personal needs.

STATEMENT OF THE PROBLEM:

Employee motivation being the basic driver of productivity, job satisfaction and overall success of the organization. Factors of motivation range from financial incentives, career development opportunities, recognition etc. In today's world, managers being more target centric sometimes forget to motivate the employees, which greatly impacts the performance of employees. Hence the researcher aimed to study the

OBJECTIVES OF THE STUDY:

- To identify the motivational factors in the organization.
- To know the impact of Motivation on job satisfaction among employees.
- To analyze which motivation factor encourages the employees to perform well.
- To provide certain suggestion for the improvement of organization's performance.

SCOPE OF THE STUDY:

- The study is intended to evaluate the level of motivation of employees in the organization.
- A good motivational program/procedure is essential to achieve goal of the organization. If efficient provided for employee at regular intervals they would be more productive at organization.
- The organization can achieve its efficiency by developing a good organizational culture.

NEED OF THE STUDY:

- Every successful organization is backed by a committed employee base, and the commitment is the outcome of motivation and job satisfaction.
 - It is the energy that compels employees towards organizational objective. It would be impossible for the organization to generate performance without commitment
 - In order to create a competitive advantage, organization needs to have a competitive employee policies and practices.
- Hence, a project is conducted to see how different variables motivate employees and support the organization to improve the performance of employees.

• COMPANY PROFILE

Machado Sons was made a private limited company during the year 1992 and it was during this period Shri. Vikrant Machado took charge of the company and was at the helm of activities that made Machado Sons Pvt. Ltd. the Leaders of the Industry and made brand “Machado” synchronize with “Shipping & Customs Clearance”. Since then “Machado” has never looked back and has added Freight Forwarding, Steamer Agency Transportation and Fumigation & Pest control to its scope of activities.

COMPANY LOGO:



INFRASTRUCTURE:

SIinfra Structure strengths are as under:

- Highly Qualified and well experienced Staff strength of 45 no's.
- Offices situated within the port area itself.
- 24hrs working office operating under shifts.
- A warehouse for your storage needs.
- Leased internet line for complete office is WIFI enabled

REVIEW OF LITERATURE

AZASH ET AL, (2011)

Rensis Likert has called motivation as the core of management. Motivation is the core of management. Motivation is an effective instrument in the hands of the management in inspiring the work force. It is the major task of every manager to motivate his subordinate or to create the will to work among the subordinates. It should also be remembered that the worker may be immensely capable of doing some work, nothing can be achieved if he is not willing to work. Creation of a will to work is motivation in simple but true sense of term. Motivation is an important function which every manager performs for actuating the people to work for accomplishment of objectives of the organization.

RISAMBESSY ET AL (2012) realized the importance of motivated and satisfied employees as important contributors towards long term objectives. It has made organizations to cater to the expectations and needs of the employees and could expect the similar response. Motivation also positively influences performance at individual and group level ultimately affecting the organizational performance.

RESEARCH METHODOLOGY

RESEARCH DESIGN:

A research design is considered as the frame work or plan for a study that guides as well as helps

the data collection and analysis of data. The research design in this project is discipline in nature

SAMPLE DESIGN:

By adopting random sampling method, 50 respondents was selected from Machado Sons Private Limited, Tuticorin.. and the questionnaire was distributed to get the primary data from them.**TOOLS FOR ANALYSIS:**

After the data have been collected it has to be analyzed the data obtained from the questionnaire is consolidated Tabulation is a past of technical procedure where in classified data are put in the form of tables two tables obtained should be analyzed with statistical technique and tools so that interpretation would be precise.

After internship the results suitable suggestions are given the statistical tool used for analyzing the data collected are

- Simplepercentage analysis
- ANOVA
- Ttest

❖ SIMPLEPERCENTAGE ANALYSIS:

Percentage analysis is a method to represent raw streams of data was a percentage for better understanding of collected data.

Percentage analysis = Number of respondents / Total number of respondents ×100.

❖ ANOVA:

Theanovatestisperformedbycomparingtwotypesofvariationthevariationbetween samplemeansaswellasthevariationwithineachofthesamples.Ifthep-valueislessthan 0.05 the analystrejects the anova testand vice versa.

Thereare three typesof anovatestoneway analysisanova,twoway analysisanovaandn way analysis of variance.

Formulae,

$$F = MST / MSE$$

❖ T-TEST:

The t-test for two variables is not a common term in statistics. However, if you are referring to a specific statistical test for comparing means or assessing the relationship between two

variables, it could be either a correlation test or a regression analysis.

Table 1.1

ANOVA-Experienceandagreedstatements

H0: There is no significance association between Experience and below mentioned statements.

H1: Relationship between Experience and Motivational Level of Top Management

H2: Relationship between Experience and adequacy in Opportunities for Professional Growth

H3: Relationship between Experience and Effectiveness of communication within team.

H4: Relationship between Experience and Compensation and benefits is fair and competitive.

VARIABLE	EXPERIENCE	MEAN	SD	F VALUE	P VALUE
Motivational Level of Top Management	Below 1 year	4.6 667	0.577 35	0.293	0.830
	1-3 years	4.3 913	0.722 32		
	3-5 years	4.2 727	0.786 25		
	Above 5 years	4.2 308	1.012 74		
	Total	4.3 400	0.798 21		
Opportunities for Professional Growth	Below 1 year	4.3 333	1.154 70	0.730	0.539
	1-3 years	4.3 043	0.822 12		
	3-5 years	4.4 545	0.687 55		
	Above 5 years	4.6 923	0.630 43		

	Total	4.4 400	0.760 24		
Effectiveness of communication within team	Below1year	4.0 000	1.000 00	0.213	0.887
	1-3years	4.3 913	0.838 78		
	3-5years	4.3 636	0.674 20		
	Above5years	4.3 077	0.854 85		
	Total	4.3 400	0.798 21		
	Below1year	4.3 333	1.154 70		
	1-3years	4.4 783	0.730 48		

Compensation and benefits is fair and competitive.	3-5years	4.5455	0.52223	0.186	0.905
	Above5years	4.6154	0.65044		
	Total	4.5200	0.67733		

$P > 0.05$ is not significant at the 0.05 level (2-tailed).

INFERENCE:

The results of ANOVA test showed that there was no significant difference of P ($0.830 > 0.05$) between the Experience and Motivational Level of Top Management, P ($0.539 > 0.05$) between Experience and adequacy in Opportunities for Professional Growth, P ($0.887 > 0.05$) between Experience and Effectiveness of communication within team and the P ($0.905 > 0.05$) between Experience and Compensation and benefits is fair and competitive.

There is no significant difference between Experience and all agreed statements.

Table 1.2
INDEPENDENT SAMPLE T TEST-Gender and satisfaction level statements
INDEPENDENT SAMPLE T TEST:

H0: There is no significance relationship between the gender and satisfaction level statements.

H1: There is significance relationship between the gender and satisfaction level statements.

SATISFACTION LEVEL	GENDER	MEAN	SD	t VALUE	p VALUE
Level of satisfaction	Male	4.4194	0.71992	2.715	0.009
	Female	4.8947	0.31530		
Incentives provided by the organization	Male	4.3226	0.97936	1.025	0.311
	Female	4.5789	0.60698		

Opinion regarding participation	Male	4.4839	0.67680	0.501	0.619
	Female	4.5789	0.60698		
Motivational factors as the Employee performance	Male	4.6452	0.60819	0.224	0.824
	Female	4.6842	0.58239		

$P > 0.05$ is not significant at the 0.05 level (2-tailed).

P value 0.05 there is no significance difference between gender and satisfied statements.

INFERENCE:

There is no significance difference in the satisfactory levels based on the gender

Table 1.3
Agewise classification

S.No	Particulars	No.ofrespondents	Percentage
1	18to25	1	2%
2	26to35	25	50%
3	36to45	18	36%
4	46to60	6	12%
Total		50	100%

Source:PrimaryData

INFERENCE:

From the above table it is inferred that 50% of the respondents belong to age group of 26-35, 36% of the respondents belong to age group of 36-45, 12% of the respondents belong to age group of 45-60 and 2 % of the respondents belong to age group of 18-25.

Table 1.4
Genderwise classification

S.No	Particulars	No.ofrespondents	Percentage
1	Male	31	62%
2	Female	19	38%
Total		50	100%

Source:PrimaryData

INFERENCE
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From the above table it is inferred that 62% of the respondents were male and 38% of the respondents were female.

Table 1.5
Maritalstatusclassification

S.No	Particulars	No.ofrespondents	Percentage
1	Married	33	66%
2	Unmarried	16	32%
3	Widow	1	2%
4	Divorced	-	-
Total		50	100%

Source:PrimaryDataINFE

RENCE:

Fromtheabovetableitisinferredthat66%of the respondents were married, 32% of the respondents were unmarried, 2% of the respondents were widow and none of the respondents were divorced.

Table 1.6
EducationQualificationwise classification

S.No	Particulars	No.ofrespondents	Percentage
1	SSLC	2	4%
2	HSC	2	4%
3	Graduate	30	60%
4	PostGraduate	16	32%
Total		50	100%

Source:PrimaryData

INFERENCE:

From the above table it is inferred that 60% of the respondents were graduate, 32 % of the respondents were postgraduate and 4% of the respondents have HSC qualification and SSLC qualification. Totally 100% of the respondents have knowledge of education.

Table 1.7
Experience wise classification

S.No	Particulars	No.ofrespondents	Percentage
1	Below1year	3	6%
2	1-3years	23	46%
3	3-5years	11	22%
4	Above5years	13	26%
Total		50	100%

Source:PrimaryData

INFERENCE:

From the above table it is inferred that 4% of the respondents have 1-3 years of experience, 26% of the respondents have more than 5 years of experience, 22% of the respondents have 3-5 years of experience and 6% of the respondents have experience of less than 1 year.

Table 1.8
Designation wise classification

S.No	Particulars	No.ofrespondents	Percentage
1	Manager	6	12%
2	Assistantmanager	9	18%
3	Staffs	29	58%
4	Workers	6	12%
Total		50	100%

Source:PrimaryData

INFERENCE

From the above tableitisinferred that58% of the respondents were Staffs, 18% of the respondents were Assistant manager and 12% of the respondents were Manager and workers.

Table 1.9

Monthlysalarywiseclassification

S.No	Particulars	No.ofrespondents	Percentage
1	Below 10000	5	10%
2	10000-20000	26	52%
3	20000-30000	12	24%
4	Above30000	7	14%
Total		50	100%

Source:PrimaryData

INFERENCE:

From the above table it is inferred that 52% of the respondent's salary was between 10000-20000, 24 %of the respondent's salary was between 20000-30000, 14% of the respondent's salary was above 30000 and 10% of the respondent's salary was below 10000

Table 1.10
Motivational factors of the respondents

S.No	Particulars	No. of respondents	Percentage
1	Awards	9	18%
2	Rewards	24	48%
3	Promotion	8	16%
4	Recognition	9	18%
Total		50	100%

Source: Primary Data

INFERENCE:

From the above table it is inferred that 48% of the respondents choose rewards as their motivational factors, 18% of the respondents choose awards and recognition and 16% of the respondents choose promotion as their motivational factor.

Table 1.11
Work affecting factors of the respondents

.No	Particulars	No. of respondents	Percentage
1	Financial rewards	9	18%
2	Working environment	16	32%
3	Job security	15	30%
4	Others	10	20%
Total		50	100%

Source: Primary Data

INFERENCE:

From the above table it is inferred that 32% of the respondents choose working environment as their work affecting factor, 30% of the respondents choose job security, 20% of the respondents choose others and 18% of the respondents choose financial rewards as their work

affecting factor.

Table 1.12s

Rewardssystemoftherespondents

S.No	Particulars	No.ofrespondents	Percentage
1	Autonomy	9	18%
2	Equity	15	30%
3	Recognition	10	20%
4	Ability	16	32%
Total		50	100%

Source:PrimaryData

INFERENCE:

From the above table it is inferred that 32% of the respondents choose ability as the reason for their reward system, 30 % of the respondents choose equity, 20 % of the respondents choose recognition and 18% of the respondents choose autonomy was the reason for their reward system.

FINDINGS

- Majority of the Employees belong to the age category of 26-35 and 62% of the employees were male.
- The study reveals that 66% of employees were married.
- About 60% of the employees are graduated.
- About 46% of employees have 1-3 years of experience
- Majority 58% of employees were staff.
- The significant portion of respondents reported 52% of the salaries between 10000- 20000 indicating a moderate income level among participant.
- Most of the motivational factors from Machado sons are destined to Rewards, Awards and Recognition.
- Majority 42 % of the respondents choose salary increase was the reason for employee's performance motivation.
- About 32% of the respondents choose working experience in Machado sons was one of the factors which affect their work performance.

- About 32% of the respondents choose Machado sons private ltd for their ability in reward system.

SUGGESTIONS

1. Most of the employees in Machado sons' pvt ltd agree that the performance appraisal activities are helpful to get motivated, so the company should try to improve performance appraisal system, so that they can improve their performance.
2. Non financial incentives plans should be implemented; it can improve the productivity level of employees in Machado sons' pvt ltd.
3. Machado sons' pvt ltd should give importance to communication between employees and gain co-ordination through it.
4. Skills of the employees should be appreciated in Machado sons' pvt ltd.
5. Better career development opportunities should be given to the employees in Machado sons' pvt ltd for their improvement.

CONCLUSION

The study concludes that, the motivational program procedure in MACHADO SON'S PRIVATE LTD is found effective but not highly effective. The study on employee motivation highlighted so many factors which will help to motivate the employees. The study was conducted among 50 employees and collected information through primary data. The study helped to findings which were related with employee motivational programs which are provided in the organization.

The performance appraisal activities really play a major role in motivating the employees of the organization. It is a major factor that makes an employee feels good in his work and results in his satisfaction too. The organization can still concentrate on specific areas which are evolved from this study in order to make the motivational programs more effective. Only if the employees are properly motivated-they work well and only if they work well the organization is going to benefit out it. Steps should be taken to improve the motivational programs procedure in the future. The suggestions of this report may help in this direction.

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