



Impact of Employee Motivation on Organizational Growth

Mrs. MBVSV Lakshmi¹, Dr T. Varalakshmi², Mohd Muzaffar Ahmed³

¹Professor – MBA Dept., Institute of Aeronautical Engineering, Dundigal, India

²HoD & Professor - MBA Dept., Institute of Aeronautical Engineering, Dundigal, India

³Student – MBA, Institute of Aeronautical Engineering, Dundigal, India

Emails: n.bhavanilakshmi@iare.ac.in¹, hod-mba@iare.ac.in², muzaffar7228@gmail.com³

Abstract

This paper provides in-depth information of the crucial area of employee motivation inside organizations. Engaged and driven workers are a valuable asset to any company, as they greatly boost output, foster creativity, and foster a nice work environment. Putting effective motivation into practice requires a deep understanding of the unique dynamics that exist inside each organization. The study combines theoretical frameworks from human resources and management strategies with sophisticated qualitative methods to construct a comprehensive model. Fundamental elements of this model encompass assessing the factor of motivation, employee performance, and impact of employee motivation on organizational productivity and growth. This research enhances the current body of literature by introducing a framework for understanding the factors for employee motivation. It provides valuable insights applicable to administrations, industry professionals, and policymakers and strategy makers within the realm of organization.

Keywords: Employee motivation; Organizational performance; Productivity; Employee perceptions; Employee behaviour.

1. Introduction

Employee motivation refers to the dedication and innovative drive individuals bring to their work each day, profoundly influencing all aspects of a company, positively or negatively. Motivated employees actively strive to fulfil tasks, enhancing productivity and serving as role models for colleagues. Organizations possess the capacity to cultivate employee motivation beyond traditional incentives like raises and promotions. Tailored incentives such as flexible work arrangements, professional growth opportunities, and recognition programs can effectively foster motivation. This research recognizes that professionals prioritize a supportive work environment over monetary compensation [1]. Factors such as stress levels, work-life balance, career advancement opportunities, and social benefits significantly influence employee motivation. Creating conducive conditions for creativity is crucial as employees are essential contributors who require

an environment conducive to realizing their potential and delivering results [2]. The primary objective of this research is to analyse various factors—including salary, promotions, recognition, etc.—contributing to employee motivation and assess their relationship with performance.

1.1 Purpose

The purpose of this research paper is to comprehensively examine the dynamics of employee motivation within organizational contexts and to assess its direct influence on the overall growth and success of the organization. Through an in-depth exploration of motivational theories, strategies, and practices, this study aims to identify the key factors that drive employee motivation and how these factors contribute to organizational growth. By analysing the relationship between employee motivation and various indicators of organizational performance, such as productivity, innovation, employee

retention, and job satisfaction, this research seeks to provide valuable insights for organizational leaders and practitioners in optimizing motivational strategies to foster sustained growth and competitiveness in today's dynamic business environment [3].

1.2 Objectives

- To assess the relationship between employee behaviour and organizational productivity.
- To evaluate the significance impact of employee motivation on organizational growth.

2. Methodology

To effectively assess the required information, several crucial steps are involved. Initially, it is essential to gather employee data and industrial insights to establish a understanding of the organization and its employee. The study adopts a "Descriptive Research" research design, focusing on summarizing and organizing data to facilitate better understanding. The primary aim of this design is to offer a succinct overview of the samples, without basing descriptive statistics on probability theory [4]. Statistical tools such as Correlation, ANOVA, and Regression are utilized to analyse the data effectively. The outcomes of this analysis are then assessed utilizing key performance indicators (KPIs) such as the motivational factor, effectivity on employees, and contribution to organizational development [5].

Summary Output: Ho1 Employee behaviour and Organizational productivity are independent table 1.

Table 1 Satisfaction of Employee

| Satisfaction of employee | Effectiveness of motivation on performance |
|--------------------------|--|
| 13 | 28 |
| 57 | 72 |
| 29 | 2 |
| 1 | 0 |
| 2 | 0 |

2.1 Correlation Analysis

Table 2 Correlation Analysis

| | Satisfaction of employees | Effectiveness of motivation on performance |
|--|---------------------------|--|
| Satisfaction of employee | 1 | |
| Effectiveness of motivation on performance | 0.83893024 | 1 |

Interpretation: The correlation coefficient of 0.8389 reveals a strong positive correlation between the motivation level of employees and the effectiveness of motivation on performance. This indicates that as employees' motivation level increases, the effectiveness of motivation on performance also increases. In other words, when employees are more motivated, they are more likely to perform better table 2.

2.2 Regression Analysis

Table 3 Regression Analysis

| Regression Statistics | |
|-----------------------|----------|
| Multiple R | 0.83893 |
| R Square | 0.703804 |
| Adjusted R Square | 0.605072 |
| Standard Error | 14.68168 |
| Observations | 5 |

Table 4 ANOVA

| ANOVA | df | SS | MS | F | Significance F |
|------------|----|---------|---------|-------|----------------|
| Regression | 1 | 1536.54 | 1536.54 | 7.128 | 0.075 |
| Residual | 3 | 646.65 | 215.55 | | |
| Total | 4 | 2183.2 | | | |

Interpretation: The results of the regression analysis suggest a potential relationship between the "Effectiveness of motivation on performance" and outcome variable, but it is not deemed statistically significant (p=0.0757). The coefficient value of 0.6284 suggests that with every one-unit



increase in motivation effectiveness, there is an estimated increase of 0.6284 units in the outcome table 3. The R-squared value of 0.7038 indicates that the model explains 70.38% of the variability, while the adjusted R-squared value of 0.6051 shows slight changes. Although the model displays some predictive capacity, further examination is necessary to confirm the importance of this connection table 4.

Summary Output: H02 No significant impact of employee motivation on organizational growth.

Table 5 Employee Motivation

| Employee motivation | Contribution to organizational growth |
|---------------------|---------------------------------------|
| Employee motivation | Employee motivation |
| Employee motivation | Employee motivation |
| Employee motivation | Employee motivation |
| Employee motivation | Employee motivation |
| Employee motivation | Employee motivation |

2.3 Correlation

Table 6 Correlation

| | Employee motivation | Contribution to organizational growth |
|---------------------------------------|---------------------|---------------------------------------|
| Employee motivation | 1 | |
| Contribution to organizational growth | 0.9157 | 1 |

Interpretation: The analysis reveals a correlation coefficient of 0.9157, indicating a strong positive correlation between employee motivation and contribution to organizational growth table 5. This suggests a significant relationship between these variables, suggesting that as employee motivation increases, their contribution to organizational growth also increases. In simpler terms, motivated employees are more likely to make positive

contributions to the growth and success of the organization table 6.

Findings

- The study highlights the significance of contribution to organizational growth in the context of employee motivation. It suggests that factors contributing to organizational growth significantly influence the impact of employee motivation on outcomes.
- The findings suggest that understanding employee motivation is crucial for promoting organizational growth.
- The study's findings have significant implications for organizational policies. It highlights the importance of developing strategies to motivate employees and improve their contributions to organizational growth, which can help organizations achieve their objectives and drive success.

Conclusion

On the basis of the data analysis and interpretations, the research concludes that respondents get fair opportunities in the organization. Employee motivation plays a crucial role in organizational growth and success. A motivated workforce is more productive, creative, and committed to achieving organizational goals, leading to increased efficiency, quality, and profitability. Employee motivation is also linked to reduced employee turnover, improved work-life quality, and enhanced customer satisfaction. Organizations that focus on nurturing a motivated workforce are more likely to experience significant growth and achieve their objectives. As such, employee motivation should be a key consideration for organizations seeking sustainable growth and improved performance.

References

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specific goals and objectives of the organization. [1]

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- [5]. Richard Ryan & Deci, (2000) "Motivation in the Workplace: A Comprehensive Review": The authors delve into the self-determination theory, giving prominence to the importance of motivation. The study asserts that organizations that cultivate autonomy, competence, and relatedness witness a boost in employee motivation, ultimately contributing positively to the overarching growth of the organization. [5]