"A Study on Employee Motivation With Reference to Gradious Technologies"

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ABSTRACT
Employee motivation is considered as a force that drives the employees toward attaining specific goals and objectives of the organization. Now days, it is one of the sizzling issue in organizations since every wants to make best use of their financial and human resources. Main purpose of this study is to inquire that what kind of factors influence employ motivation in Pakistan and finding up to which extent motivation affects the employ performance. The results of this study show that significant and positive relationship exists between employee motivation and employee performance. It is also concluded that intrinsic rewards has a significant positive relationship with employee performance and employee motivation. This study concludes that employee perceived training effectiveness has a negative relationship with motivationEmployee motivation is the key factor to help up the capacity of an association. In the globalization stage, each organization needs to continue itself in a furiously focused market.Inspiration can assume a lead job to get the expert achievement in each budgetary year in a less exertion way. While trying to find what inspires representatives, representative inspiration inquire about papers report that what spurs laborers today is fundamentally connected to the qualities and objectives of the person**.** As individuals turned out to be progressively taught and the economy saw a sharp decay of the Protestant hardworking attitudes, what representatives needed from their managers changed also.
 Keywords: Employee Motivation, Employ Performance, Intrinsic Rewards, Employee Perceived Training Effectiveness

I.   INTRODUCTION
Motivation is a significant factor that urges people to give their best execution and help in arriving at big business objectives. Solid positive inspiration will empower the expanded yield of workers yet a negative inspiration will decrease their exhibition. A key component in work force the executives is motivation. Intrinsic Motivation Intrinsic motivation is a type of motivation in which an individual is being motivated by internal desires. For example, let's say an individual named Bob has define himself an objective to start shedding pounds and getting more beneficial. How about we likewise envision that Bob's motivation to seek after this way of wellness and wellbeing is to improve his wellbeing in general and feel more joyful with his appearance. Since Bob's craving to change originates from inside, his inspiration is intrinsic.

Extrinsic Motivation Extrinsic motivation, on the other hand, is a type of motivation in which an individual is being motivated by external desires. Instead of being inspired by the need to look better and feel more beneficial, suppose that Bob was feeling pressure from his significant other to thin down and improve his physical make-up with the goal that she would be more pulled in to him. Since this weight originates all things considered this is an example of extrinsic motivation. Positive Motivation In real sense, motivation means positive motivation.

Positive motivation initiates individuals to do work in the most ideal way and to improve their presentation. Under this better offices and prizes are accommodated their better execution. Such rewards and offices might be money related and non-monetary. Negative Motivation Negative motivation aims at controlling the negative endeavors of the work and tries to make a feeling of dread for the laborer, which he needs to languish over absence of good execution.

All types of motivation are going to fall into one of the two categories above. Now that we've covered these motivational types and provided you with some examples, here are minor forms of motivation that are capable of making a big impact in your life. Reward-Based Motivation or Incentive Motivation Incentive motivation or

reward-based motivation is a type of motivation that is utilized when you or others know that they will be a reward once a certain goal is achieved. Since there will be something to anticipate toward the finish of an errand, individuals will regularly turn out to be increasingly resolved to oversee the undertaking with the goal that they can get whatever it is that has been guaranteed. The better the prize, the more grounded the inspiration will be.

Fear-Based Motivation The word "fear" carries a heavy negative meaning but when it comes to motivation, this is not necessarily the case. Anyone who is big on goal-setting and achievement knows that accountability plays a huge role in following through on goals. At the point when you become responsible either to somebody you care about or to the overall population, you make an inspiration for yourself that is established in the dread of disappointment. This dread encourages you to do your vision with the goal that you don't bomb before the individuals who know about your objective. Dread based inspiration is incredibly ground-breaking as long as the feelings of dread are sufficiently able to keep you from stopping.

Achievement-Based Motivation Titles, positions, and roles throughout jobs and other areas of our lives are very important to us. Those who are constantly driven to acquire these positions and earn titles for themselves are typically dealing with achievement-based motivation. Theories used for the Employee Motivation for Improving Business Operation Motivational factor for the employees to improve the business operation can be supported by some important theories of management field; those theories are the Abraham Maslow's Hierarchy of Needs theory, Herzberg's Two-factor theory, Expectancy theory and McGregor's X and Y theory. Maslow's Hierarchy of Needs Psychologist Abraham Maslow portrayed that in order to jump on the next level of psychological development, a person needs to satisfy himself or herself in all perspective, from where at present they existing.

II.   REVIEW OF LITERATURE

Origin of Motivation In the early 20th century, money was regarded as the most important input into the production of goods and services (Kreitner, 1995). However, after a series of researches, one known to be the "Hawthorne Studies", conducted by Elton Mayo from 1924-1932 at the Hawthorne Works of the American Western Electric Company in Chicago, it was observed that employees were not motivated solely by money but that employee behavior was linked to

their attitudes (Dickson, 1973, in Lindner, 1998). The Hawthorne studies began the human relations approach to management, whereby the needs and motivation of employees become the primary focus of managers (Bedeian, 1993). This paved way for other theories and definitions on motivation and performance at the work place. 2.2. Definition of Motivation

There have been various definitions of motivation across different disciplines in the academia ranging from the fields of management, psychology to allied sciences. According to Kreitner and Kinicki (1998) and Ramlall (2004), motivation is derived from the Latin word "movere" which means to move. Butkus and Green (1999) also stated that motivation is derived from the word "motivate" which also means to move, push or persuade to act to satisfy a need. However, Mol (1992) differentiated between the terms "movement" and "motivation". Mol (1992) described movement as carrying out a task in order to be compensated or remunerated while motivation is the voluntary involvement, and decision of a person to carry out a task. Page (2008) in his article on non-monetary incentives in the workplace defined motivation as the process that accounts for an individual's intensity, direction and persistence of effort toward attaining a goal. In Cole (1996), motivation is essentially about what drives a person to work in a particular way and with a given amount of effort.

Motivation has been defined as 'a decision making process through which the individual chooses desired outcomes and sets in motion the behaviours appropriate to acquiring them' (Huczynski& Buchanan,1991, in Dartey-Baah, 2010). Lindner (2004) also sees motivation as a psychological process that gives behaviour purpose, purpose and direction. Robbins (2005) defined motivation as the "willingness to exert high levels of effort toward organisational goals, conditioned by the effort's ability to satisfy some individual need". According to Robbins (2005), a need is an internal state that makes certain outcomes appears attractive and an unsatisfied need creates tension that stimulates drives within an individual

These drives generate search behaviour to find goals that if attained, will satisfy the need and lead to the reduction of tension (Robbins, 2005). Baron (1983, in Mol, 1992) also defined motivation as a set of processes concerned with a kind of force that energizes behaviour and directs it towards achieving specific goals. It further states that not only motivation can influence performance, but that performance can also influence motivation, if

followed by rewards. Carraher et al. (2006) advocates that there should be an effective reward system to retain the high performers in organizations and reward should be related to their productivity. Baron (1983) therefore concludes organizations could benefit from implementing total reward programmes that focus on formal reward policies.

Shah and Shah (2010) defined motivation as inspiring people to work; individually or in groups in such a way as to produce best results. It further states that, motivation is a general term applied to the entire class of drives, desires, needs, wishes and similar forces. Shah and Shah (2010) noted that to say that managers motivate their subordinates is to say that they do those things which they hope will satisfy these drives and desires and induce the subordinates to act in a desired manner.

III. NEEDS FOR THE STUDY

Need for study on Employee motivation 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 need to have a competitive employee policies and practices. Motivation is an important stimulation which directs human behavior. No individual has same attitude or behavior, hence in midst of this diversity organization are supposed to frame practices which will be able to satisfy the group and not just an individual. Organization should be abe to identify and evaluate internal motivation which an employee derives from job satisfaction and further enhance it with external motivation as required for which organization could take note of motivation theories.

There have been number of theories on motivation explaining similar aspects of motivation, they are as following:

Maslow's need hierarchy theory: The theory explains five levels of need which follow a hierarchy. The need for the next level arises with the fulfillment of the earlier need. Following are the needs Physiological needs, safety and security need, Social need, Self worth and Self actualization. There are exception to the theory that sometimes the need may not follow the hierarchy due to unpredictable attitude and behavior of the human being.

Herzberg's two-factor theory: The theory is also known as two factor theory motivation factors and hygiene factors. The theory states that there are certain factors in the organizational environment which if present will be to motivate the employees and certain factors if available may satisfy the employees but if not there do not lead to dissatisfaction. McGregor's theory 'x' and theory 'y': The theory states that function of motivating people involves certain assumption about human nature. Theory X and Y are two sets of assumptions about the nature of people. Every set of nature will have to adopt different way to motivate and achieve the results.

Vroom's valence x expectancy theory: The theory is also known as expectancy theory and states that the behavior of an employee depends on the expected outcome of the act. Goal-setting theory: The theory is based on the principle of goal clarity being an important factor of motivation.

ERG theory of motivation: The theory proposed by Clayton is an modified version of Maslow's theory of hierarchy of need. The theory divides needs in to three categories Existence, relatedness and growth. McClelland's theory of needs: The theory stresses that the human behavior is affected by three needs Power, Achievement and Affiliation. Reinforcement theory of motivation: The theory founded by B F. Skinner and his associates proposed that the individual behavior if function of its consequence. It is based on the law of effect. Equity theory of motivation: The theory is based on the principle of equality. It states that the motivation is related to directly to the perception of equity practiced by the organization

IV. OBJECTIVES OF THE STUDY
- To study employee motivation and its importance in the organization
- To study the different incentives and motivational factors effectively promote innovation and increase employee motivation in the organization
- To study the difference between intrinsic and extrinsic motivation

V. SCOPE OF THE STUDY
- Scope of the Study is to get much further recognition of the research study subject, various motivation concept versions was studied.
- Three motivation concepts are studied which are Maslow's Hierarchy of Demands, Herzberg's Two-Factor concept, as well as Vroom's Expectancy concept.
- The significance is that a quantitative approach was administered to obtain further information.

Financial benefit, individual development, as well as work-life balance as the three majorities of significant motivation elements for workers

VI.   RESEARCH METHODOLOGY
Source of data collection:
* Both primary data and secondary data collection methods were used in order to acquire data for this research.
* Primary data was obtained by building the survey questions and understanding a sample set of employees
* Then, Secondary data was gathered through sources such as research articles, web pages, and some projects related to motivation theories. The theoretical framework of this study is built based on the knowledge gained from this step.

The methods that are been used:
* **Scheduled questionnaire method** - In a sample size of 100 who were taken covering different levels of the organization and different departments were given a questionnaire which is prepared through Google forms and has been forwarded through emails of the employees. The total population is 1000
* **Pie charts and line graphs** are used to illustrate the numerical proportion
* **Analyzing the information -** After the survey has been completed, I have tabulated the collected data and developed frequency distribution. Thus, frequencies and percentages were to render the impact of the study.

Sample Size:
* Random sampling is been used.
* The survey was done at Gradious Technologies Private Ltd.
* 100 employees were selected for the survey which it equal to ten percent of the workforce of the organization

VII.   LIMITATIONS
* The time, resources, and financial limits
* The research was restricted only to Gradious Technologies (Hyderabad campus).
* As a startup company, this organization consists of 1000 employees

VIII.   OBSERVATION
The observation of the study was to gather through

the following questionnaires:
1. Age of respondent?
2. Gender of respondent?
3. Experience of respondent?
4. How does work environment and infrastructure effect your motivation?
5. Does the level of motivation affect your performance?
6. Does job security existing in your company motivate you to work?
7. How is your relationship with co-worker?
8. Are there any promotional opportunities in your present job?
9. Do performance appraisal activities help to get motivated?
10. Does a career development opportunity help to get motivated?
11. Does management involve you in decision-making which are connected to your department?
12. Does periodically increased salary motivates you to work harder?
13. Type of incentive that motivate you to work?
14. How many years have you been working in your current position?
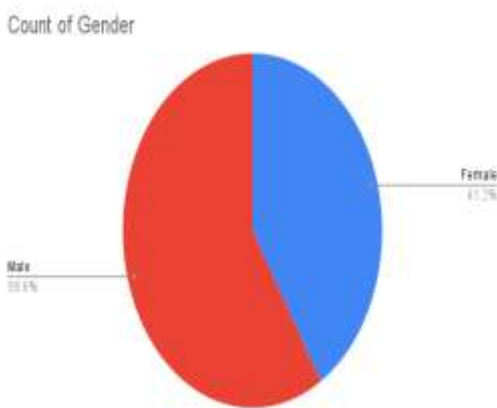
Data Analysis
Age of respondent:
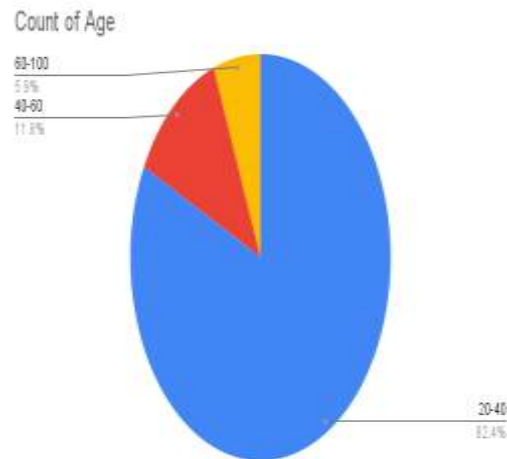
Age of respondents	Percentage
20-40	82.4%
40-60	11.8%

60plus	**5.9%**

Interpretation: The age of respondents has been mentioned in the above graph. Age from 20-40 is 82.4% believe that they are highly motivated and age from 40-60 is 11.8% are much more motivated than age group pf 60 plus that is 5.9%.
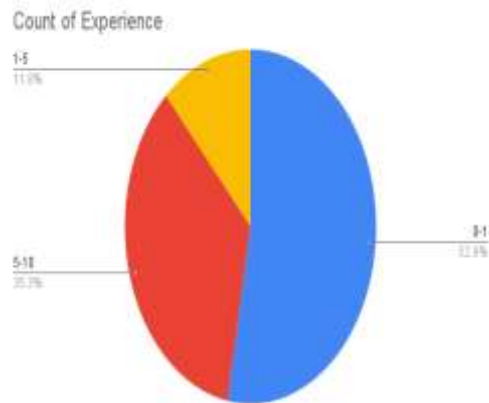
Gender of respondent

Count of Gender

Gender	Percentage
Male	**58.6%**
Female	**41.2%**

Interpretation: Respondents gender mentioned in the above graph. There are 41.2% female respondents believe that employee motivation is much more important and 58.6% male respondents believe in employee motivation.

Experience of respondent

Count of Experience

Years of experience	Percentage
0-1	**52.9%**
1-5	**11.8%**
5-10	**35.3%**

Interpretation: Years of experience has been mentioned in the above graph. From the above graph there are 52.9% of 0-1 years experienced respondents believe they are highly motivated than 11.8% of 1-5 years of experienced respondents are more motivated than 35.3% 5-10 years of experienced respondents.

**How does work environment and infrastructure effect your motivation?**

Count of How is the working environment and the infrastructure of the company?
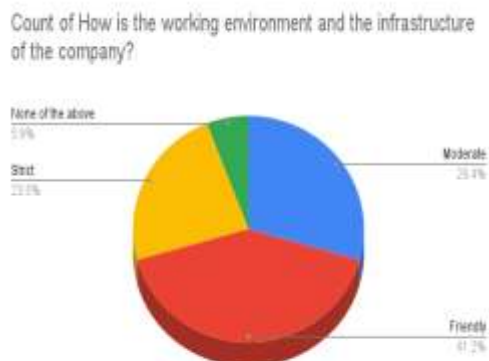
Working environment and Infrastructure	Percentage
Friendly	41.2%
Moderate	29.4%
Strict	23.5%
None of the above	5.9%

Interpretation: Work environment and Infrastructure of the company has been mentioned in the above graph. From the above 41.2% believe they are motivated from friendly environment and 29.4% are motivated from Moderate work environment and infrastructure and 23.5% believe strict environment helps to motivate and concentrate on work and 5.9% respondents are not affected from any environment and infrastructure**.**

Does the level of motivation affect your performance?
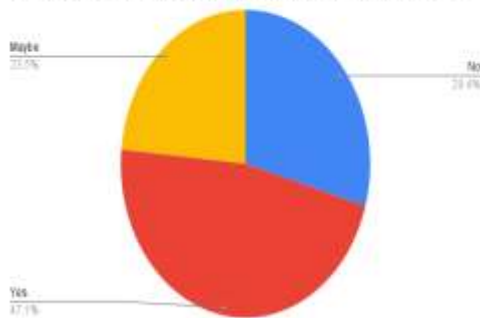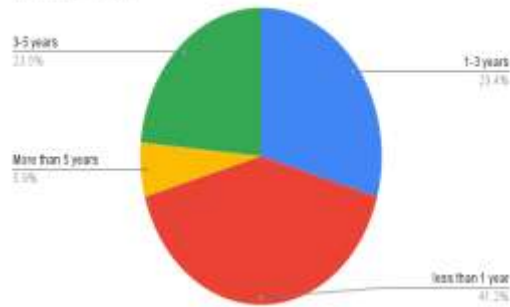

Level of motivation	Performance
Yes	47.1%
No	29.4%
Maybe	23.5%

Interpretation: In the above graph level of motivation effecting performance is mentioned. From the graph 41.7% respondents has agreed that level of motivation affect the performance and 29.4% has not agreed and 23.5% are Neutral.

**How many years have you been working in your current position?**

Years of working in current position	Percentage
Less than 1 year	41.2%
1-3 years	29.4%
3-5 years	23.5%
More than 5 years	5.9%

Interpretation: In the above graph respondents working in the current position are mentioned. Respondents working in current position less than1year are 41.2% and there are 29.4% respondents working in current position are from 1-3 years. 23.5% respondents working in current position are 3-5 years. 5.9% respondents in current position more than 5 years.

Does job security existing in your company motivate you to work?

Count of Job security existing in the company?
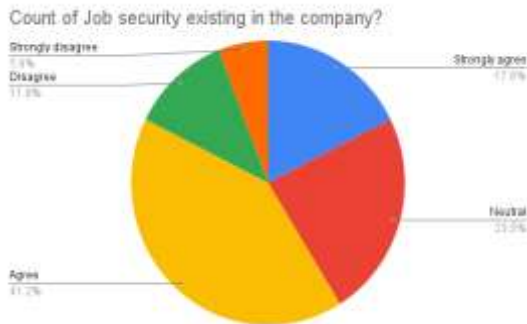
Job security	Percentage
Agree	41.2%
Strongly agree	17.6%
Neutral	23.5%
Disagree	11.8%
Strongly disagree	5.9%

Interpretation: In the above graph job security effecting motivation has mentioned. From the above graph 41.2% has agreed that job security motivates them to work and 17.6% has strongly agreed, 23.5% has neutral opinion and 11.8% has disagreed that job security does not effect the motivation and 5.9% has strongly disagreed.

How is your relationship with co-worker?

Count of How is your relationship with co-worker?
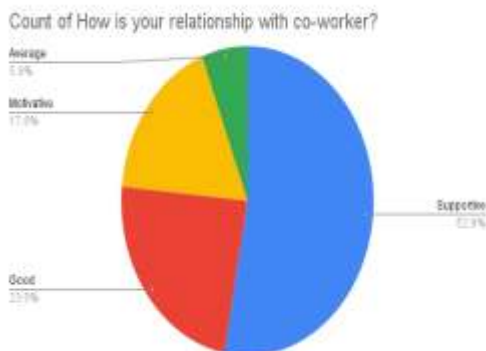
Relationship with co-worker	Percentage

Average	5.9%
Motivate	17.6%
Good	23.5%
Supportive	52.9%

Interpretation: In the above graph relationship with co workers effecting the motivation is mentioned. From the above graph 17.6% employees agree that if they are motivated with their co worker they perform well and 23.5% employee agree that good relationship with coworker motivates them to perform well and there after supportive 52.9% & 5.9% average motivates them to perform well.
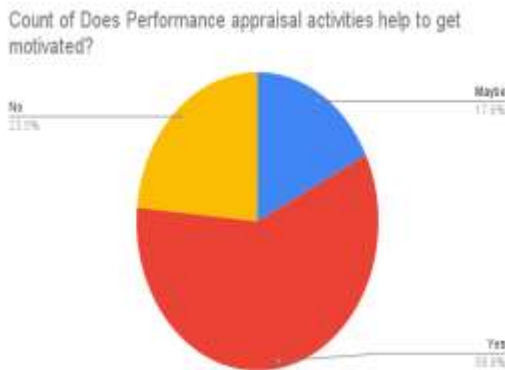
Do promotional opportunities motivate you to perform well?

Count of Promotional opportunities in your present job?
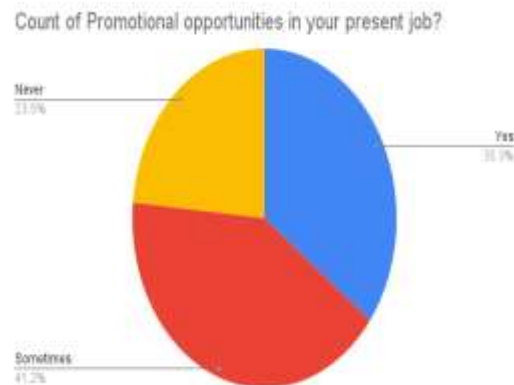
Promotional Opportunities	Percentage
Yes	35.3%
Sometimes	41.2%
Never	23.5%

Interpretation: In the above graph promotional opportunities effecting motivation of employee.From the above graph 35.3% has agreed that promotional opportunities motivate them to perform well and 41.2% respondents has agreed that sometimes promotional opportunities motivate them to perform well and 23.5% has not agreed

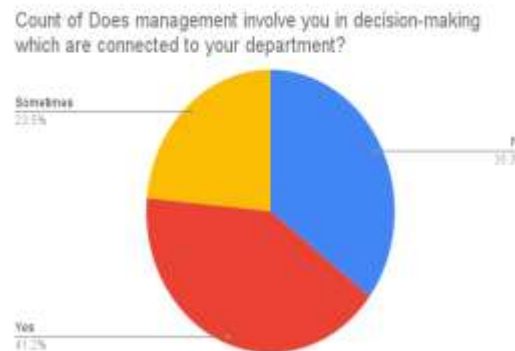**Do performance appraisal activities help to get motivated?**

Count of Does Performance appraisal activities help to get motivated?

Performance appraisal activity	Percentage
Yes	23.5%
Maybe	17.5%
No	58.8%

Interpretation: In the above graph performance appraisal activities is mentioned. From the above graph 23.5% has agreed that performance appraisal activity motivates employee and 17.5% respondents are neutral and 58.8% respondents do not agree.

Does a career development opportunity help to get motivated?

Count of Does Career development opportunities help to get motivated?

Career development opportunities	Percentage
Yes	64.1%
Maybe	17.6%
No	17.6%

Interpretation: In the graph career development opportunities effecting motivation is mentioned. From the above 64.1% has agreed that a career development opportunity motivates them to perform well. 17.6% has neutral opinion and 17.6% has not agreed with the above.

**Does management involve you in decision-making which are connected to your department?**

Count of Does management involve you in decision-making which are connected to your department?

Management involving in decision making	Percentage
Yes	41.2%
Maybe	23.5%
No	35.3%
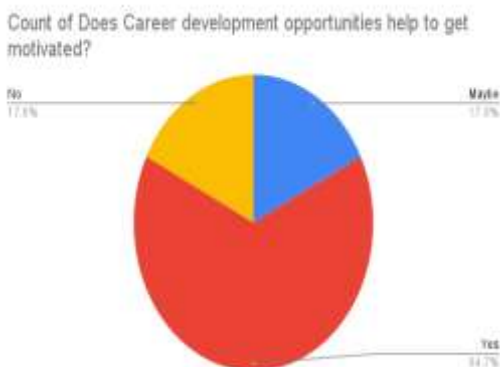
Interpretation: In the above graph management involving in decision making effect the motivation of the employee is mentioned. 41.2% has agreed that involving in decision making motivates them to perform well whereas 23.5% has neutral decision and 35.3% do not agree with the above.

Type of incentive that motivate you to work?

Count of Type of incentive that motivates you to work?
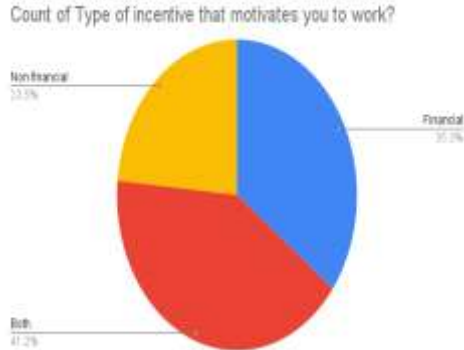
Type of incentive	Percentage
Financial	35.3%
Non-financial	23.5%
Both	41.2%

Interpretation: In the above graph types of incentive effecting motivation is mentioned. From the graph 35.3% financial incentive motivates and 23.5% non-financial incentive motivates and 41.2% respondents agreed financial and non- financial incentive motivates to work.

Does periodically increased salary motivates you to work harder?

Count of Periodical increase in salary?
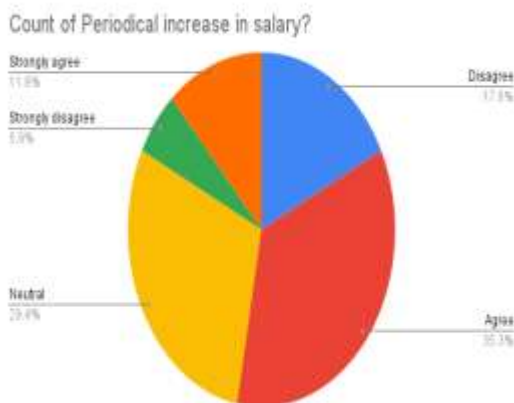
Increase in salary periodically	Percentage
Agree	35.3%
Strongly agree	11.8%
Neutral	29.4%
Disagree	17.6%
Strongly Disagree	5.9%

Interpretation: In the above graph effect of periodical increase in salary is mentioned. From the above graph 35.3% has agreed that periodical increase in salary motivates to work harder, 11.8% has strongly agreed and 29.4% has neutral opinion and 17.6% has disagreed and 5.9% has strongly disagreed.

IX. FINDINGS
- According to the survey, the majority of employees are satisfied with their current job with good infrastructure and working environment.
- Their level of motivation affects their performance
- From the above data, the majority of employees believe the flexibility of work is the first priority they stay for longer years in an organization
- And the most influencing factor that motivates the employee is work-life balance.
- According to the survey its believed that not only the financial incentive motivate them to work harder but also the non-financial incentive such as job security, promotion career development opportunities etc…

X. CONCLUSION
- The study concludes that, the motivational program procedure in GRADIOUS TECHNOLOGIE PRIVATE LTD is found effective but not highly effective. The study helped to findings which were related with employee motivational programs which are provided in the organization
- Motivation is an important aspect within any organization and consequently ought to be overseen appropriately if high profitability in the association is normal.
- 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.

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