

To Study the Level of Motivation on Employee Experience in Asteria Aerospace Limited, Bangalore

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ABSTRACT

These days, it is more important than ever to pinpoint the variables that influence employee motivation on employee experience due to the phenomenon of greater business competitiveness and the need for organization to adapt quickly to shifting operational and human needs. The purpose of this paper is to examine the employee motivation on employee experience in an organization. The success of any organization depends on the development of its human resources. The application of strategic management in cooperatives depends heavily on human resources management. However, it hasn't received the attention it merits in the cooperative institutions. Most cooperatives current organizational structures do not follow the fundamental guidelines for managing human resources in a solid institution. The cooperatives will need to develop sensible personnel policies that take effective motivation on employee experience and assessment into account. It is essential to develop standards for scientific staffing.

KEY WORDS: Job Satisfaction, Employee Performance, Motivation,

I. INTRODUCTION

Studying the level of employee motivation is an essential aspect of organizational research, as it provides insights into the factors that drive employee performance and job satisfaction. As an artificial intelligence language model, I do not have personal experience with employee motivation, but I have been trained on a vast amount of data on the subject. From this data, it is evident that motivated employees are more engaged, productive, and committed to achieving organizational goals, while demotivated employees may lack enthusiasm, initiative, and a sense of purpose. To study the level of employee motivation, researchers may use a range of methods, including surveys, interviews, and observation, to gain a comprehensive understanding of the various factors that contribute

to employee motivation and the extent to which employees are motivated in the workplace.

The findings from this research can provide valuable insights into the factors that drive employee motivation and identify areas where organizations can improve to enhance employee motivation, job satisfaction, and ultimately, performance. Motivation refers to a complexity of forces that inspires a person at work to intensify his desire and willingness to use his potentialities to perform in order to achieve organizational goals or objectives. This study investigates the relationship between motivation and the level of employee performance as applied to some selected insurance companies in Lagos.

What is Motivation?

Work Provocation is a stimulant from the company to ameliorate performance and meet the requirements of an hand. provocation is the continuity of work from someone that arises because of an impulse from within a person as a result of particular requirements, the influence of the physical terrain, and the social terrain. Grounded on this opinion it can be concluded that provocation is an internal and external force that drives and directs a person to achieve pretensions. Work provocation is told by colourful factors, videolike new knowledge and literacy openings.

Work Experience:

Work experience is the process of forming the knowledge of an employee about a work pattern that he does, work experience is a process of learning and developing the potential for good behaviour. employees cannot work due to several things, namely: employees do not understand how to get information, do not have the competency according to their duties, are not sure of their work and ability to complete their tasks. These things make employees do not have good performance, so work experience is one of the important things for employees. Based on some of the opinions above it

can be concluded that work experience is a skill or knowledge that has been owned and controlled by an employee for several periods of work time.

Employee performance:

Performance is a description of the level of achievement of implementing an activity program or policy in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization. performance is a result of the implementation of tasks and job responsibilities that have been given by the organization. Performance is a fulfilment of tasks that shape employee attitudes. Performance is a function of motivation and ability that is patterned in the behaviour of each individual.

II. LITERATURE REVIEW

Prihartono & Ali, 2020, The pledges ethics and marketing conception strategy as a competitive advantage on private advanced education (A check on perception of product attributes and creation blend in Indonesia). Talent Development and Excellence.

Harini,S., Hamidah, Luddin,M.R., & Ali,H.(2020). Analysis force chain operation factors of speaker's development miracle. the purpose of this study is to give empirical answers to the following exploration questions Are their significant connections between transformational leadership, organizational invention, and work stressors with workers' creativity and hand performance in the environment of small, medium enterprises.

Chauhan,R., Ali,H., & Munawar,N.A.(2019). structure performance service through transformational leadership analysis, work stress and work provocation. Hand performance is a performance as a result of performance that can be achieved by a person or group of people in an association both qualitatively and quantitatively, in agreement with their separate authorities, duties and liabilities in a trouble to achieve the pretensions of the association concerned fairly, doesn't violate the law and in agreement with morals or ethics.

Prayetno,S., & Ali,H.(2017). Analysis of lawyer's organizational commitment and lawyers work provocation to lawyer's performance and its impact on performance lawyer's office. Performance is commodity that must be possessed by every hand, where hand performance is veritably important in the productivity of a company. Hand performance in a company is told by colourful factors similar as work provocation and work experience. thus, the purpose of this exploration is to determine the effect of work provocation and work experience on

hand performance. The exploration methodology is unproductive associative with a quantitative approach. Repliers in this exploration were 40 workers of PT Tirta Kencana Tatawarna Bengkulu taken with a total slice fashion.

Ali,H., Mukhtar, & Sofwan.(2016). Work morality and effectiveness of operation transformative leadership boarding academy in the Jambi Province. Attaining workers' job satisfaction is pivotal to retain productive and effective workers. thus, one of the ways that may be effective help directors in adding the satisfaction among their followers is employing the right leadership style. An effective leader is one that command respect and trust by their followers.

OBJECTIVES OF THE RESEARCH

- To understand the colourful factors that drive h and provocation.
- To identify effective strategies for enhancing h and provocation.
- To increase fidelity against company.
- To study the effect of job elevations on worker s.
- To learn the hand satisfaction on the interpersonal relationship exists in the association.

HYPOTHESIS

H0 there's no significant association between age, work- experience, profession, type of company & type of prices & recognition preferred.

H1 there's a significant between age, work- experience, profession, type of company & type of prices & recognition preferred.

H0 There's no significant difference between age of the repliers and satisfaction positionwith the company operation.

H1 There's significant difference between age of the repliers and satisfaction position with the company operation.

H0 There's no significant relationship between the experience of the repliers and payment as the motivational factor to hand performance.

H1 There's significant relationship between the experience of the repliers and payment as the motivational factor to hand performance.

H0 Transformational Leadership has a positive and significant effect on hand work provocation at PT. Meritindo Sejahtera Jakarta.

H1 Job stress has a positive and significant effect on hand work provocation at PT. Meritindo Sejahtera Jakarta.

H0 Work provocation has a positive and significant effect on service performance at PT. Meritindo Sejahtera Jakarta.

H1 Job stress has a positive and significant effect on service performance.

SCOPE OF THE STUDY:

1. This research also aims to reach employees to understand whether they feel if their productivity has ever been impacted by the possibility of receiving recognition for their contributions.
2. This study makes use of Primary & Secondary data to venture into various Reward & Recognition Practices that other organizations are using.
3. The study is intended to evaluate motivation of employees in the organization.
4. A good motivational program procedure is essential to achieve goal of the organization. If efficient motivational programs of employees are made not only in this particular Organization but also any other organization.
5. The organization can achieve the efficiency also to develop a good organizational culture.

RESEARCH METHODOLOGY

Exploration methodology is a methodical way to break exploration problems. exploration methodology deals with exploration styles and takes into consideration the sense behind the system. It also deals with ideal of exploration study, the system of defining the problem, type of data collected, styles used for collecting and analysing data. It also deals with objects of exploration study; the system is defining the problem, type of data collection and the styles used for collecting the data. exploration design What's the study about Study is about defining provocation on hand experience. exploration design is a

methodical way to break exploration problems. exploration methodology deals with exploration styles and takes into consideration the sense behind the system. It also deals with ideal of exploration study, the system of defining the problem, type of data collected, styles used for collecting and analysing data. It also deals with objects of exploration study; the system is defining the problem, type of data collection and the styles used for collecting the data.

TYPES OF DATA COLLECTION:

- Primary data
- Secondary data

PRIMARY DATA: The primary data is collected through questionnaires meeting repliers personally and internet. The primary data is collected through asking the question conforming of following orders.

- Questionnaire

SECONDARY DATA:The data which have formerly been collected by someone differently or taken from published or unpublished source and which have been collected from.

- review of books
- digital libraries
- journals
- online database on other web resources.

SAMPLE SIZE: 200

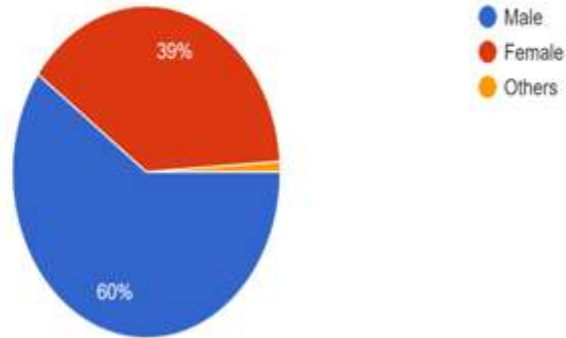
Analysis techniques: Random slice and questionnaire waynamed by experimenter to collect the data from the replier.

III. DATA ANALYSIS & INTERPRETATION

Gender	Responses	Percentage
Male	120	60
Female	78	39
Others	2	1
Total	200	100

Table showing gender of respondents.

Gender
 200 responses



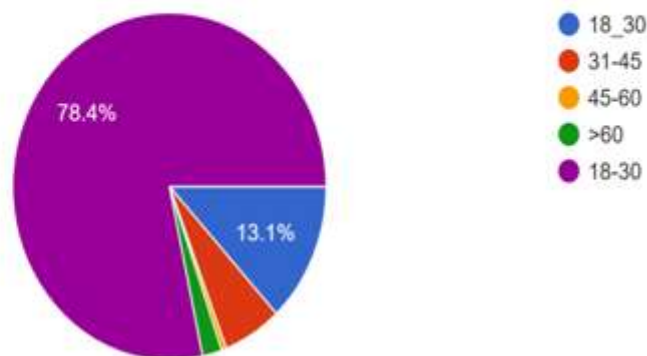
INTERPRETATION: 60% respondents are male; 39% respondents are female, and 1% respondents are others. As per the

responses the study shows that major motivation employee experience is seen in male than females in the employee of corporate sector.

Age	Responses	Percentage
18-30	82	91.5
31-45	12	6
46-60	1	0.5
>60	4	2
Total	200	100

Table showing age of the respondents.

Age
 199 responses



INTERPRETATION: 91.5% respondents are from 18-24 age group, 6% respondents are from 31-45 age group, 0.5% respondents are from 46-60 age group, lastly 2% respondents are from >60 age group. As per the responses major motivation on employee experience are 18-30 years age group.

IV. FINDINGS:

Positive work environment, firms actively and regularly engaging / communicating with employees, leading from front, adopting new technologies, creating work place culture, effective and consistently fair decision making, applying the correct leadership skills, regular job chats, drawing

development plans & following up, providing regular constructive feedback, working collectively as an industry to change people's perception of hospitality industry, jobs & career opportunities, understanding and amending the management approach to different generations and treating employees individually; will increase employee motivation which would result with higher staff retention levels.

LIMITATIONS OF RESEARCH

The exploration was conducted within the compass defined, in malignancy of that the exploration was bounded.

- The total number of repliers to this study is 200 only. therefore, the conclusions aren't a representation or a reflection of the entire population of India which may affect the results and findings about the consumer's perception county wide,
- The questionnaire made for collecting the data was circulated only to those people who were readily available. Added to this some repliers did not fill the complete questionnaire and only a specific group shared. therefore, the data collected might be different for different regions.
- Some repliers might have manipulated the data because of misapprehension or their particular impulses.
- likewise, it can be said that since the entire population and their opinion wasn't considered therefore the conclusions attained from the exploration cannot be generalized.

V. SUGGESTION & RECOMMENDATION

1. Define the exploration objects easily outline the purpose of your study, similar as understanding the factors that motivate workers, measuring their satisfaction and engagement, and relating any walls to provocation.
2. Choose applicable exploration styles elect exploration styles that align with your objects. Common styles include checks, interviews, focus groups, and compliances. checks are frequently effective for collecting quantitative data, while interviews and concentrate groups allow for in-depth qualitative perceptivity.
3. Develop a comprehensive questionnaire If you decide to use checks, design a questionnaire that covers colourful aspects of provocation, similar as natural and foreign factors, job satisfaction, work terrain, recognition, career development openings, and work- life balance. ensure your questions are clear, unprejudiced, and applicable to your exploration objects.

4. Use validated scales and criteria Incorporate established scales and criteria to assess provocation and hand experience. exemplifications include the Maslow Hierarchy of requirements, the Job Characteristics Model, the Hand Satisfaction indicator, or the Gallup Q12 Employee Engagement Survey.

5. ensure obscurity and confidentiality Assure actors that their responses will be kept anonymous and non-public. This will encourage them to give honest and accurate, feedback, performing in further dependable data.

6. elect a representative sample Determine the sample size and composition that directly represents your target population. Consider factors similar as department, job position, and demographics to insure a different and representative sample.

7. Analyse the data Once you have collected the data, use applicable statistical styles and qualitative analysis ways to examine the responses. Identify trends, patterns, and correlations between provocation situations and hand's gests.

VI. CONCLUSION

The comparative study on the impact of motivation on employee experience in asteriaaerospace limited has shed light on the significant challenges faced by organization incorporate sectors. The findings have provided valuable insights into the prevalence, consequences and contributing factors of motivation on employee's experience in the workplace.

The research also proved the importance of determining the frequency with which recognition should be made and the importance of Branding & Marketing the Reward & Recognition Programs for External & Internal Shareholders along with holding timely training sessions on the availability of such programs for the awareness of employees.

The research also covered examples of Reward & Recognition Programs as implemented by different organizations. This was specifically for those organizations which have an underwhelming program or a lack of one thereof. Through this research study, it can now be concluded that having a Motivational Path for employees is essential for every organization. However, such paths cannot be set in stone and have to be very dynamic in order to suit the varying needs of every employee.

Motivation leads to the development of every employee and the growth of the organization in the long run. It is imperative that organizations also set up Management Development Programs for their employees, especially those who show

potential. MDPs are a great way to train employees for the future and also instills a sense of Loyalty for the organization in their minds.

Wellness Programs also need to be undertaken by organizations to avoid burnouts & stagnancy in work & encourage Mental & Physical Well-being. Finally, it is important, as is with any decision taken by the organization for its employees, that regular feedback be taken of the Motivational and Reward & Recognition Programs.

This aims to reduce redundancy & prevent the programs and efforts to become obsolete. Remaining dynamic throughout is essential since it is the need of the hour for the growth & development of the employees & organization together.

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