



Employee Motivation And Organizational Performance

Clemens Wendtner



Employee Motivation And Organizational Performance:

Importance of Employee Motivation & Job Satisfaction For Organizational Performance Chandrakant

Varma,2017 In today s business environment as it is true with high job losses due to layoff and retrenchment to create a lean organization it is also note worthy for organizations to stop loses of performing employees due to decreasing job satisfaction and lack of motivation to continue with the organization for long Motivated and satisfied employees will have committed approach towards organizational objective in turn organizations will also have to show similar commitment towards employee objectives Here the role of HR is to continuously work towards alignment of aspirations of the employee with the goals of the organization This objective can be achieved by creating inspiring work environment which promotes and addresses employee need for growth and development These factors although complex in nature and as they could not be addressed for individual employee basis as it may vary case to case it is important for HR to explore the common areas of intersection Job satisfaction or employee motivation is studied not just to handle the turnover but also there are other adverse effects of dissatisfaction like absenteeism low performance lower morale low contribution to the team less coordination less orientation towards organizational objective these could affect the organization capacity to compete in the highly competitive business environment Hence the HR has to induce an organizational environment and promote organizational culture which takes in to consideration of the prevailing need

The Role of Motivation on Employee Performance in Public Organization. A Case of Ministry of National Development Planning Hargeisa, Somaliland Mumin Omar,2019-06-12 Academic Paper from the year 2017 in the subject Leadership and Human Resources Miscellaneous course Thesis language English abstract The purpose of this study was to investigate the role of motivation on employee performance in public organization a case of ministry of national development planning Hargeisa Somaliland This study guided by the following research questions To determine the methods used by employers to motivate employees in the MoNDP to know the extent that extrinsic motivation affects employees performance in the MoNDP To examine how intrinsic motivation affect employees performance in the MoNDP To identify how motivation link with employee work performance This study adopted a descriptive research design The population of the study was 90 employees of the MoNDP A census sampling was done and so the 90 employees constituted the sample size A structured questionnaire was used to collect the data The questionnaire was to administer by the researcher The completed questionnaires were edited for completeness The data were analyzed using the statistical package for social sciences SPSS computer package The data were interpreted using descriptive statistics through frequencies percentages and correlation analysis The findings were presented in the form of tables and figures The study found out that the ministry uses many different tools to motivate its employees These include payments on time employee rotation within the ministry and salary provision However the study also found out that NDP does not use provide fringe benefits to its employees It was also found out that ministry doesn t pay its workers according to the amount of work they have done also

when employees meet targets ministry doesn't provide bonuses the ministry does not carry out training of its employees The study also found out that the organization does not make sure that that employee's work is challenging or involve them in decision making as a way of motivating them The research results indicated that there is a positive correlation between motivation and work performance This means that changes in one variable are strongly correlated with changes in the second variable Pearson's r is 0.440 This number is very close to one For this reason we can conclude that there is a strong relationship between motivation and employee performance variables

Employee Motivation as an Instrument of Enhancing Organizational Performance and Productivity Halgord Shaban Younis, 2016 The objective of the research is to elaborate the relationship between employee motivation and employee performance and business productivity and to provide organizations and managers constructive information on this topic The factors that drive and propel employees or throwing them off to put their best effort while performing their duties will be indicated Factors that create a condition in which employees are willing to work with passion initiative and interest while having a high personal and group moral satisfaction and possess a sense of responsibility are also explained The research provides insights on the influence of intrinsic and extrinsic motivation factors on motivating employees The affiliation between intrinsic and extrinsic motivation and employees level of responsiveness is shown The correlation between employee motivation and its influence on employees performance and organizational productivity is being investigated Examining most common motivational theories and most used approaches for motivating employees are listed as well This writing also analyzes the foremost theories of motivation and the most commonly utilized and followed approaches in nowadays organizations Familiarizing these approaches might offer organizations better chances of making righteous decisions while implementing them most effectively Organizations in order to most benefit from implementing motivational approaches and meet their objectives efficiently and effectively they might face duress of exploring answers for why motivate employees They might need to investigate the most commonly utilized theories and approaches of motivation in today's business world and in their location of operation Examining the various approaches of motivation and their influence on employee performance in workplaces and their potential outcomes on business productivity might also sound vital for an organization

The Impact of Motivation on Organizational Performance Evar Sardar Ramadan, 2017 The impact of employee motivation and their satisfaction on organizational performance is a very essential and important topic This research is about to study and defined the critical factors of motivation to discover the differences and the relationship between motivation and organizational performance For any manager it is very important to have knowledge about the employees and care about them in order to perform their work better In any process or in any business the satisfaction of the individual is important Thus this field or area becomes very popular for researches This research paper will talk about the indicators that effect the motivation on organizational performance It shows the factors that affect the employee's motivation on organizational performance including human

resource responsibility motivation employee s satisfaction personal development leadership compensation and consumption etc The data were collected by survey research to make questionnaires and semi structured interviews with different individuals in organizations I will analyze my data by using qualitative data analysis such as content analysis like governmental statistical data

Role of Management in The Effect on Employee Motivation of Organizational Performance - Hungarian Case Study Barbara Pirohov-Tóth,2019 Nowadays it is noticeable about home corporations that ensuring the contentment of employees is a real challenge for the managers or better said the sustenance of their motivations The significance of this subject pertains to that theory which expresses that performance is the multiplicative product of both motivation and capabilities read more on this theory in for example Vroom 1968 Klein B Klein S 2008 Namely achieving outstanding organizational performance becomes possible only in those cases when employees have a sufficient amount of motivation Shaping up said motivation is greatly on the shoulders of the management since if they can manage their underlings effectively the organization may earn great success The study presents the results of fresh research I have conducted a survey about leaders of homeland financial institutions in order to obtain research information about the role of management in creating and maintaining motivation within the employees and what is its coherence with the organizational performance My subsequent examination consists of what factors induce contentment and what causes discontent amongst the employees I am searching for answers for these considerably complex questions Based on theories of motivation and attitude I conducted interviews the results of which I attempt to summarize in this very study and collate it with the results of similar empirical researches

[The Effect Of Employees Motivation On Job Performance In Organizations](#) Michael Mangula,Godluck Israel,2013 Poor Organizational performance in most of Tanzanian firms has been exacerbated due to most of employees being unmotivated The critical addressed problem is that what seems to be a motivation strategy to one employee it may not be the case to other employee This study aimed at examining the effect of employee s motivation on job performance A case study design was adopted A sample size of 15 respondents was selected using judgmental non probability sampling technique Data were collected using questionnaire interview observation as well as documentary sources Collected data were analysed used SPSS and presented using tables and frequencies The findings revealed that the motivation strategies applied in the organization includes provision of transport facilities pay of fringe benefits promotion of workers regular training provision of food allowance and cooperation between employees and management The revealed achievement through motivating employees were such as improvement of employee living standards and working environment The observed challenges in motivating employees were lack of fund difficult to link incentives with performance and lack of cooperations

Information Systems and Management Science Lalit Garg,Nishtha Kesswani,Joseph G. Vella,Peter A. Xuereb,Man Fung Lo,Rowell Diaz,Sanjay Misra,Vipul Gupta,Princy Randhawa,2021-09-04 The book introduces concepts principles methods and procedures that will be valuable to students and scholars in thinking about existing

organization systems proposing new systems and working with management professionals in implementing new information systems This book of Information Systems and Management Science proceedings of ISMS 2020 is intended to be used as a reference by students and researchers who collect scientific and technical contributions with respect to models tools technologies and applications in the field of information systems and management science This textbook shows how to exploit information systems in a technology rich management field *Proceedings of the 1st Widyatama International Conference on Management, Social Science and Humanities (ICMSSH 2024)* Viddi Mardiansyah,R. A. E. Virgana Targa Sapanji,2024-12-27 This is an open access book The 1st Widyatama International Conference on Social Science and Humanities 2024 Digital Transformation Innovation and Disruption The conference provides a platform for researchers and industry leaders to discuss critical challenges in digital transformation in various fields The conference covers emerging technologies disrupting the digital transformation journey human centric approaches to ensure safe and effective technology adoption and advanced strategies to drive innovation and adapt to ongoing changes in the digital world *The Effect of Motivation on Employee Performance. Shown on the Example of Oyam Town Council, Uganda* Ekuka Joachim,2022-01-31 Forschungsarbeit aus dem Jahr 2022 im Fachbereich F hrung und Personal Mitarbeitermotivation Note B Sprache Deutsch Abstract This study focused on determining the effect of motivation on employee performance in Oyam Town Council in Uganda The study examines the relationship between employee performance and salary establishes the relationship between job security and employee performance in Oyam Town Council A cross sectional survey design method was used in which secondary data was collected using a computer from authorized sources The study used a sample size of 52 respondents from a total population of 60 and thematic analysis techniques were done with the help of Stata and a statistical package for social scientists software after which inferential statistics were made According to Omollo as an input an organization must have a statement a philosophy a series of programs and goals which focuses on the skills and talents of its employees for it s success All of these must be managed with care and guidance so that the organization s mission duration for it s stability of the work and continuity is successfully accomplished Therefore the Motivation effect is a need inside employee s demands and help to achieve it without irregularities and motivating the employees broadens their skills to meet the organizational demands In addition every branch manager needs to have the responsibility to work with the staff and obtain out their individual needs and put them to the organization s needs This can be done by motivating employees Every individual in an organization is motivated by some different ways and therefore employee motivation is a reflection of the level of energy commitment and creativity that a Company s workers bring to their jobs A manager needed to motivate employees and subordinates towards the accomplishment of the organization s vision Therefore motivation is defined as giving employees incentives that cause them to act in desired ways **ICBAE 2022** Bima Cinintya Pratama,Sarkar Kabir,Hassan Mohammad Kabir,Rizal Yaya,Salina Kassim,Judit Kovács,Naelati Tubastuvi,Tiara Pandansari,Azmi Fitriati,Wida Purwidianti,Suryo Budi

Santoso,2022-08-23 The 3rd International Conference of Business Accounting and Economics ICBAE 2022 continued the agenda to bring together researchers academics experts and professionals in examining selected themes by applying multidisciplinary approaches This conference is the third intentional conference held by the Faculty of Economics and Business Universitas Muhammadiyah Purwokerto and it is a bi annual agenda of this faculty In 2022 this event will be held on 10 11 August at the Faculty of Economics and Business Universitas Muhammadiyah Purwokerto The theme of the 3rd ICBAE UMP 2022 is Innovation in Economic Finance Business and Entrepreneurship for Sustainable Economic Development It is expected that this event may offer a contribution for both academics and practitioners to conduct research related to Business Accounting and Economics Related Studies Each contributed paper was refereed before being accepted for publication The double blind peer review was used in the paper selection

Current Research in Health Services and Evaluations I Hüseyin Tolga ÇAĞATAY,Yüksel DEMİREL,Eda ELVERİCİ ,Aysel GÜVEN,Esin BAŞARAN,Muhammed Enes MARAŞ,Cihandar HASANHANOĞLU,Senem ÇELİK YAVUZ , Bekir ERTUĞRUL,Ayça AYTAR,Yasemin KAVUNCUBAŞI GENÇ, Yasemin SEZGİN,Nazlı GÖK,2022-12-25 Current Research in Health Services and Evaluations I Livre de Lyon

International Journal of Management and Transformation , Employee Motivation Lucas Morgan,2025-02-28 Unlock the secrets to a highly motivated and productive workforce with Employee Motivation This book explores how to transform your business by understanding the core principles of employee engagement and performance incentives Did you know that motivated employees are not only more productive but also more innovative and dedicated The book delves into established motivational theories such as Maslow s hierarchy of needs and reveals practical strategies for creating a thriving work environment and boosting organizational performance This guide uniquely integrates theoretical frameworks with evidence based strategies emphasizing the importance of tailoring motivational approaches to individual needs It progresses from foundational concepts to the design of effective incentives strategies for fostering engagement and culminates in a framework for creating a motivational ecosystem Case studies and actionable checklists further guide implementation making it an invaluable resource for managers HR professionals and business owners seeking to create a more engaged and fulfilling workplace

Organizational Pay Mix Yoshio Yanadori,2002 *Employee Motivation* Marian Dworaczek,1984

3 Studies about: Participative Management in Courier Services, Employee Involvement and Organizational Performance in Nigeria, Employees' Motivation on Organizational Performance Uju Ogu,2025-02-24 Essay from the year 2025 in the subject Leadership and Human Resources Miscellaneous language English abstract This paper contains 3 studies about Participative Management and Employee Performance in Selected Courier Service Organizations Effect of Employee Involvement in Decision Making and Organizational Performance in Nigeria The Effect of Employees Motivation on Organizational Performance Participative Management and Employee Performance in Selected Courier Service Organizations This study examines how involving employees in decision making enhances performance in selected courier service

companies in Aba Nigeria Utilizing a survey design with a rigorous sampling method the research reveals a significant link between participative management and improved productivity organizational commitment and service quality The findings urge business owners to adopt participatory practices to boost employee morale and overall efficiency Effect of Employee Involvement in Decision Making and Organizational Performance in Nigeria Investigating Nigeria s hotel sector in Port Harcourt this study highlights the critical role of employee involvement in decision making Results show that empowering staff with a voice fosters higher commitment innovation and productivity The research underscores that open communication and shared decision making are key to achieving sustainable organizational growth and enhanced performance The Effect of Employees Motivation on Organizational Performance Focusing on manufacturing firms in Abia State this study explores how employee motivation impacts organizational success The findings demonstrate that factors like salary rewards and recognition significantly enhance job satisfaction and productivity By employing a descriptive survey and robust analysis the research confirms that well motivated employees drive efficiency and overall performance urging firms to invest strategically in motivational practices

The Effort-Net Return Model of Employee Motivation Philip C. Grant, 1990-02-12 Written for human resources and training professionals this book addresses a recurring problem for managers and corporations how can we efficiently cost effectively and humanely motivate employees to work at or near their top potential Arguing that opportunities to heighten employee motivation are often missed when managers rely on overly simplistic theories of human motivation Grant develops his own multifaceted Effort Net Return Model and offers a sampling of over 200 prescriptions for motivating employees that can be derived from the model The model itself is based upon four basic principles each grounded in research and each of which has supporting propositions which determine the motivational prescription to be employed Because the motivational prescriptions indicated can be easily tailored to the recipient s own personal value system the model is applicable across a broad spectrum of employee groups Grant introduces and describes the Effort Net Return Model in Chapter One demonstrating its superiority over previous models which rely on the application of restrictive formulas and constructs to determine motivational strategies The next four chapters address in turn each of the four principles upon which the model is based and their supporting propositions In these chapters Grant also provides a representative inventory of the kinds of avenues managers can pursue to enhance employee motivation Throughout Grant emphasizes the impact of individual differences on the end results to be expected from a given motivational prescription cautioning the reader to take these differences into account when beginning to put together a motivational plan The final chapter presents real world case problems together with analyses and suggested prescriptive packages to enable the reader to move from theory to actual practice Numerous exercises and application instruments are also included to help the manager apply the Effort Net Return Model in the workplace

Task Design and Employee Motivation Ramon J. Aldag, Arthur P. Brief, 1979

Organizational Effectiveness of Development Organizations (ICDS) Neelam Mahajan, 1993 Study on the organizational effectiveness of

Integrated Child Development Services in India
McIntyre, 1984

Organizational Psychology David A. Kolb, Irwin M. Rubin, James M.

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