

## Factors Affecting Motivation among Employees in Consultancy Companies

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**ABSTRACT:** Motivation is one of the most critical elements in the area of Human Resources Management. Enterprises design motivation systems not only to encourage employees to perform their best in the most efficient way, but also to attract future candidates to apply for specific posts. To be able to create an efficient motivation system, the key is to answer the question: What really motivates employees in an organization? This is an in-depth study of a Construction Consulting Company in Vietnam and the purpose of our research is to find the main factors affecting motivation amongst the employees of the company. A questionnaire survey was undertaken among 135 employees of the company to analyze their perceptions regarding motivation in workplace and also investigating the opinions of the coordinators of each department and also with the General Manager about this same issue. At the end of the study, we make some recommendations for the company to counter this issue. This study would be a prelude and of great help to managers and Human Resources professionals to raise the productivity of the company by increasing the motivation of their employees.

**KEYWORDS:** Motivation, Promotion, Salary, Workload.

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### I. INTRODUCTION:

There are lot of factors augmenting to the pressure on today's organizations such as globalization, frequent organizational changes and diversity. To overcome these challenges there arises a greater significance and responsibility for the Human Resource function in every organization. Human Resources Management plays a critical role in making organizations more efficient and also strategically facilitates the improvement of talent acquisition, training & development, remuneration, performance management and most important of all, motivation. A special emphasis is given to motivation since it is extremely necessary to procure quality work and better output from employees. This paper undertakes an in-depth study on the factors that affect motivation in an organization that provides consultancy services, and explores how can the organization convert those challenges into opportunities for growth.

### II. LITERATURE REVIEW:

This section gives an overview of the literature on the basics of Human Resources Management as well as an excerpt on Motivation, along with the various theories on motivation.

#### Human Resource Management

Human Resource Management is defined as a system of activities and strategies that are focused on managing the success of employees at all levels of the organization and also help them to achieve the organizational goals (Byars & Rue, 2006). Human Resources plays a crucial role in the process of increasing companies' effectiveness. Motivation is one of the most important functions of Human Resources Management.

#### Motivation

Motivation is the process of inspiring people to achieve their goals (Chaudhary & Sharma, 2012). Work motivation is a set of energetic forces that originate both within as beyond an individual's being, to initiate work-related behavior and to determine its form, direction, intensity, and duration (Kirstein, 2010). Getting people to do their best at work is one of the hardest challenges of managers. The importance of employees' satisfaction and motivation is being more and more important everyday in the enterprises. Nohria, Groysberg, and Lee explain that the four drivers that underline motivation are: acquire, bond, comprehend and defend. They also point out that the organizational levels of motivation are: the reward system, the culture, the job design and performance-management, and resource-allocation processes (Nohria, 2008). Motivated people make decisions to dedicate considerable effort to obtain something that they value. Researches show that indeed there is a relation between motivation and performance (Deci & Gagne, 2005).

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