



Employees Work Motivation and Its Effect on their Performance

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Abstract

Working condition denotes all the organisation inputs which aim at the employees satisfactions among enhancing organisation effectiveness. The basic purpose is to develop jobs and working conditions that are excellent for employees as well as the health of the organisation. It refers to level of satisfaction through working condition and employee relation as well as labour's relation. This study is focus on to understand the working condition, labour relation in different sectors. For the purpose of the study data has been collected from both primary and secondary source. Primary data has been collected from labour class who have working at different companies. Secondary data has been collected from journals, books and internet. Collected data has been analysed, interpreted and conclusion is drawn at the end.

Keywords: Work, Condition, Labour Relationship, Working Community

1. Introduction

Work life has become one of the most important issues. These days in every organisation employees are the force that is behind every successful organisation. No organisation can successful with technology only. Here working condition and labour relation is very important. Every organisation need to give good environment to their workers as well as healthy condition. But now it is focus on the longer period and for the achievement of the organisation goal meets with labour relation and working condition. Thus labour relation builds through working condition, good pay, good benefits, interests, challenging and rewarding and also by positive organisation goals.

2. Review of Literature

In a complex and dynamic environment, leader of the organization used to create the environment in which employee feel trusted and are empowered to take decisions in the organization which leads to enhance motivation level of employee and ultimately organizational performance are enhanced.

Smith and Rupp (2003) stated that performance is a role of individual motivation; organizational strategy, and structure and resistance to change, is an empirical role relating motivation in the organization.

2.1 Statement of Problem

In the current scenario every organization expects their employees to perform at their peak potential. Though monetary aspects play an important role in motivating employees, organization around the world have come to understand that there are many other aspects that contributes better employee performance. These aspects that form the basis for this study. In particular, this study aims to identify the various tangible and intangible aspects that contribute to the quality of the workplace. It is very important for an organization to create a very conducive working environment for employees. This study is needed to ensure that all employees are performing at their peak potential, free from stress and strain, and to ensure all



their needs are fully satisfied. This study will be used as feedback from employees to know their current perspective of workplace and also to identify the areas of improvement for the organization.

2.2 Objectives

- a. To analyse the working condition and labour relation among employees.
- b. To know the major problems in work.
- c. To assess satisfaction regarding to work.
- d. To suggest the remedial measure to solve the problem faced by working class. 5. To examine the impact of welfare measures on quality of work life.

3. Research methodology

The study is based on both primary data and secondary data. The primary data has been collected by using well-structured interview schedule and the secondary data has been collected from books, magazines and internet. A total of 50 respondents were selected by following convenient sampling method. The geographical area of the study is limited to Sagara Taluk, Shivamogga District.

Table 1. Analysis of the data based on gender

Gender	Frequency	Percentage
Men	25	50%
Female	25	50%
Total	50	100%

Table 1 shows that, out of 50 respondents 50.00 per cent are male and 50.00 per cent are female.

Table 2. Opinion about perception

Opinion	Frequency	Percentage
Excellent	25	50%
Good	15	30%
Average	10	20%
Total	50	100

Table 2 reveals that, out of 50 respondents 50.00 per cent of the respondents says work is excellent, 30.00 per cent of the respondents feels good in their work, and 20.00 per cent of the respondents feels average perception to the work.

Table 3. Opinion about security

Opinion	Frequency	Percentage
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Yes	25	50%
No	20	40%
Not sure	5	10%
Total	50	100%

Table 3 shows that, out of total respondents 50.00 per cent of the respondents have security, 40.00 per cent of respondents not having the security and 10.00 per cent of the respondents not sure about their work.

Table 4. Opinion about career planning

Opinion	Frequency	Percentage
Excellent	20	40%
Good	20	40%
Average	10	20%
Total	50	100

Table 4 indicates that 40.00 per cent of respondents career plan is excellent, 40.00 per cent of respondents career plan is good and 20.00 per cent of the respondents career planning is average.

Table 5. Opinion about organisation pays structure

Opinion	Frequency	Percentage
Excellent	25	50%
Good	15	30%
Average	10	20%
Total	50	100

Table 5 shows the organisation pay structure. 50.00 per cent of the respondents perception is excellent. 30.00 per cent of the respondents are having the perception is about of average and 20.00 per cent of the respondents perception is good.

Table 6. Opinion about promotion

Opinion	Frequency	Percentage
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Excellent	25	50%
Good	15	30%
Average	10	20%
Total	50	100

Table 6 explains out of total respondents, 50 per cent of the respondents opinion about the promotion is excellent, 30 per cent of the respondents opinion about the promotion is good and 20 per cent of the respondents opinion about promotion is average.

Table 7. Job enrichment for employees

Particulars	Frequency	Percentage
Deliberate upgrading of responsibilities	10	20%
Widening the scope activity	14	28%
Setting the challenges in	20	40%
Giving exposure to variety of jobs	6	12%
Total	50	100%

Table 7 shows out of 50 respondents, 20.00 per cent of the respondents opinions on Deliberate upgrading of responsibilities, 28.00 per cent of the respondents opinion on Widening the scope activity, 40.00 percent of the respondents opinion on Setting the challenges in and 12.00 per cent of the respondents opinion on Giving exposure to variety of jobs.

Table 8. Purpose of job design and goal setting

Particulars	Frequency	Percentage
Facilitate work flow	07	14%
Effective co-ordination and integration	18	36%
Positive impact on employee satisfaction	5	10%
All the above	20	40%
Total	50	100%

Table 8 shows that 14.00 per cent of the respondents through facilitate work flow for job design and goal setting, 36.00 per cent of the respondents through effective co-ordination and



integration, 10.00 per cent of the respondents through positive impact on employee satisfaction and 40.00 per cent respondents says mentioned all purpose for setting their goal.

4. Conclusion

From the foregoing, it is evident that working conditions and labour relations in the security sector leave much to be desired. The researcher's aim is to find out the effective factors of the employer, employee relationship for the improvement of motivation in associate level employees. This view of the future for employee-employer relations holds profound implications for the human resource management profession. It suggests that human resource management professionals need to either become active and constructive participants in these debates or develop the skills and outlook needed to help translate different experiments and models into effective organizational practice or face the prospect of further losses of influence, power, and prestige both within management circles and in society at large

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