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A Study on the Performance of Human Resource Management in Motivating Employees through Various Aspects

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Abstract - Higher education institutions are centers of knowledge creation. The success of an organization in achieving its goals depends heavily on the performance of its employees. Performance is considered to be related to the concepts of ability, opportunity, and motivation. Objectives of this study; Employee motivation and performance seeks to examine how the best employees can be motivated to achieve high performance in an organization. Which brings us to
The problem question of this study "Why is money not a sufficient motivator for high performance?" Thus, this demonstrates that money is for high performance, but other aspects of motivation need to be considered that are not necessarily money. The study also looked at the different reward systems a company might use. In addition to the above, a comparative study has been carried out on the monetary and non-monetary benefits affecting the behaviour of employees in an organization. This study was conducted to investigate the impact of HRM activities on employee motivation. We selected a sample of non-teaching staff. Data will be collected from selected respondents through a questionnaire.

Keywords: Employee motivation, Human resource management, HRM practices, Monetary and Non-monetary benefits.

I. INTRODUCTION

An issue which usually generates a great deal of attention from most managers, administrators and those involved in Human Resources Management is the issue of how to successfully motivate employee. While it is true that aspects like staff recruitment, controlling, managing, leading, and many more are of great importance to the success of an organization, Employee Motivation is generally considered a core element in running a successful business.

In the organizational setting the word "Motivation" is used to describe the drive that impels an individual to work. A truly motivated person is one who "wants" to work. Both employees and employers are interested in understanding motivation if employees know what strengthens and what weakens their motivation, they can often perform more effectively to find more satisfaction in their job. Employers want to know what motivates their employees so that they can get them to work harder. The concept of motivation implies that people choose the path of action they follow. When behavioral scientists use the word motivation, they think of its something steaming from within the person technically, the term motivation has its origin in the Latin word "mover" which means "to move". Thus, the word motivation stands for movement. If a manager truly understands his subordinate's motivation, he can channel their "inner state" towards command goals, i.e., goals, shared by both the individual and the organization. It is a well-known fact that human beings have great potential but they do not use it fully, when motivation is absent. Motivation factor are those which make people give more than a fair day's work and that is usually only about sixty- five

percent of a person's capacity. Obviously, every manager should be releasing hundred percent of an individuals to maximize performance for achieving organizational goals and at the same to enable the individual to develop his potential and

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gain satisfaction. Thus, every manager should have both interest and concern about how to enable people to perform task willingly and to the best of their ability. At one time, employees were considered just another input into the production of goods and services.

II. REVIEW OF LITERATURE

Ananthalakshmi Mahadevan et al. (2019) studied the impact of training methods on employee performance in a direct selling organization in Malaysia. Researchers claimed that building a skilful and knowledgeable workforce is one of the vital activities in an organization to ensure a high level of competency with a proficient team in order to sustain and grow in a dynamic business environment. The objective behind this study was to examine the impact of on-the-job and off-the-job training on employee performance. The result showed that both on-the-job and off-the-job training achieved a standard coefficient beta value of 0.370 and 0.546 respectively with a significant value of 0.000. Based on the beta value reading researcher found that off-the-job training has a higher impact compared to on-the-job training on employee performance.

Sumaiya Shafiq et al. (2017) discussed the effect of training and development on employee performance in a private company, Malaysia. Researchers stated that the employees are a major asset of the organization, they have a role to play towards an organization's success. So it is mandatory to take care of their learning to increase employee performance. The objective was to investigate the effect of on-the-job training, off-the-job training, job enrichment, and job rotation on employee performance in private companies. The study concluded that only job enrichment is the independent variable that has a significant positive impact on the dependent variable (employee performance) while the other independent variables are found to be insignificant drivers in influencing employee performance.

Ashikhube Humphrey Otuko et al. (2013) determined the effect of the training dimension on employee performance in Mumias sugar company, Kenya. The study sought to find out the effect of training need assessment on employee performance, the effect of training content on employee performance, and the effect of training evaluation on employee performance. The result indicates that there was a positive and significant effect between training need assessment and employee performance. Therefore, most respondents stated that training need assessment was conducted before the actual training. The result indicates that training content has a positive and significant effect on employee performance. This implies that an increase in training content will increase the level of employee performance. From the result, there was an indication that an increase in training evaluation and employee performance was positively and significantly associated. This could be interpreted to mean that evaluation of the content of the training and the methods employed, measuring performance knowledge, skill, and attitude against the standard could easily contribute to enhance employee performance at work depending on the choice of evaluation criteria.

III. OBJECTIVES OF THE STUDY

- To know the various monetary and non-monetary motivations provided to the employees.
- To understand the reasons for only monetary motivational factor is insufficient to enhance the performance of the employees.
- To measure the impact of human resource practices on employee's motivation in the institution.
- To provide some findings and suggestions based on study.

IV. RESEARCH METHODOLOGY

The study is descriptive and diagnostic in nature. This study examined the relationship of career development, supervisor support, work environment, rewards and work-life policies with employee motivation.

sampling technique and 5 Point Likert Scaling were used with the sample size of 140 employees of Appkee solutions. For analysing the secondary data was gathered from the previous research articles from various journals, research papers, books, newspaper and magazines etc. Employee motivation is central to many aspects of industrial and organizational development the individual performance and growth in the organization influenced by varied function constant changing environment have also an influence on individual at personal level According to scientific management employee motivation is based on most pragmatic an essential pessimistic philosophy that man is maintained by money. The individual involvement,

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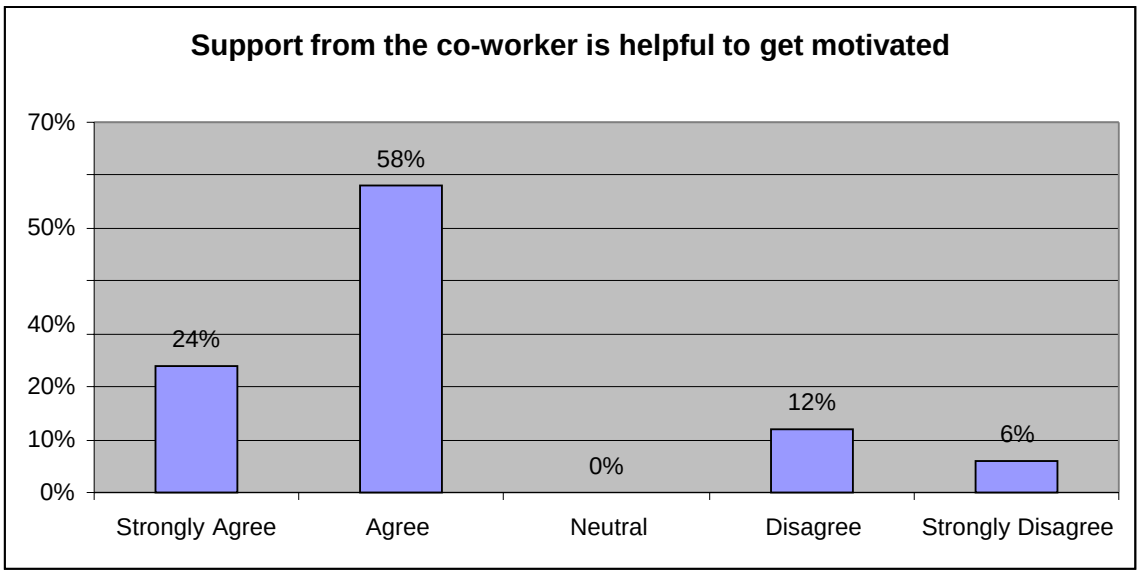
loyalty, dedication to job and organization seed to be low key affair, the loyalty, dedication and involvement leads to organization effectiveness productivity as well as individual growth and enhancement. Employee motivation is commonly measured in seven areas that is physical, salary and perks, promotion, policy, job security, work interest, relation, welfare facilities. Studying employee motivation which influence and determine human behavior in worth because ultimately all the aspects related to employee motivation ultimately leads to good industrial relationship enhances inter personal relation ultimately leads to increase productivity and growth of the organization. Thus the study is an attempt to explore various factor which can affect industrial development especially related to employee motivation which can be helpful to all those and especially industrial social workers to find out effective measures and solution to deal with the loopholes and obstacles in gaining effective work.

DATA AND INTERPRETATION

Support from the co-worker is helpful to get motivated

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	34	24
2	Agree	81	58
3	Neutral	0	0
4	Disagree	17	12
5	Strongly Disagree	8	6
	Total	140	100



INTERPRETATION

The table shows 58% of the respondents agree that the support from the co-worker is helpfulto get motivated.

Performance appraisal activities are helpful to get motivated.

SL NO	PARTICULAR	NUMBER OF RESPONDENTS	PERCENTAGE
1	Strongly Agree	25	18
2	Agree	64	46
3	Neutral	17	12

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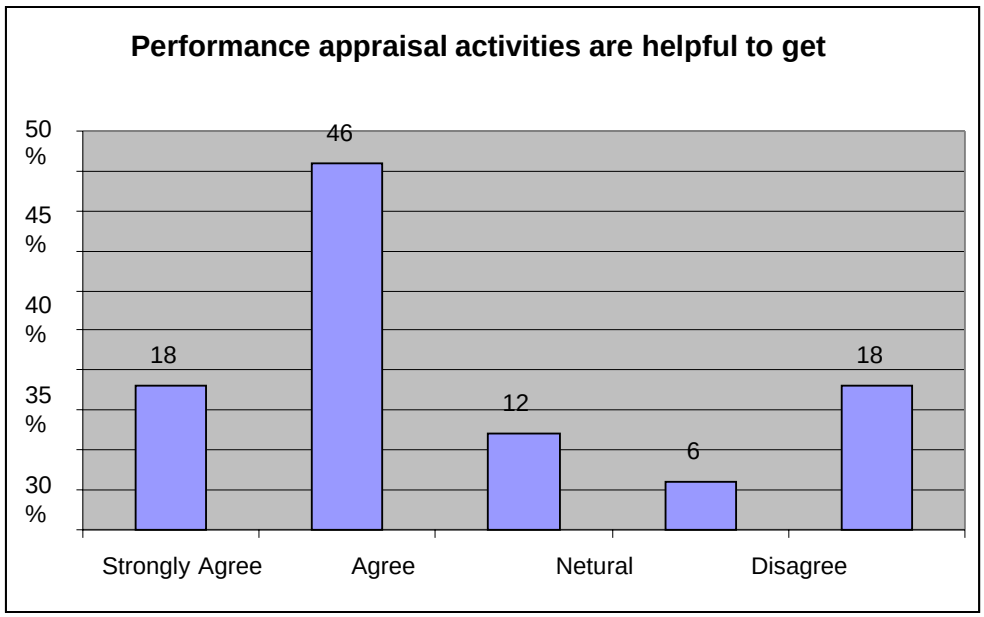
4	Disagree	9	6
5	Strongly Disagree	25	18
	Total	140	100



INTERPRETATION

The table shows 46% of the respondents agree that the performance appraisal activities arehelpful to get motivated.

H1: There is significant relationship between incentives and employee's performance.

Ho: There is no significant relationship between career development opportunities and the extent of employee motivation

CORRELATION

	Mean	Std. Deviation	N
career developmentopportunities	3.70	1.035	50
extent of motivation	3.36	1.317	45

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		career development opportunities	extent of motivation
career development opportunities	Pearson Correlation	1	.909(**)
	Sig. (2-tailed)	.	.000
	Sum of Squares and Cross-products	52.500	52.111
	Covariance	1.071	1.184
	N	50	45
extent of motivation	Pearson Correlation	.909(**)	1
	Sig. (2-tailed)	.000	.
	Sum of Squares and Cross-products	52.111	76.311
	Covariance	1.184	1.734
	N	45	45

Inference:
Since the Correlation is significant at the 0.01 level (2-tailed) the null hypothesis that is **"There is no significant relationship between career development opportunities and theextent of employee motivation"** is rejected and an alternative hypothesis is framed.

CHI-SQUARE TEST

Table showing Chi-square test of age of the respondents and Motivation factors.

	Value	df	Asymptotic Significance(2-sided)
Pearson Chi-Square	**33.018[a]**	**12**	**.001**
Likelihood Ratio	**31.403**	**12**	**.002**
N of Valid Cases	**122**		

INTERPRETION
According to the result, the sig (2-tailed) value is .001 which is less than 0.05.H0 is rejected and H1 is accepted. There is significant difference between age of the respondents and motivation factors.

V. FINDINGS

- Most of the 42% of respondents have studied post-graduation but still working as non- teaching staff under the designation of clerks and some working as assistants.
- 60% employees are not motivated from salary only 40% of employees are motivated from salary.
- And about 33% employees strongly agree and 62% employees are agreeing that Working condition are highly motivates them.
- 47% employees disagree and 25% employees agree that retirement benefits are motivating them.
- More than 50% employees are opinions that they are not much motivated from retirement benefits and medical facility available in the institution.

- 75% employees highly motivated from interesting work. From the status of the job 45% of employees are motivated.
- Employees are highly preferred for intrinsic motivator than extrinsic motivator.
- Majority of the respondents agreed non-monetary incentives are motivate more than monetary incentives.

VI. SUGGESTIONS

The following suggestions are made to the institution or other organizations based on the findings and conclusions of this study on employee motivation and its most influencing factors, for the purpose of enhancing the overall level of employee motivation in the company and increasing work efficiency.

- Give personal thanks to employees for a job well done in verbal form or in writing or both, in a timely manner and sincerely.
- Be willing to take time to communicate with the employees.
- Provide feedback on the performance of each individual, the department and the whole organization.
- Create a work environment that is open, trusting and creative.
- Provide information on the company and how the person fits in with the overall plan. In other words, be transparent.
- Encourage decision making among the employees
- Create a sense of ownership in the work and the work environment.
- Provide recognition and reward, and promote employees based on their performance.
- Create a learning organization and a partnership with each employee.
- Celebrate the success of the company, the department and the individuals in it.

VII. CONCLUSIONS

Employees are asset for the company. A strong team needs individuals who are dedicated to giving their best work. Highly self-motivated, committed, ambitious employees give the most to their company and get the most from their work. But, if there is lacking of employee motivation in the workplace the effects can be dramatic. Low team moral, lack of initiative, lack of energy, mistakes and high staff turnover are just some of the causes that motivation is an issue. People are the key source in any organization. Perhaps there should be also a great chance for promotion and interesting work. This might motivate employees to perform very well.

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