

## **Employee Motivation and Organizational Performance of the Employee of IT Companies**

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**Abstract:** The employee motivation increase the efficiency of the organizations is to achieve prosperity and also compete with their rivals. The employees motivation is also achieve tasks and goals of the organization. The effective utilization of employee resources makes the organizational progress and achieves success. Therefore, it is important to find out motivational factors to what extend the organizational goals are achieved. The present study is undertaken IT companies how and to what extent, motivational factors increase the employee performance to achieve the organizational objectives. A total of 120 respondents were selected to get a clear image of how well and to what extent, motivational increases the IT company performance through questionnaire. The results of the study is useful further research and also useful for recommendation to the managers who would like to examine the level of motivation and employee performance within their organization.

**Key words** – Job satisfaction, Motivation, Performance

### **1.1. Introduction**

Motivating employees contributes to increased organizational performance and conforms to widely known concepts of good management and effective leadership. Employee motivation is a critical aspect in their effectiveness in the workplace. Employees with emotional components are more productive and customer-focused. Employee involvement is strongly connected with greater financial performance in firms, as seen by considerable increases in operating and net profit margins. Individuals and teams who are devoted to an organization's values and goals have higher morale and lower turnover, as well as enhance job satisfaction and productivity. As a result, it is critical to investigate employee motivation and performance.

### **1.2. Sample of the Study**

The study is employee working in the Information and Technology companies in Chennai. Only five IT sector companies are conveniently were sampled in this study. From

each company a sample of 20 respondents were selected for the study. There are 120 questionnaire were distributed to the employees of which 92 questionnaire were received and two were found incomplete. Therefore, the present study covers a total of 90 respondents in the study.

### **1.3. Objectives of the study**

1. To assess the level of motivation among the selected IT company employees in Chennai
2. To determine overall employee workers' performance in the selected IT companies in Chennai.
3. To determine the impact on motivational factors in the employee work performance of the selected IT companies in Chennai.

### **1.4. Definitions**

#### **1.4.1. Motivation**

It is "the willingness of the employee to take high levels of effort to achieve the work

performance, conditioned by the effort's ability to satisfy some individual need.

#### **1.4.2. Performance**

It is the combination of employee competent, productive and responsiveness in the organization.

#### **1.5. Motivation**

Motivational factors are the desires, needs, wishes, forces, drives to achieve the goals of a individuals or organization. Organization take steps to satisfy desires of the workers to

induced to act in a desired manner. The functioning of any organization, maily depends on employee efficiency and effectiveness in the work. The organization has to assure the employees satisfaction in order achieves the goal. The employee motivational factors directed to achieve organizational objectives. Hence, employee motivational factors are important to achieve objectives by reorientation of their attitudes to be productive both for their welfare and that of the organization<sup>i</sup>.

**Table 1.1**  
**Motivation**

	<b>Variables</b>		<b>SA</b>	<b>A</b>	<b>N</b>	<b>DA</b>	<b>SDA</b>	<b>Total</b>	<b>Mean</b>
1.	Chance to be "somebody" in the community.	No.	57	17	2	4	10	90	4.19
		%	63.33	18.89	2.22	4.44	11.11	100.00	
2.	Opportunity to do something that takes use of my skills.	No.	61	2	1	14	12	90	3.96
		%	67.78	2.22	1.11	15.56	13.33	100.00	
3.	Chances for advancement and rewards in this job.	No.	51	0	24	12	3	90	3.93
		%	56.67	-	26.67	13.33	3.33	100.00	
4.	Freedom to use own judgment	No.	60	15	1	6	8	90	4.26
		%	66.67	16.67	1.11	6.67	8.89	100.00	
5.	Chance to try own methods of doing the job	No.	57	19	3	5	6	90	4.29
		%	63.33	21.11	3.33	5.56	6.67	100.00	
6.	Benefits received from the organization	No.	65	11	2	4	8	90	4.34
		%	72.22	12.22	2.22	4.44	8.89	100.00	
7.	Supervision in the organization	No.	61	14	3	3	9	90	4.28
		%	67.78	15.56	3.33	3.33	10.00	100.00	
8.	Co-workers in the organization	No.	60	5	1	15	9	90	4.02
		%	66.67	5.56	1.11	16.67	10.00	100.00	
9.	Organizational support and training	No.	49	8	23	2	8	90	3.98
		%	54.44	8.89	25.56	2.22	8.89	100.00	

**Source:** Primary Data

Table 1.1 shows that 'benefits received from the organization (72.22% strongly agree and 12.22% agree)', 'supervision in the organization (67.78% strongly agree and 15.56 percent agree)', 'freedom to use own judgment (66.67% strongly agree and 16.67% agree)',

'chance to try own methods of doing the job (63.33% strongly agree and 21..11% agree)' and 'chance to be "somebody" in the community (63.33% strongly agree and 18.89% agree)' are the highest job motivation factors among the employees, since more than 80 percent of the

employees are satisfied with the above statements in the study. The 'co-workers in the organization', 'opportunity to do something that takes use of my skills' and 'organizational support and training' are also high level acceptance among the selected respondents in the study. However, 'chances for advancement and rewards in this job' is least important factor among the respondents in the study.

The acceptance score also reveals higher acceptance of 4.34 for 'benefits received from the organisation' while it is low of 3.93 for 'chances for advancement and rewards in this job' among the respondents.

#### **1.6. Work Performance**

The performance of an employee is the results in the work accomplished by a employee is to performing the work in a particular time period. It is the achievement rate of a particular

task an employee consistently shown in the organization. The higher performance of an employee shows positive relation between work and performance in the organization Employees having higher performance shows that level of motivation and satisfaction in their jobs and more committed to their organization. Every organization continually strives to motivate the employees is to improve their work performance. The 'Kopelman and Thompson (1986)' has keen that the predictions of work motivation and job performance change the mutually dependent conditions like time, initial level of criteria, rewards, task-specific abilities and organizational organize system responses. Hence, it is important discuss the employee performance towards organization and it is presented in Table 1.2.

**Table 1.2**  
**Work Performance**

S. No.	Variables		SA	A	N	DA	SDA	Total	Mean
1.	Speak with friends about the organization is a great place to work for.	No.	55	21	2	0	12	90	4.19
		%	61.11	23.33	2.22	-	13.33	100.00	
2.	Proud to inform others that I am part of the organization	No.	46	28	3	3	10	90	4.08
		%	51.11	31.11	3.33	3.33	11.11	100.00	
3.	Extremely glad to select this organization at the time joined	No.	54	21	3	3	9	90	4.20
		%	60.00	23.33	3.33	3.33	10.00	100.00	
4.	This is the best organization for which one could work.	No.	42	30	6	1	11	90	4.01
		%	46.67	33.33	6.67	1.11	12.22	100.00	
5.	Leave to this organization is difficulty	No.	61	14	2	1	12	90	4.23
		%	67.78	15.56	2.22	1.11	13.33	100.00	
6.	A great deal to this organization.	No.	54	22	2	1	11	90	4.19
		%	60.00	24.44	2.22	1.11	12.22	100.00	
7.	The way of co-workers get along with each other	No.	60	16	1	2	11	90	4.24
		%	66.67	17.78	1.11	2.22	12.22	100.00	
8.	The praise to get for doing a good job	No.	46	28	3	3	10	90	4.08
		%	51.11	31.11	3.33	3.33	11.11	100.00	
9.	This organization deserves the loyalty	No.	48	27	3	1	11	90	4.11
		%	53.33	30.00	3.33	1.11	12.22	100.00	

**Source:** Primary Data

Table 1.2 shows that 'the way of co-workers get along with each other (66.67%

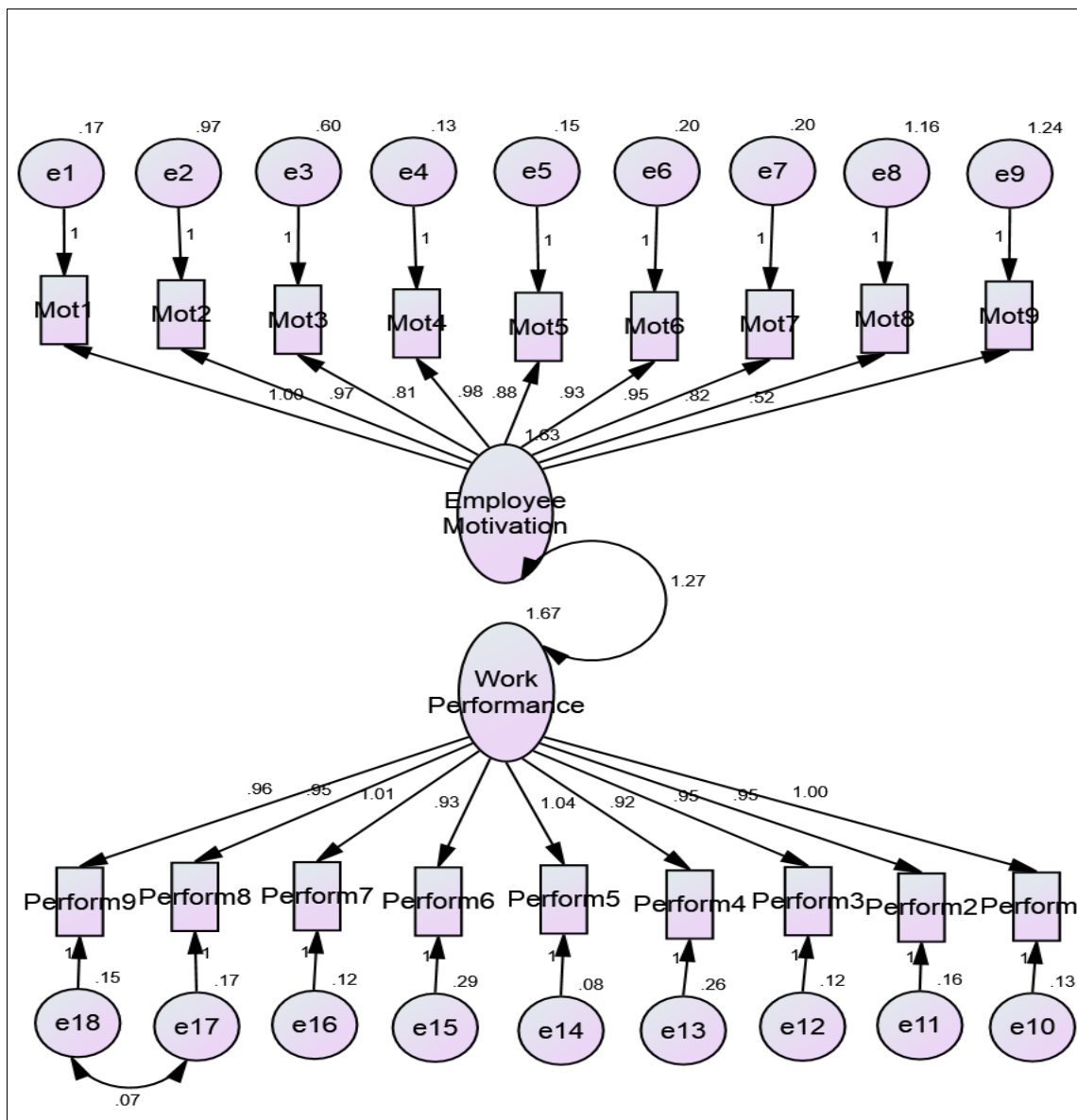
strongly agree and 17.78% agree)', 'speak with friends about the organization (61.11% strongly

agree and 23.33% agree)', 'great deal to this organization (60% strongly agree and 24.44% agree)', 'extremely glad to select this organization (60% strongly agree and 23.33% agree)', proud to inform others, this organization deserves the loyalty (51.11% strongly agree and 31.11% agree), are the highest organizational performance factors among the employees, since more than 80 percent of the employees are satisfied with the above statements. The 'present organization is the best to work', 'praise to get

for doing a good job', , leave this organisation' and 'this organisation deserves the loyalty' are also high level acceptance among the selected respondents in the study. However, leave to this organization is difficulty is the least important factor among the respondents in the study.

The acceptance score also reveals higher acceptance of 4.24 the way of co-workers get along with each other and while it is low of 4.01 for this is the best organization for which one could work.' among the respondents.

Graph 1.1  
Motivation and Performance



**Table 1.3**  
**Regression for Motivation and Performance**

			Estimate	S.E.	C.R.	P	Label
Motivation1	<--	Employee Motivation	1.000				
Motivation 2	<--	Employee Motivation	0.970	0.089	10.871	***	
Motivation 3	<--	Employee Motivation	0.808	0.071	11.446	***	
Motivation 4	<--	Employee Motivation	0.976	0.045	21.708	***	
Motivation 5	<--	Employee Motivation	0.879	0.044	19.921	***	
Motivation 6	<--	Employee Motivation	0.926	0.050	18.668	***	
Motivation 7	<--	Employee Motivation	0.949	0.050	19.082	***	
Motivation 8	<--	Employee Motivation	0.816	0.094	8.642	***	
Motivation 9	<--	Employee Motivation	0.525	0.095	5.522	***	
Performance 1	<--	Work Performance	1.000				
Performance 2	<--	Work Performance	0.953	0.043	22.089	***	
Performance 3	<--	Work Performance	0.949	0.040	23.630	***	
Performance 4	<--	Work Performance	0.920	0.050	18.263	***	
Performance 5	<--	Work Performance	1.040	0.039	26.696	***	
Performance 6	<--	Work Performance	0.929	0.052	17.752	***	
Performance 7	<--	Work Performance	1.006	0.041	24.511	***	
Performance 8	<--	Work Performance	0.949	0.044	21.638	***	
Performance 9	<--	Work Performance	0.964	0.043	22.616		

#### Computations Based on Primary Data

The regression analysis shows that motivational factors impact on employee work performance in the organisation is significant.

Hence, there is a significant relationship between impact on motivational factors and employee performance. The calculated p value shows significant and the stated hypothesis is rejected.

**Table 1.4**  
**Fit Summary**

Model	NPAR	CMIN	DF	P	CMIN/DF
Default model	38	191.166	133	0.001	1.437
Saturated model	171	0.001	0		
Independence model	18	2756.751	153	0.001	18.018

#### Computations Based on Primary Data

In the default model, the discrepancy divided by DF is  $191.166/133 = 1.437$  and the independence model, the discrepancy divided by DF is  $2756.751/153 = 18.018$ . Presumptuous that the assumed model is correct, the probability of

getting a discrepancy as large as 191.166 is .001 and assuming that the Independence model is correct, the probability of getting a discrepancy as large as 2756.751 is .001. It is concluded that The CMIN/DF is to be less than five required fitting.

Table 1.5  
Squared Multiple Correlations

Value	Recommended Value
Chi-square -191.166	P>0.05
Root Mean Square Error of Approximation – RMSEA - 0.070	<=0.08
Goodness of Fit –GFI -0.921	>=0.90
Normed Fit Index – NFI	
Tucker Lewis Index – TLI- 0.974	
Relative Fit Index – RFI - 0.920	
Incremental Fit Index – IFI - 0.978	

#### Computations Based on Primary Data

The recommend level of chi-square value is to be greater than five and the present study shows chi-square value shows 191.166 and RMSEA indicates less than recommended value and GFI, NFI, TLI, RFI and IFI also shows greater than recommended values in the impact on motivation with employee work performance in the present study.

#### 1.6. Suggestions and Conclusion

The motivational factors of the organization are the key source of success of an organization. Employees are the real assets of the organizations and their commitment towards work in the organization is to achieve the goal, could serve as a competitive edge and potential to enhance the profit. This study's employee work participation discovered a favorable and significant association between employee motivation and employee commitment. As a result, if the company emphasizes on improving specific job-related behaviors, the other

behaviors will follow similarly. This also indicates that variables influencing one of these behaviors will have an effect on the other job-based behaviors. This is the study's clear-cut policy proposition. This study is also significant in the academic point of view. The lack of evidence in management and organizational presumption and practices necessitates the check and reinvestigation of all the missing dimensions of management and organizational behavior theory. This study also emphasizes the significance of one job behavior in the context of its impact on other behaviors. Organizational leaders should take care to design strategies that consider the impact of these strategies on other behaviors, so that optimal methods can be developed that optimally improve all job-related behaviors. More investigation in this field is needed to understand the interconnected impact of other job-based behaviors on each other in order to unearth the body of knowledge and new aspects of behavioral research.

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