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Smart Practices to Increases Motivation among all Employees (Human Resource Management)

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Abstract:

Motivation is critical to employee performance. The smartest leaders know how to motivate their employees to perform at their best, even when they're not in the best shape themselves. They understand that even small amounts of motivation can have a big impact on employee productivity. Motivation is a powerful force that can help you achieve your goals and get the most out of your employees.

Employees or workers who are enthusiastic about their work are likely to succeed and stay with the company rather than look for another job. This is true regardless of what type of business it is and whether it is private or public. This is because motivated employees are more likely to be successful and stay with the company. This research is based on secondary data. This study focuses on employees' motivation and better performance.

Keywords: Motivation, Employee

Introduction:

Motivation techniques are essential for companies to succeed, as they allow companies to get the best out of their employees and reach their goals. Employees should believe in their ability to perform the tasks they are expected to do. If they do not believe in their ability to perform these tasks, they will not be motivated and they will not perform as well. When you know how to motivate employees, you will get greater productivity as well as a greater likelihood that they will stay with the company, all of which leads to greater success.

There is a two-fold approach to the motivation of employees. Intrinsic motivation, or internal motivation, is derived from within the employee, and extrinsic motivation, or external motivation, is derived from a person or outside the employee. The former is based on personal interrogation, job satisfaction, and self-fulfillments or betterment. The latter is based on physical rewards, salary, bonuses, and gifts.

Objectives:

1. To study the factors affecting employee motivation.
2. To examine the impact of motivation on productivity.
3. To study the smart practices for increasing motivation.

Review of literature:

Wijesundera: (2018) A study on the impact of motivation on employee performance. In the research, they find out the role of monetary factors and non-monetary factors in motivating employees and improving their performance.

Dr. T. Navaneetha (2018) A Study on employee motivation at work, in this research, reveals that management should focus on creating better motivators to boost productivity and increase company profitability. This, in turn, will lead to the economic development of the country directly or indirectly

Marijana Aleksić Glišović, Gorica Jerotijević & Zoran Jerotijević (2019) study modern approaches to employee motivation. They had reported employee motivation represents how dynamic and productive employees are, and it helps organizations survive and advance. It raises the question of how to enable it, and it is a question that organizations must ask themselves.

Methodology:

This research is based on secondary data. The data was collected through different sources like reports, published books, journals, articles, periodicals, and the internet.

Data analysis & interpretation

A. Factors Affecting Motivation:

1. Work culture & Environment:

A company's culture can greatly influence employee motivation in the workplace, as it can greatly influence so many other aspects of the company. When a company has a strong culture that supports and encourages employees, they will be more motivated and enjoy their work more than they would otherwise.

A positive workplace environment can also increase employee motivation, as it can create open spaces that entice the senses, it can implement specific areas of the workplace that are committed to the wellbeing of employees, and it can allow employees to communicate with

each other throughout the day. These things can all work to increase motivation in a team.

2. Recognition & Appreciation:

Recognizing and appreciating employees makes them feel accomplished and appreciated, which in turn makes them feel good. Rewards make employees feel good, and it reinforces good performance and encourage them to continue repeating the actions that led to the good performance. When employees receive positive recognition for their behavior, they are more likely to repeat that behavior and remain motivated at work, which in turn leads to better performance.

3. Development opportunities:

Giving employees opportunities to increase their skills and become more efficient in their positions in stills a sense of accomplishment and pride, which acts as a strong motivator for employees. This ultimately impacts an organization's overall success, making it a win-win situation for all involved.

4. Financial incentives:

Providing employees with different ways to enjoy financial benefits for hard work is a great way to boost motivation and give them a sense of accomplishment and appreciation. Examples of financial motivators include bonuses, raises, promotions, competitive benefits packages, and additional paid time off. These financial motivators are a great way to provide employees with a sense of accomplishment and appreciation, as well as motivation to work hard.

5. Job Safety/security:

When team members know they have job security, they are more likely to stay committed to their position and continue performing at a high level. This helps the company remain competitive, which is a win-win for all involved. A company that provides job security to its employees is doing well because it motivates its employees to be more successful, which helps the organization to be more successful.

B. Impact of Motivation on productivity

1. Job satisfaction:

Higher job satisfaction results from being motivated to perform well at work. When employees are motivated, they generally experience a higher level of job satisfaction. This increased satisfaction is derived from the fulfillment derived from performing well at work, the sense of accomplishment and pride that comes with performing well, and the positive reinforcement and appreciation that comes from performing well. This ultimately results in a higher level of job satisfaction.

2. Improve productivity & better performance:

When an employee feels motivated, they are more likely to complete a task promptly. When they are not motivated, they are less likely to complete a task promptly. There are many reasons why a worker may not be motivated, but if these reasons are not addressed, the employee is less likely to perform any of the tasks that are due. Motivated employees often work harder and smarter than the average employee. This results in superior performance, which leads to increased productivity.

3. Quality work done:

Having a motivated workforce can increase productivity, as employees will produce higher-quality work when they are motivated. This can result in better products and services being provided to customers, which in turn increases the amount of revenue generated.

4. Encourage wide productivity & employee culture:

Studies show that a company's culture has a major impact on the extent to which it inspires, motivates, and retains its employees and that a company with a strong culture that supports and encourages its employees will work harder and be more productive.

In essence, the impact of motivation on productivity shows that Employees perform better when they are motivated. When employees are motivated to perform at their best, they are more likely to produce higher quality work. This results in a better-quality product or service for the customer. This ultimately leads to increased revenue and profits for the organization.

C. Smart practices for increasing motivation:

1. SMART Objectives :

SMART (specific measurable, relevant, achievable, time-based) Setting SMART goals gives a clear idea about work that we want to complete. It will increase your motivation and that of your employees. Working towards a clear goal and celebrating the success of a project or a goal helps to keep your energy up.

2. Monetary and non-monetary facilities :

Monetary facilities include financial benefits, bonuses, increments, various incentives, etc. that means related to money. Non-monetary facilities include accommodation, medical facilities, canteen facilities, education facilities for their children, etc. by providing these facilities, can increase motivation.

3. Trust:

Managers need to know that their employees care about them and that motivates them to succeed. This is usually up to the manager to ensure that they can trust their employees to do their jobs properly. Trust is a very important factor. When employees have faith and trust in

their organization they feel motivated and work efficiently.

4. Communication :

When you are a good communicator, you can effectively relay messages and information to your employees so that they can understand what is being asked of them. This will result in motivated employees, as they will be able to understand what is expected of them and how they can improve. Maintaining two-way communication with your employees will help you to effectively manage your team.

5. Recognition :

Recognition can help your employees to improve their productivity by motivating them. This concept is a simple and effective way to help your employees stay motivated. When you recognize good work and achievements in your team you can help your employees to improve their productivity and performance. You can encourage your employees by holding a team contest or a friendly competition.

6. Let them lead :

Another great way to increase motivation and productivity is by letting your employees lead. When employees are given a sense of ownership over a project, they are more likely to feel comfortable taking the initiative to act and are more likely to come up with innovative solutions that can lead to better work quality and ultimately higher productivity.

Conclusion:

Whenever motivating your employees, it is crucial to help your employees understand and appreciate what they are working towards and encourage them to achieve their goals to be successful.

When employees can identify goals they want to accomplish, they are more motivated to produce better quality products or services. This will lead to better quality products for their clients, resulting in higher client satisfaction, which will result in increased company revenue and profits. To ensure that your employees are as motivated as possible, you must employ a variety of smart practices.

There are a number of smart practices that you can implement in order to increase motivation among your employees. One of the most effective ways to increase motivation is to celebrate the small victories with your employees. When you and your team complete a goal, celebrate together.

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