ANALYTICAL STUDY ON EM
PLOYEES' MOTIVATION IN SOUTHERN RAILWAY, GOLDEN
ROCK, TIRUCHIRAPPALLI, TAMIL NADU

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ABSTRACT

In the workplace, motivation is important to induce an employee to contribute to his maximum capabilities. Every employee has certain unfulfilled desires. The employer, by fulfilling the needs of the employee, motivates him to do his best. To study the level of employee motivation through the financial and non-financial factors acquires significance. When an organization has properly motivated staff, there will be better inter-personal relationships. The schedule was used for collecting data related to study. The sample of the study is 50 employees working in the study area. After the data collection was over, the researcher analyzed the data with the help of Statistical Packages such as SPSS 20 (Statistical Package for Social Science)). The results of the study have indicated that the salary and compensation, achievement motivation, promotional policy, organizational policy, work environment, relationship with superiors, organization facilities have motivated the employees for good performance.

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1. Introduction

In the workplace, motivation is important to induce an employee to contribute to his maximum capabilities. Every employee has certain unfulfilled desires. The employer, by fulfilling the needs of the employee, motivates him to do his best. Well-motivated employees put in maximum efforts in discharging their duties. This leads to higher output and thereby reduces the average cost per unit produced. Optimum output and lower cost are what is essential to achieve maximum efficiency. Well motivated employees do not make unnecessary complaints about anyone or anything. They like their job and the organization. As all their needs are fulfilled by their employer, they hardly have any grievance.

To motivate the dependents, the manager must, therefore, understand their needs. The study of employee motivation in this respect acquires significance from the point of view of the business organization.

2. Statement of the Problem

Every organization has its own goals, plans, and programmes. The success or failure of any organization in implementing its plans and programmes to reach its goals depends to a great extent upon its employee motivation. It may vary with the nature of the organization. As far as the study area is concerned it is a public sector undertaking namely Golden Rock Workshop. This study is being undertaken to analyze the Employees' motivation in Golden Rock Workshop, Tiruchirappalli.

The study of the employees' motivation helps to explain the impact employees' motivation on employees' behavior and organizational performance. Motivation is workers perceptions of the work in which they are doing. Against this backdrop, the researcher has planned to undertake a study on employees' motivation of the Southern railway Central Workshop, Golden Rock, Tiruchirappalli.

3. Objectives of the study

- To study the profile of the employees.
- To Study the effect of intrinsic and extrinsic rewards on employees performance.

4. Hypotheses of the Study

H1: There is no significant association between Age of the respondent and Intrinsic and Extrinsic reward

H2: There is no significant association between educational qualification and Intrinsic and Extrinsic reward

H3: There is no significant variation between the monthly income of the respondents and their Intrinsic and Extrinsic reward

5. Scope of the study

The study aims at focusing on employees' motivation. Hence it is necessary to analyse the positive and negative aspects of motivation. Incentives and other fringe benefits are also having a direct and indirect connection on efficiency. The efficiency is not only connected directly with the machine but also labour. The skill of the workers, working conditions, labour union friendly attitude of the management also plays a vital role in the production. This research study is explanatory in nature. Moreover, the area of the study is confined to Tiruchirappalli only.

6. Need for the study

To study the level of employee motivation through the financial and non-financial factors acquire significance. When an organization has properly motivated staff, there will be better inter-personal relationships. The superiors trust their subordinates and vice versa. There is also greater co-operation among the employees.

7. Methodology

A study was conducted by the researcher in the study unit. As many as 30 respondents from three shops comprising ten respondents from each shop. This helped the researcher to make a necessary modification for the finalization of the interview schedule. A structured survey tool was developed by 5 point scale for collecting the necessary information for the study. The researcher coded and scored the schedule for the data collection. The scores entered are used for analysis in SPSS. Chi-square, ANOVA, Frequency test was done for

analyzing association and difference between the dependent and independent variable of the present study.

8.Analysis of Data

After the data collection was over, the researcher analysed with the help of Statistical Packages such as SPSS 20 (Statistical Package for Social Science).

ANALYSIS AND INTERPRETATION

Table 1: Demographic Profile of the respondents

Demographic Profile	Particulars	Frequency	Percentage
Age	18 - 30 Years	37	74.0
	31 - 40 Years	8	16.0
	41 - 50 Years	3	6.0
	51 Years & above	2	4.0
Educational Qualification	10th	14	28.0
	12th	11	22.0
	ITI	6	12.0
	Diploma	19	38.0
Monthly Income	Below 10000	34	68.0
	10001-15000	11	22.0
	15001 and above	5	10.0
Total (N)	**50**		

➦   **Age:** Majority of the respondents 37 (74%) of them are belong to the age group of 18 to 30 Years, 8 (16%) of them are belongs to the age group of 31 to 40 Years, 3 (6%) of the respondent are belongs to the age group of 41 to 50 Years, 2 (4%) of the respondents are belongs to the age group of 51 Years and above.

➢ **Educational Qualification:** concerning the educational Qualification 19(38%) of the respondents are belongs to Diploma category, 14 (28%) of the sample respondents are belonging to 10th, 11 (22%) of the respondents are belongs to 12th, 6 (12%) of the respondents are belonging to the ITI category.

➢ **Monthly Income:** majority of 34 (68%) of the respondents draw monthly income of below 10000/-pm, 11(22%) of the respondents draw monthly income between Rs.10001-15000/-pm, 5(10%) of the respondents draw monthly income of 15001 and above/- per month.

Hypothesis: 1

Null Hypothesis (H0): There is no significant association between age of the respondents and their Intrinsic and extrinsic reward.

Alternative Hypothesis (H1): There is a significant association between age of the respondents and their Intrinsic and Extrinsic reward.

Table.2 Association between Age of Respondents and their Intrinsic and Extrinsic Rewards

Theme	Chi Square Value	Degrees of Freedom	Asymp.Sig. (2-sided)
Pay/Salary	2.808	3	.422 (NS)
Promotion	1.443	6	.963 (NS)
Fringe Benefit	.359	3	.949 (NS)
Bonus	.359	3	.949 (NS)
Appreciation	3.025	6	.806 (NS)
Challenging Task	7.125	9	.624 (NS)
Recognition	.359	3	.949 (Ns)

The Table.2 reveals that there is no significant association between age of the respondents and Intrinsic and Extrinsic reward provided by the organization, since the calculated value is greater than the table value (p>0.05).

Findings: There is no significant association between Age of the respondent and intrinsic and extrinsic reward. Hence the formulated null hypothesis is accepted and alternative hypothesis is rejected.

Hypothesis: 2

Null Hypothesis (H0): There is no significant association between Educational Qualification of the respondents and their Intrinsic and extrinsic reward.

Alternative Hypothesis (H1): There is a significant association between age of the respondents and their Intrinsic and Extrinsic reward.

Table.3 Association between Educational Qualification of Respondents and their Intrinsic and Extrinsic Rewards

Theme	Chi Square Value	Degrees of Freedom	Asymp.Sig. (2-sided)	Significant Inference
Pay/Salary	1.516	3	.679	0.05<.679 (NS)
Promotion	10.261	6	.114	0.05<.114 (NS)
Fringe Benefit	7.483	3	.058	0.05>.058 **(Sig)**
Bonus	7.483	3	.058	0.05>.058 **(Sig)**
Appreciation	13.243	6	.039	0.05>.039 **(Sig)**
Challenging Task	12.850	9	.170	0.05<.170 (NS)
Recognition	7.483	3	.058	0.05>.058 **(Sig)**

The Table.3 reveals that there is no significant association between Educational Qualification of the respondents and the intrinsic and extrinsic reward provided by the organization, since the calculated value is greater than the table value (p>0.05).

Findings: There is no significant association between the Educational Qualification of the respondents and Intrinsic and Extrinsic Rewards except Fringe Benefits, Bonus, Appreciation and Recognition. Hence the formulated null hypothesis is accepted and the overall finding is that there is no significant association between Educational Qualification of the respondent and Intrinsic and Extrinsic Rewards.

Hypothesis 4

Null Hypothesis (**H0**): There is no significant variation between the monthly income of the respondents and their Intrinsic and Extrinsic Reward.

Alternative Hypothesis (**H1**): There is a significant variation between the monthly income of the respondents and their Intrinsic and Extrinsic Reward.

Table: 4 Variation between the monthly income of the respondents and their Intrinsic and Extrinsic Reward

ANOVA						
Intrinsic and Extrinsic Rewards		**Sum of Squares**	**df**	**Mean Square**	**F**	**Sig.**
Pay/Salary	Between Groups	.308	2	.154	.228	.797 **NS**
	Within Groups	31.692	47	.674		
	Total	32.000	49			
Promotion	Between Groups	.416	2	.208	.228	.797 **NS**
	Within Groups	42.804	47	.911		

	Total	43.220	49			
Fringe Benefit	Between Groups	.284	2	.142	1.833	.171 **NS**
	Within Groups	3.636	47	.077		
	Total	3.920	49			
Bonus	Between Groups	.638	2	.319	1.833	.171 **NS**
	Within Groups	8.182	47	.174		
	Total	8.820	49			
Appreciation	Between Groups	.217	2	.108	.160	.853 **NS**
	Within Groups	31.863	47	.678		
	Total	32.080	49			
Challenging Task	Between Groups	2.136	2	1.068	1.244	.298 **NS**
	Within Groups	40.344	47	.858		
	Total	42.480	49			
Recognition	Between Groups	2.553	2	1.276	1.833	.171 **NS**
	Within Groups	32.727	47	.696		
	Total	35.280	49			

From the above table 5, is inferred that in one-way ANOVA, the total variation is partitioned into two components, between groups represents variation of the group means around the overall mean and within groups represents variation of the individual scores around their respective group means; significance indicates the significance level of the F-value. Small significance value (<.05) indicates group difference. From the above table is inferred that the significance level is observed to be greater than 0.05. Hence, null hypothesis is accepted by inferring that **"there is no significant variance observed between the educational qualification of the respondents and their Intrinsic and Extrinsic Reward of the study area".**

VII. FINDINGS OF THE STUDY

➢ **Age:** Majority of the respondents 37 (74%) of them are belong to the age group of 18 to 30 Years, 8 (16%) of them are belongs to the age group of 31 to 40 Years, 3 (6%) of the respondent are belongs to the age group of 41 to 50 Years, 2 (4%) of the respondents are belongs to the age group of 51 Years and above.

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Hypotheses Findings:

➢ **H1:** There is no significant association between Age of the respondent and Intrinsic and Extrinsic reward.

➢ **H2:** There is no significant association between educational qualification and Intrinsic and Extrinsic reward.

➢ **H3:** There is no significant variation between the monthly income of the respondents and their Intrinsic and Extrinsic reward.

11. Conclusion

The results of the study have indicated that the salary and compensation, achievement motivation, promotional policy, organizational policy, work environment, relationship with

superiors, organization facilities are motivate the employees for good performance. The labour welfare measures if effectively carried out still further it will motivate the employees at all levels for good performance.

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