Motivation Does Affect Really An Employees Working Capacity-A Study

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Abstract

It is now essential to an organization to determine the factors that keep employees in-house since they are always looking for new and better chances. Two of these explanations have been identified: the work environment and job satisfaction. Due to increased competition, globalization, and the need for efficiency, workers now face unfavorable work conditions. In this setting, the research of organizational climate has become extremely important. The work environment has a significant impact on employees' well-being. The way that employees feel about their workplace inside an organization is known as the organizational climate.It entails changing every element that influences how people behave. One of the most important responsibilities of management is inspiring workers to meet company objectives. Rewards are given by management to staff members who perform well. The three most crucial factors that impact employee behavior are work environment, motivation, and ability. The workplace environment can be changed to get greater Motivated workers regularly look for novel and creative approaches to tasks, which may improve output. Both inner and external variables have the power to inspire workers. Extrinsic variables, including financial prizes and promotions, are reinforced by the outside world. An individual's intrinsic elements include their need for autonomy, advancement, and acknowledgment. Employees that are intrinsically driven assume greater accountability for their own education.

Key Words: Work Environment, Jobsatisfaction, Organisational Climate, Motivation.

Introduction

The subject of motivation has garnered significant interest from scholars and investigators. A motivated worker is constantly seeking for methods to complete tasks more effectively, which boosts output. Managers may find strategies to maintain employee motivation by having a thorough grasp of the employee motivation process. An organization requires human resources in addition to material, financial, and other resources. In addition to their designated duties and obligations, workers have to exhibit original and creative thinking while at work. In order for this to occur, management must encourage employees to make the choice to engage in work activities and meet organizational objectives. Motivated workers are more concerned with quality, which is advantageous to their employers. Managers can better comprehend employee behaviors by acquiring insight into motivation.One important factor in understanding organizational behavior and the people who work there is job satisfaction. Increased stress, low productivity, subpar performance, and a rise in staff turnover are all consequences of job discontent. Numerous characteristics, including organizational environment, compensation, promotions, job security, relationships with coworkers, position, and job kind, have been shown via prior research to influence job satisfaction. While negative, unfavorable attitudes indicate job unhappiness, positive, favorable attitudes demonstrate job contentment. A subjective and perceptual metric, job satisfaction differs between individuals. Something that makes one person happy at work could not make another person happy at work. When people believe their work is valuable, they are extremely satisfied. According to Herzberg et al. (1959), work satisfaction and job.Dissatisfaction and negativity don't contradict. Extrinsic work context elements include compensation and working environment.

Importance of Employee Motivation

The subject of motivation has garnered significant interest from scholars and investigators. A motivated worker always seeks out more effective ways to complete tasks, which boosts output. Managers may find strategies to maintain employee motivation by having a thorough grasp of the employee motivation process. An organisation requires human resources in addition to financial and material resources. In addition to their designated duties and obligations, workers have to exhibit original and creative conduct while at work. Management must encourage employees to choose to engage in work activities and meet organisational objectives in order for this to occur. Motivated workers are more concerned with quality, which is advantageous to the companies. Managers can better comprehend employee behaviours by developing an understanding of motivation.

Research Gap

The aforementioned research has investigated and examined a number of topics pertaining to work satisfaction, employee motivation, and organizational climate. While work satisfaction and employee motivation have been investigated in relation to organizational climate, no research has been discovered that examines these three factors collectively. The study has also examined the variations in organizational climate statements between the public and private sectors across a range of demographic factors (age, education, experience, gender, nativity, and marital status). The organizational climate in the public and commercial sectors has never been examined in such detail in research. The study aims to close this gap in the body of knowledge.

Statement of the Problem

Workforce satisfaction and happiness are essential to achieving organizational goals. This is closely related to the type of work environment that an organization offers its staff. Job satisfaction is a direct result of an environment at work that people find good. If they have a nice place to work, employees will be inspired to strive towards company objectives. Therefore, in order for an organization to succeed, it is critical to comprehend how its people feel about their workplace, what requirements they are not meeting, and what drives them to work. Thus, the purpose of this study is to examine the work environment, employee motivation, and job satisfaction of workers in public and private sector organizations.

Objectives of the study

The primary aim of the research was to evaluate the work environment, motivation of employees, and job satisfaction of workers in India's industrial sector. To that end, the ensuing secondary goals have been established:

1. To study the connection between employee motivation and organizational atmosphere.
2. To study determine the current state of employee motivation in the industrial sector.

Research Hypotheses

H0: There is no significant relation between the dimensions of organizational climate and employee motivation.

H0: Public and private sector employees have no significant difference in their level of agreement regarding organizational climate across nativity.

Research Design

Cross-sectional or longitudinal study designs are both possible. A cross-sectional research collects replies from participants just once, but a longitudinal study records responses from the same participants over time to verify response consistency. In this cross-sectional study, the respondents' data was just once gathered. Another way to describe a study plan

is as exploratory or descriptive. Exploratory study is concerned with a phenomenon which is not clearly defined, the factors causing that phenomenon and its related factors. A descriptive design helps in describing the characteristics of the phenomenon. An exploratory-cum-descriptive research design was used in the study. Exploratory research was used to identify the antecedents of organizational climate, employee motivation and job satisfaction. To assess the above-mentioned variables and establish their relationship with one another, descriptive research design was used.

Population and Sample

Sampling's primary goal is to choose people from a group so that the chosen ones accurately reflect the traits of the population the sample is taken from. Probability sampling and non-probability sampling are the two categories of sampling techniques. In probability sampling, each participant has an equal chance of being chosen. Non-probability sampling, however, has the drawback that the chosen respondents may not accurately reflect the real makeup of the population. The study's target demographic consisted of workers in India's industrial sector. The sample included a wide range of organizations from many areas with widely differing demographics. Based on respondents' willingness and the concentration of organizations in a specific location, convenience sampling was employed. The research was The participants were told that their responses will be kept confidential.

Data Collection

Data was gathered from several organizations of Online connections and in-person visits to the organizations were used to disseminate the surveys. The executives in charge of human resources at the affected organizations granted authorization to conduct the survey and let their workers to take part. Since it was impractical for many organizations to have every employee do a survey in person, online links were delivered to them along with a cover letter outlining the survey's aim. The respondents were informed that their participation was entirely optional and that their answers would be kept secret. To maintain the confidentiality of the answers, mentioning the name was voluntary. The organizations received follow-up letters.

EmployeesMotivationAffects on Working Capacity

Motivation items (N=100).

S.No.	Statement	Mean	StandardDeviation
1.	My company contributes to the creation of better work procedures.	3.82	0.715
2.	Management provides my department with sufficient information about what is happening within the company.	3.72	0.812
3.	My teammates provide me with all the assistance I require to carry out my responsibilities well.	3.10	0.714
4.	My team's effort is highly appreciated.	4.15	0.724
5.	Our team members get along well with one another.	3.11	0.819
6.	Every team member enjoys trying out fresh	3.14	0.742

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	approaches.		
7.	My team is well-managed by our team leader.	4.12	0.804
8.	Our organization's teams all collaborate nicely with one another.	3.87	0.863
9.	Management makes good use of my abilities.	3.18	0.836
10.	The management considers proposals from the staff carefully.	3.78	1.054
11.	Telling others that I am a member of this organisation makes me proud.	3.42	0.875
12.	I have loyalty to my company.	3.86	0.829
13.	The organization's management consistently demonstrates empathy while addressing the concerns of its workforce.	3.84	0.745
14.	The management is always willing to address employee problems.	4.34	0.879
15.	The disciplinary process is clearly laid out and shared with everyone.	3.84	0.917
	Overall organizational Climate	**3.69**	**0.527**

The above Table shows Employee agreement with the numerous claims about the organisational climate is displayed in the above table. The standard deviation varies from 0.714 to 1.054, while the mean agreement scores span from 3.10 to 4.34. Employee perceptions of the overall organisational environment appear to be generally good, as shown by the mean agreement score of 3.84. The greatest level of agreement (mean=4.12) is that the team is well-managed by our team leader and that employees take pleasure in working for the company. It demonstrates the intention of the staff to remain with the company. The team's support has a comparatively greater agreement level. members, acknowledgement of teamwork and collaboration among team members. This shows what kinds of collaborative activities the employees favour. Along with these assertions, there is also an increasing amount of agreement regarding the team leader's effectiveness, the organization's ability to refer others to it, its assistance in creating better work processes, the department's ability to receive management updates on organisational events, the employee's capacity to balance work and family obligations, and the ideal work pace. Employee loyalty to my firm is comparatively high (mean = 3.86), and the organisation is attentive to employee concerns (mean = 3.84) and takes employee issues seriously (mean = 4.34). It follows that aspects pertaining to employee involvement and wellbeing require a little more attention.

Recommendations: Employee perceptions of the performance targets they set themselves are often negative. Employees would benefit greatly from having some influence when defining performance targets, even while it is not practical for organisations to allow employees to create their own goals for every position. Thus, management ought to motivate staff members to contribute in work-related ways. Workers also think negatively of their management when it comes to taking into account their opinions on the efficacy of the organisation. Therefore, management have to try to comprehend what employees think. Worker's ought to believe that their opinions on the efficacy of the company are taken seriously. Workers require greater independence in their work. Management may grant workers greater autonomy by allowing them to use their independence while doing their duties and making decisions pertaining to their jobs.If one is unable to have freedom in essential work areas, having liberty in non-essential areas might also make one feel more autonomous. These strategies might involve selecting themes for team-building activities and selecting the canteen's menu.

CONCLUSION: On every assertion regarding the organisational atmosphere, workers concur. It demonstrates that India has a favourableorganisational climate. out of all the organization's remarks. atmosphere, workers exhibit higher levels of agreement regarding commitment to the company, pride in their employment, teamwork, and acknowledgment of teamwork. There is little agreement on the topics of considering employees' proposals seriously, paying attention to their interests, and how stressful their jobs areon every assertion regarding the organisational atmosphere, workers concur. It demonstrates in India's industrial sector has a favourableorganisational climate. Out of all the assertions about the organisational environment, workers agree more when it comes to the following: individuals working as a team, pride in working for the organisation, and acknowledgment of teamwork. There is little agreement on giving employees' proposals significant consideration, paying attention to their interests, and not making their jobs stressful.

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