

# A Study on Employee Motivation at Megha Engineering and Infrastructure Pvt Ltd Company, Hyderabad, Balanagar

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## ABSTRACT

Employee motivation is important in any organization. If the employee not motivated in the organization works in effectively than organization would not function properly ultimately result in losses it plays a crucial role in the long-term growth of an organization. Proper motivation turns an employee into a loyal asset and helps in maintaining the retention rate. The subject of motivation, perhaps, received the highest attention from management thinkers' worldwide at the context, present study aimed to know the influencing factors for motivation, level of satisfaction on motivational practices in the organisation. The result of level of that highly response is the self-actualization, Leave and job security then Self-affirmation, Salary increments and lowest response is curiosity, Therefore, present study has been conducted at megha engineering infrastructure limited company.

**How to cite this paper:** M. Bhavani | Dr. P. Viswanath "A Study on Employee Motivation at Megha Engineering and Infrastructure Pvt Ltd Company, Hyderabad, Balanagar" Published in International Journal of Trend in Scientific Research and Development (ijtsrd), ISSN: 2456-6470, Volume-6 | Issue-6, October 2022, pp.768-773, [www.ijtsrd.com/papers/ijtsrd51953.pdf](http://www.ijtsrd.com/papers/ijtsrd51953.pdf) URL:



IJTSRD51953

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## INTRODUCTION

Employee motivation is important in any organization. It plays a crucial role in the long-term growth of an organization. Proper motivation turns an employee into a loyal asset and helps in maintaining the retention rate. After employees are hired and trained, it is important to motivate them to get the desired efforts from them, to achieve organizational objectives Motivation is a dynamic organizational-behaviour issue and there cannot be any organization-specific motivation tool. The subject of motivation, perhaps, received the highest attention from management thinkers' worldwide If the employee not motivated in the organization, then organization result in losses result in losses Hence it is important to understand people and the way to handle this dynamic human resource, by the management in the organisation. Therefore, present study has been motivated at megha engineering infrastructure limited company.

## MEANING

Motivation is a term that refers to a process that elicits, controls, and sustains certain behaviours. It is a group phenomenon which affects the nature of an individual's behaviour, the strength of the behaviour, and the persistence of the behaviour. For instance: an individual has not eaten, so he or she feels hungry, and as a response he or she eats and diminishes feelings of hunger. There are many approaches to motivation: physiological, behavioural, cognitive, and social. It is the crucial element in setting and attaining goals.

## REVIEW OF LITURATURE

Bartol and Martin (1998) consider motivation a powerful tool that reinforces behaviour and triggers the tendency to continue. In other words, motivation is an internal drive to satisfy an unsatisfied need and to achieve a certain goal. It is also a procedure that begins through a physiological or psychological need that stimulates a performance set by an objective.

As Kalimullah (2010) suggested, motivated employee has his/her goals aligned with those of the organization and directs his/her efforts in that direction. In addition, these organizations are more successful, as their employees continuously look for ways to improve their work. Getting the employees to reach their full potential at work under stressful conditions is a tough challenge, but this can be achieved by motivating them. On the other hand, Mary (1996) explains organizational effectiveness as the extent to which an organization fulfils its objectives, by using certain resources and without placing strain on its members. The goal model defines organizational effectiveness referring to the extent to which an organization attains its objectives (Zammuto, 1982), while the system resource model defines it in terms of the bargaining power of the organization and its ability to exploit the environment when acquiring valuable resources (Yuchtman, 1987)

Srivasta and Bhatia (2013) were conducted research to identify motivational factors on employee satisfaction in public sector banking employees. It is formed in the study that the top five motivational factors as job satisfaction, promotions/expectations, recognition, good pay, and styles of organization/management. Further, the study revealed that the top motivator among prospective workers today is job satisfaction.

Kamal and Sengupta (2018) conducted research on the bank officer's job satisfaction and found that the relationship between job satisfaction and personal circumstances and the relativity of the overall concept of personal perception of job satisfaction.

Ahmad, Ahmed, Mangi, Palwishah, and Susan (2014) worked on a study to determine the factors motivating employees in the banking sector of Pakistan with respect to their demographic reflections the study concerned that motivational factors such as "Fair wages and Promotion," "Health and other services," "Work environment," "Job Specification," "Prestige and Request," "Management Policies and Style," "Non-Cash Benefits," "Sports" and lastly "Setting and Defining Goals" play a significant role in motivating employees

To sum review of literature revealed gaps in the area of motivation. Therefore, the present study has undertaken focusing infrastructure company megha engineering infrastructure pvt ltd in Hyderabad in balanagar.

## OBJECTIVES

- To identify influencing factors to job, motivate an employee
- To know level of satisfaction among employee's job motivation practices in organisation

## NEED OF THE STUDY

Motivational factors of an Employee Changes from Individual to Individual based on Socio, Economic, demographic, cultural, Sociological factors. Hence to understand motivating factors of an Employee for Effective and efficient functioning and growth organisation, there is a need to conduct study on identifying motivating factors and practices followed to motivate in organisation

## SCOPE OF THE STUDY

This study covers employee's perception about Employee Motivation at Megha engineering infrastructure company at Hyderabad branch.

## LIMITATIONS OF THE STUDY

- The study is only limited to MEGHA ENGINEERING INFRASTRUCTURE, Bangalore.
- The reliability of information which is going to collect is purely depends upon genuineness of respondents.
- The study is confined to 45 days.

## RESEARCH METHODOLOGY

To achieve the above objectives descriptive analysis has been used. A Sample of 130 structured employees considered to collect the data through online structured questionnaires the tools used to analysis data are percentage charts, 5-point Likert scale.

## DATA ANALYSIS INTERPRETATION

### Factors influencing Employee motivation:

Employee motivational factors are different from person to person, organization to organization due to various socio-economic, demographic, cultural and psychological factors. Therefore it is tried to know the agreeability on employee motivational factors in the selected company has been analysed with seven practices viz., Recycling and reuse program in your workplace, Office has wide policy for electricity management, Energy efficient lighting, Purchases from environmental responsible companies, Energy efficient vehicles and fuelling options, Employee's motivation Workplace Environment (go paperless, plants, choosing cans instead of using plastic products), Health and safety management. The results are presented in table 1.

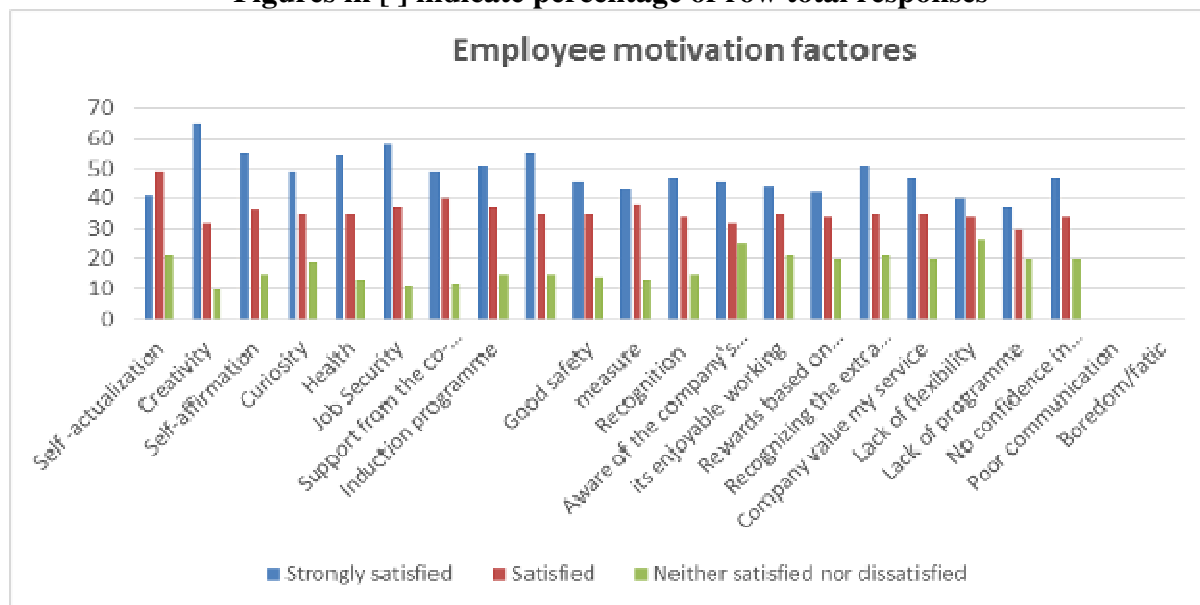
**Table - 1: FACTORS FOR EMPLOYEE MOTIVATION (N=130)**

Statements	Strongly satisfied	Satisfied	N either satisfied nor dissatisfied	Dissatisfied	Strongly dissatisfied
Self -actualization	41 (31.54%)	49 (37.70%)	21 (16.15%)	12 (9.23%)	7 (5.38%)
Creativity	65 (50%)	32 (24.61%)	10 (7.69%)	11 (8.4%)	12 (9.23%)
Self-affirmation	55 (42.31%)	36 (27.70%)	15 (11.54%)	19 (14.62%)	5 (3.8%)
Curiosity	49 (37.70%)	35 (26.93%)	19 (14.62%)	15 (11.54%)	12 (9.23%)
Health	54 (41.54%)	35 (26.93%)	13 (10%)	16 (12.30%)	12 (9.24%)
Job Security	58 (44.62%)	37 (28.47%)	11 (8.46%)	16 (12.30%)	8 (6.15%)
Support from the co-worker	49 (37.70%)	40 (30.76%)	12 (9.23%)	19 (14.62%)	10 (7.70%)
Induction programme	51 (39.23%)	37 (28.46%)	15 (11.54%)	15 (11.54%)	12 (9.24%)
Good safety measure	55 (42.30%)	35 (26.93%)	15 (11.54%)	17 (13.0%)	8 (6.15%)
Recognition	46 (35.38%)	35 (26.93%)	14 (10.76%)	16 (12.30%)	19 (14.6%)
Aware of the company's goals	43 (33.08%)	38 (29.23%)	13 (10%)	24 (18.47%)	12 (9.24%)
its enjoyable working	47 (36.16%)	34 (26.16%)	15 (11.54%)	15 (11.54%)	19 (14.62%)
Rewards based on performance	46 (35.38%)	32 (24.61%)	25 (19.24%)	17 (13.08%)	10 (7.70%)
Recognizing the extra effort	44 (33.85%)	35 (26.93%)	21 (16.16%)	20 (15.39%)	10 (7.70%)
Company value my service	42 (32.31%)	34 (26.16%)	20 (15.39%)	26 (20%)	8 (6.16%)
Lack of flexibility	51 (39.24%)	35 (26.93%)	21 (16.16%)	10 (7.70%)	13 (10%)
Lack of programme	47 (36.16%)	35 (26.93%)	20 (15.39%)	19 (14.62%)	9 (6.92%)
No confidence in company leadership	40 (30.77%)	34 (26.16%)	26 (20%)	17 (13.8%)	13 (10%)
Poor communication	37 (28.47%)	30 (23.08%)	20 (15.39%)	33 (25.39%)	10 (7.70%)
Boredom/fatigue	47 (36.16%)	34 (26.16%)	20 (15.39%)	16 (12.30%)	13 (10%)
Total	977 [38%]	712 [27.75%]	346 [13.48%]	353 [13.75%]	178 [6.9%]

**SOURCE: Online Questionaries survey**

NOTE: Figures in ( ) indicates percentage of N

Figures in [ ] indicate percentage of row total responses



**INTERPRETATION**

From the above bar graph, it is observed that the graph represents about the agreeability on Employee job Motivation in the organization. Self -actualization is highly response is 31.54% and good safety measure highly response is 42.0%. Strongly dissatisfied Job security 44.62% highly respondents is strongly satisfied lowest is 3.8% is strongly dissatisfied Self-affirmation.

**Employee motivation practices:** To know the practices followed to motivate an employee in the organisation practices VIZ., salary increment promotion the response are presented in the below table.2

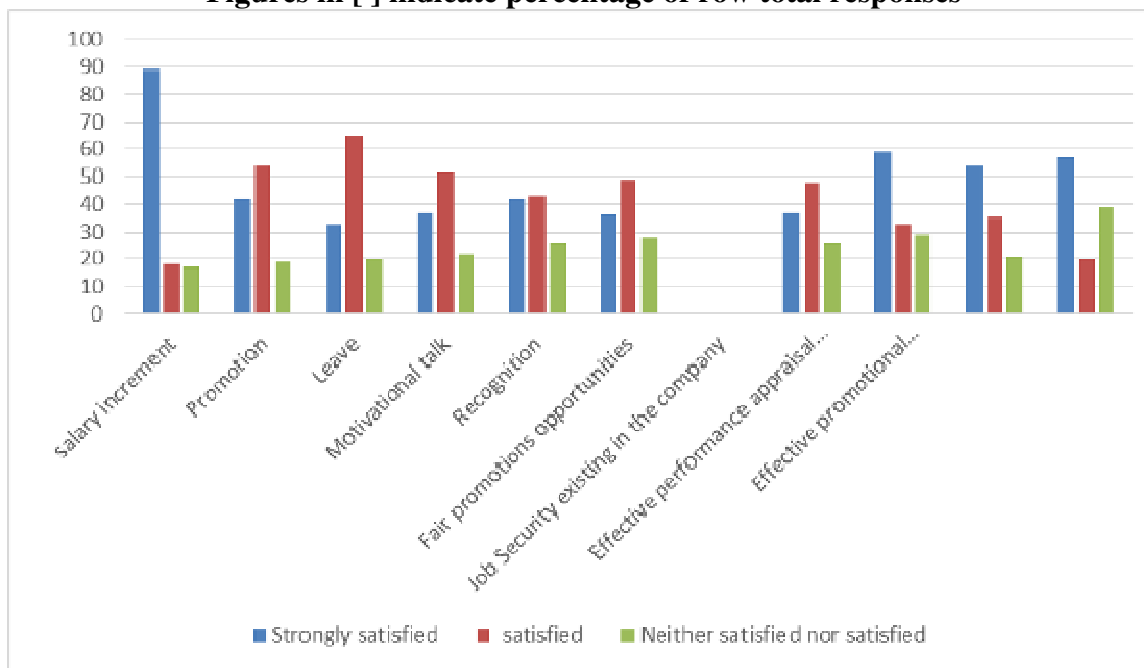
**TABLE 2: Employee motivation practices (N= 130)**

Statements	Strongly satisfied	satisfied	Neither satisfied nor satisfied	Disagree	Strongly disagree
salary increment	89 (52.30%)	18 (13.8%)	17 (13.%)	6 (4.61%)	-
Promotion	42 (32.30%)	54 (41.53%)	19 (14.61%)	11 (8.46%)	4 (3.07%)
Leave	33 (25.%)	65 (50%)	20 (15.38%)	10 (7.70%)	2 (1.53%)
Motivational talk	37 (28.46%)	52 (40%)	22 (16.92%)	17 (13.%)	2 (1.53%)
Recognition	42 (32.30%)	43 (33.08%)	26 (20%)	17 (13.07%)	2 (6.07%)
Fair promotions opportunities	36 (27.69%)	49 (37.69%)	28 (21.53%)	12 (9.23%)	5 (9.84%)
Job Security existing in the company	37 (28.4%)	48 (36.92%)	26 (20%)	17 (13.07%)	2 (1.53%)
Effective performance appraisal system	59 (45.38%)	33 (25.8%)	29 (22.30%)	5 (9.84%)	4 (3.07%)
Effective promotional opportunities in present job	54 (41.53%)	35 (26.92%)	21 (16.15%)	11 (8.46%)	9 (6.92%)
Good safety measure existing in the organization	57 (43.84%)	20 (15.38%)	39 (30%)	11 (8.46%)	3 (2.30%)
<b>Total</b>	<b>486 (39.48%)</b>	<b>384 (31.19%)</b>	<b>218 (17.70%)</b>	<b>112 (9.09%)</b>	<b>31 (2.51%)</b>

**SOURCE: Online Questionaries survey**

NOTE: Figures in ( ) indicates percentage of N

Figures in [ ] indicate percentage of row total responses



### INTERPRETATION

From the above bar graph, it is observed that the graph represents about the agreeability on Employee job Motivation in the organization. Salary increment is the highly response is 52.30% and effective promotional is 41% strongly dissatisfied Leave is the 6.80% highly respondents is strongly satisfied. And lowest is 6.07% is strongly dissatisfied. Effective performance appraisal system is the highly respondents is 12.14% and lowest is 12.3% is strongly dissatisfied

### FINDINGS

- In pie chart, it is observed that male respondents are 58.5% and the remaining 41.5% female response.
- At bar graph, it is observed that married of employees are 32.3% who have been working in the organization. And unmarried employees are 67.7% working in the organization.
- In the bar graph, it is observed that the UG of employees are 40.0% have been working in the organization. Here the PG 60.0% working in the organization.
- At the bar graph, it is observed that it shows the 1-3 Experience persons 22.3% is employees and 1-5 experience persons response is 46.9% then 5-7 Experience persons response is 23.8% and 7-10 Experience persons 6.9% responses is had been working in the organization

### CONCLUSION

Motivation is the process of creating organisational conditions which will impel emphasis to strive to attain organisational goals. Psychologists generally agree that all behaviours are motivated and that people have reasons for doing the things they do or for behaving in the manner that they do. In other words, all human behaviour is designed to achieve certain goals and objectives. Such goal directed behaviour revolves around the desire for need

satisfaction. The study concludes that employees are strongly satisfied factors viz., Self-actualization, self affirmation, Job security are the factors influencing the motivational levels at work place. With regard to practices adopted to improve motivational levels among employees are salary increment, effective promotional opportunities and good safety measures .

### SUGGESTIONS

- Encourage their personal development. Create psychological safety. Encourage teamwork and collaboration among employees.
- Recognize and reward your team for their hard work. Provide employees with tools and resources for success.
- Encourage creativity employee motivation techniques are essential to the success of a company. When you know how to motivate employees, you'll get the best out of them.
- Motivated employees will work harder and dedicate themselves to the company's mission.

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- [6] HIMALAYA--W M Haper
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