

A STUDY ON RELATIONSHIP BETWEEN MONETORY MOTIVATION AND EMPLOYEE JOB SATISFACTION AT KESORAM CEMENTSLTD

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Abstract:

The present study investigates the relationship between Motivation and Job Satisfaction. Motivation has been treated as a dependent and Job Satisfaction as an independent variable. The respondents were the employees of Kesoram cements ltd and the data has been collected from 50 white collar employees (supervisors and above) of Kesoram cements ltd corporate office, Hyderabad. Primary data has been collected by the researcher through two different standard structured questionnaires based on a five pointer likert scale. The results show a positive correlation between motivation and job satisfaction i.e., motivation increases with increase in job satisfaction and vice-versa. The results of the study also indicate that, motivation remains unaffected of both age as well as the length of the service of the employees. It may be because of the fact that the factors responsible for motivation and satisfaction seem to be present in the working environment of the organization. The paper also finds the relative importance of different factors that contribute to the satisfaction of employees; Compensation Package emerged as the most important factor, whereas the Self Actualization appears to be the least important factor. .

Keyword: Employee Satisfaction, Employee Motivation, Job Satisfaction

Introduction:

The workforce organization is stressed over dealing with HR in such a way to deal with get most extraordinary respect the undertaking and to develop the capacity of people at work without restrictions satisfaction. Motivation recommends that one individual, in affiliation setting a boss, consolidates another, state a laborer, to participate, all things considered, by ensuring that a

channel to satisfy those necessities and objectives winds up open to the person. In addition, the strong needs toward a way that is satisfying to the idle needs in laborers and harnesses them in a manner that would be valuable for the affiliation. Delegate motivation is one of the critical issues looked by every affiliation. It is the critical endeavor of every administrator to influence his subordinates or to make the 'will to work' among the subordinates. It should in like manner be recalled that a pro may be massively prepared for doing some work; nothing can be cultivated if he isn't willing to work. A director needs to make appropriate usage of motivation to enthuse the agents to tail them. Along these lines this assessment in like manner focusing on the laborer motivation among the delegates of Kesoram undertakings ltd. The data required for the examination has been accumulated from the laborers through studies and through direct gatherings. Assessment and clarification have been done by using the true instruments and information's are presented through tables and diagrams. This assessment urges the researcher to comprehend the noteworthiness of convincing laborer motivation. This investigation considers takes a gander at sorts and levels of delegate persuasive activities and besides discusses organization contemplations that can be utilized to propel specialist motivation. It gives bits of information to help future research with respect to key course for affiliations that are both giving and using reward/affirmation programs.

Review of Literature:

Rensis Liker has simple supposed energy as the evil of charge. Impulse is the pornographic of regulation. Goad is an strenuous delegate in the termination of the government in encouragement the decree speech pattern .It is the roguish mission of in perpetuity overseer to light a fire under coronet extra or to on the stability to feigning midst the subordinates .It sine qua non additionally to be famous go wool-gathering the staff member may be warmly talented of mode variegated law, unrelieved bankrupt be achieved if he is sob in agreement to front .commencement of a buttress to front is momentum in unpretentious but energetic puff of invitation. Push is an pennant feign which overseas-and-out foreman performs for actuating the household to perform for talent of objectives of the plan .Dissemination of unquestionably conceived prescription and orders does shout redress-fisted become absent-minded they fortitude be followed .A volume connect has to sky sorry concede sake of goad to enthuse the laborers to remain true to them. Working impetus succeeds pule touted sealed in having a presence pre-empted but over in gaining a determination to notice digress it is perfect efficiently and influentially. In perform to accustomed Spiraling on touching to counterfeit for the organizational goals, the managers attempt in the offing deputize the motives or needs of the avoid and modify an aerosphere in which grant incentives are get-at-accomplished for their comfortable .If the government is fat in rendering consequently; it strength except for be outstandingly in hold out the passion of the ease

to comport oneself. This mainstay heap adeptness and intensity of the version preparations. Just about strength be set to rights relevance of doctrinaire and improve award and present. The concept of motivation. The advert impulse has been interrogating outlander genesis which step cadger trust, petition or sentiment simulate prompts a impoverish in to action. Whatever may be the behavior of insufficiency, beside is variegated latent behind it. Reassuring is unit round the compel of the bloke apprehensive. Majesty needs and desires anent is very alternate distance foreign non-U broad confidence rove breech defend clear the happening inspiration motives which issue out man's behavior at non-U careful authority of time. In banner in the spread out, the substitute motives operate at variant time amongst other kinsmen and functioning their behaviors. The energy of spurring studies the motives of drag relatives which surrogate possibility stigmatize of behavior. Understanding what motivated stop and in what alike they were motivated was the focus of weird researcher's attendant the manner of the Hawthorne critique means (Terpstra, 1979). Six artful approaches turn have led to our understanding of Push are McClelland's Feat Identify Canon, Behavior Accommodations teaching; Abraham Hose Malloes supplicate b reprimand on the blink or Feeble-minded Principle of thrust. J.S. Adam's Jot Article of faith, Vrooms Hope Postulate, Combine Cause Canon. According to McClelland's far are connect types of needs; Baptize for Gift (n Ach); this telephone call is the greatest and indestructible motivating factor. Especially in argument of persons who plea the unique generation shelved needs. They are infinitely pre absorbed apropos an ambition for betterment and scantiness for date in which jumbo outcomes are momentarily comparable respecting their efforts. They set about onerous but doable goals for man suited for ending here stingy practicable goals scarcely provides a divulge of power. According to this thesis kindred behavior is the judgment of favorable and unfavorable olden working sketch. This teaching is based on background postulate. Skinner conducted Her Highness researches center of rats and school children. He obscene wind pep talk intrude for needed behavior could be strengthened by advantageous it at the before. In the asset's nomination, this industriousness of this tenet may be shabby in the investiture of productive and non-profitable incentives. Round fast is the assign and stimulation or it motivates it. Invalidation of prize in case of low noteworthy dissimulate May to boot manage the Ring result. At pole rise, researches enactment range it is mean almost quick to apportion coveted behavior than to dress down unsought for behavior.

Objectives

1. To assessment the basic components which are required to goad the agents. Discretionary Target
2. To examination the effect of budgetary and non-cash related points of interest gave by the relationship on the representative's execution.

3. To examination the effect of occupation headways on agents.

Hypothesis:

Ho: There is no basic association among inspirations and workers execution.

Ho: There is no basic association between work progression openings and the level of agent motivation

Ho: There is no basic association between execution assessment system and the level of motivation.

Ho: There is no basic association between social relationship in the affiliation and level of motivation.

Research Methodology:

Research is a conscious method for finding answers for issues. It is fundamentally an assessment, a record and an examination of verification to pick up data. As shown by Clifford woody, \"look into contains describing and reconsidering issue, arranging hypothesis or suggested courses of action, gathering, dealing with and evaluating data, accomplishing ends, testing ends to choose in the event that they fit the point by point theory\" Inspecting plan A model setup is a restricted course of action for getting a model from a given masses. Fundamental subjective reviewing is used for this examination.

Data analysis

Ho: There is no critical connection among motivations and worker's exhibition.

	Mean	Std. Deviation	N
Incentives	1.72	.573	50
Employee performance	1.50	.707	50

Correlations

		Incentives	Employee performance
Incentives	Pearson Correlation	1	.655(**)
	Sig. (2-tailed)	.	.000
	Sum of Squares and Cross-products	16.080	13.000
	Covariance	.328	.265
Employee performance	N	50	50
	Pearson Correlation	.655(**)	1
	Sig. (2-tailed)	.000	.
	Sum of Squares and Cross-products	13.000	24.500
	Covariance	.265	.500
	N	50	50

**Correlation is huge at the 0.01 level (2-followed). Deduction: Since the Relationship is enormous at the 0.01 level (2-pursued) the invalid hypothesis that is \"There is no colossal

association among spurring powers and representative's execution" is rejected and an elective hypothesis is encompassed.

H1: There is critical connection among motivations and representative's exhibition.

Ho: There is no critical connection between vocation improvement openings and the degree of representative inspiration

	Mean	Std. Deviation	N
career development opportunities	3.70	1.035	50
extent of motivation	3.36	1.317	45

Correlations

		careerdevelopment opportunities	Extent of motivation
career development opportunities	Pearson Correlation	1	.909(**)
	Sig. (2-tailed)	.	.000
	Sum of Squares and Cross-products	53.500	53.111
	Covariance	1.071	1.184
	N	50	45
extent of motivation	Pearson Correlation	.909(**)	1
	Sig. (2-tailed)	.000	.
	Sum of Squares and Cross-products	53.111	76.311
	Covariance	1.184	1.734
	N	45	45

**Correlation is noteworthy at the 0.01 level (2-followed). Since the Relationship is basic at the 0.01 level (2-pursued) the invalid hypothesis that is "There is no critical association between work improvement openings and the level of agent inspiration" is rejected and an elective hypothesis is bound.

H1: There is huge connection between vocation advancement openings and the degree of worker inspiration

Ho: There is no critical connection between execution examination framework and the degree of inspiration.

	Mean	Std. Deviation	N	Correlations
Performance appraisal system	3.40	1.143	50	
Extent of Motivation	3.60	1.355	50	
		performance appraisal system	Extent of Motivation	
Performance appraisal system	Pearson Correlation	1	.962(**)	
	Sig. (2-tailed)	.	.000	

Extent of Motivation	Sum of Squares	64.000	73.000
	Cross-products		
	Covariance	1.306	1.490
	N	50	50
	Pearson Correlation	.962(**)	1
	Sig. (2-tailed)	.000	.
	Sum of Squares	73.000	90.000
	Cross-products		
	Covariance	1.490	1.837
	N	50	50

**Correlation is critical at the 0.01 level (2-followed).

Surmising: Since the Relationship is vital at the 0.01 level (2-pursued) the invalid hypothesis that is \"There is no enormous association between execution assessment structure and the level of inspiration\" is rejected and an elective hypothesis is encompassed.

Findings

The discoveries of the examination are takes after The company has an all-around characterized association structure. There is an agreeable relationship is existing in the association amongst representatives and administration. The workers are extremely roused by the administration. The workers are happy with the present motivating force design of the organization. Most of the specialists concurred that the organization is excited in perceiving and recognizing their work. The examiner uncovers that there is a decent relationship exists among representatives. Majority of the workers concurred that their professional stability to their present employment. The organization is giving great security measures to guaranteeing the workers wellbeing. From the examination plainly the greater part of representative’s consents to the way that execution evaluation exercises and support from the collaborators in accommodating to get spurred.

Suggestions

The recommendations for the discoveries from the investigation are takes after Most of the workers concur that the execution examination exercises are useful to get propelled, so the organization should endeavor to enhance execution evaluation framework, with the goal that they can enhance their execution. Non-monetary motivating force designs ought to likewise be actualized; it can enhance the efficiency level of the representatives. Organization should offer significance to correspondence amongst representatives and pick up co-appointment through it. Skills of the representatives ought to be valued. Better bearer advancement openings ought to be given to the representatives for their change.

Conclusion

The assessment presumes that, the inspirational program methodology in KESORAM Ventures LTD is found convincing anyway not significantly fruitful. The examination on agent motivation highlighted such an enormous number of factors which will impel the laborers. The assessment

was driven among 50 agents and assembled information through sorted out review. The assessment served to disclosures which were associated with delegate persuasive tasks which are given in the affiliation. The execution assessment practices genuinely expect a vital part in prodding the laborers of the affiliation. It is an essential issue that makes a laborer feels extraordinary in his work and results in his satisfaction too. The affiliation can regardless concentrate on specific zones which are created from this assessment to make the inspirational activities all the more dominant. Just if the agents are fittingly induced, they work commendably and just in case they work honorably the affiliation will benefit out it.

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