

A Study on employee motivation and its impact of job performance

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Abstract: The success of an organization is highly related to the motivation levels of the employees since motivated employees have greater job performance and commitment. The present study is aimed at studying the effect of employee motivation on job performance with regard to both intrinsic motivators like personal growth and job satisfaction, and extrinsic motivators like rewards, recognition, and career growth. Information gathered from different industries using structured questionnaires gave insights into the motivational drivers that have a significant impact on performance results. The results show that employees who are motivated not only deliver better performance but also help to create a positive organizational culture, lower turnover, and higher productivity. The research emphasizes the need for strategically crafted motivational systems as key instruments for improving employee performance and maintaining organizational success. These findings are of most benefit to human resource managers, policy designers, and professionals seeking to establish a high-performance work system.

Keywords: Employee motivation, Job performance, Intrinsic motivation, Extrinsic rewards, Organizational success, Performance enhancement

I. INTRODUCTION

The performance of an organization largely relies on the degree of motivation among employees because motivated employees are more likely to exhibit high productivity, innovation, and commitment towards organizational objectives. While performance is often seen as a result of technical competence and managerial direction, the psychological and emotional drivers of worker behaviour namely motivation have a central function in sustaining high job performance. Motivation is a driving force that stimulates, energizes, and sustains work behaviour and, thus, is a critical element in the achievement of individual and organizational success. Past research has shown the influence of these factors on employee commitment and job performance. This study aims to assist in filling that gap by examining how various facets of motivation affect job performance and, in particular terms, how various forms of motivation lead to employee effectiveness and organizational success. It emphasizes the strategic importance of motivation, not only as a human resource practice, but also as a core driver of sustained work performance.

The research adds to the practice and literature and offers insights of significance to managers, HR practitioners, organizational leaders, and managers interested in driving employee performance and maintaining a competitive edge in today's dynamic business environment.

II. LITERATURE REVIEW

- **Maslow (1943)** – Investigated the hierarchy of needs theory, which states that people are driven by a sequence of needs, ranging from physiological to self-actualization. The research emphasized how satisfying these needs impacts job performance and job satisfaction. Maslow's work continues to be applied in the design of motivational programs in organizations.

- **Deci & Ryan (1985)** – Established the Self-Determination Theory (SDT), which postulates that motivation is influenced by the desire for competence, autonomy, and relatedness. Employees who have more control over their jobs and are also offered a chance to hone their skills are more likely to work well. Their research made great contributions towards knowledge on intrinsic and extrinsic motivation.

- **Vroom (1964)** – Established the Expectancy Theory, which emphasizes that the motivation of employees is driven by the expected reward of their work. His study indicated that workers will be motivated if they are convinced that their work will yield desirable rewards. Vroom's theory is applicable in real-life situations while creating reward systems.
- **Robinson & Judge (2013)** – Investigated the connection among job satisfaction, motivation, and job performance. Their research demonstrated that employees with motivation have more job satisfaction, which has a positive effect on job performance. Their results provided evidence of the way organizations could improve employee performance using motivational tools.
- **Locke & Latham (2002)** – Examined goal-setting theory, placing particular importance on the fact that specific, challenging goals are associated with improved performance. They discovered that workers who create specific and challenging goals are more motivated and will perform better. They have had a lasting impact on how performance management systems within organizations are designed.
- **Torrington et al. (2008)** – Was concerned with organizational performance and how employee motivation strategies may enhance the same. According to their research, providing opportunities for personal growth and aligning worker and firm goals results in enhanced job performance. Their study reaffirmed the significance of linking motivational strategies to business goals.
- **Chaudhary & Sharma (2012)** – Investigated the effect of employee motivation on job performance in Indian organizations. They discovered that motivation had a significant effect on employee performance, especially in terms of intrinsic motivation. Their research is insightful in terms of the Indian workplace environment.
- **Robinson (2001)** – Examined the contribution of work-life balance to employee performance and motivation. Their study indicated that employees who have improved work-life balance are more motivated and perform better. This research stressed the significance of organizational work-life balance policies.
- **Schneider & Bowen (2007)** – Was concerned with the link between organizational culture and staff motivation. Their study indicated that a positive, supportive organizational culture can improve motivation, job satisfaction, and performance. Their research highlighted the need to align organizational culture with employee values to stimulate performance.

III. SCOPE OF THE STUDY

This research will examine three central areas: (1) the effect of organizational culture and leadership on employee motivation and performance, (2) the efficacy of digital tools and remote work habits in improving employee engagement and job satisfaction, and (3) the relationship between employee well-being programs (e.g., work-life balance initiatives, mental health services) and overall job performance.

Methodologically, it will integrate surveys, interviews of employees, analysis of performance metrics, and in-house case studies from the tech sector. Its scope will be confined to intrinsic and extrinsic motivation determinants only, without including wider human resources practices, and will give precedence to. Findings will supply actionable recommendations for firms aiming to maximise employee motivation and performance.

IV. NEED OF THE STUDY

The call for this research comes due to the fast-changing employee motivation environment in which changing work dynamics, altering organizational objectives, and the growing relevance of employees' well-being leave gaps in prevailing motivation techniques. Much existing research neglects the influence of remote working on motivation, digital tools in improving the engagement of employees, and the morality of performance-based incentives.

Organizations particularly within the technology sector such as, need actionable information to deal with such changes, drive employee satisfaction, and reconcile motivation strategies with contemporary management theories. Through filling these gaps, this research should offer evidence-based interventions that reconcile theoretical knowledge and applied practice so that organizations can maximize employee motivation, improve job performance, and sustain a positive organizational culture amid continuing workplace changes.

V. OBJECTIVES OF THE STUDY

- ☐ To analyze how motivational factors such as recognition, rewards, career development, and work environment influence job performance.
- ☐ To examine the direct relationship between employee motivation and individual performance outcomes.
- ☐ To study how intrinsic and extrinsic motivation impact employee productivity, efficiency, and commitment within an organization.

VI. RESEARCH METHODOLOGY

This study utilizes a descriptive study design to study the correlation between job performance and employee motivation systematically. Descriptive research is conducted to provide a genuine representation of existing motivational status in organizations without influencing or altering any variable. The aim is to study how different factors of motivation influence employee behavior and performance in real organizational contexts. Primary data are collected through formal questionnaires completed by employees working in various industries and organizational positions. The questionnaire has closed-ended and Likert scale questions that are intended to capture perceptions that are related to intrinsic motivators. Quantitative analysis is used to examine patterns, correlations, and the strength of the relationship between job performance and motivation. The research approach allows for the empirical examination of the impact of motivational forces on individual performance, commitment, and effectiveness, leading to conclusions without altering the field environment. It is a methodology that provides confidence, consistency, and reliability of findings, so they can be used for teaching, managerial, and policy implications. Thus, the descriptive design provides a rock-solid foundation on which to conduct an analysis on how motivation under natural working circumstances affects performance.

Regression test between Employee Motivation and Job Performance

H02: There is no significant impact of employee motivation on job performance

HA2: There is significant impact of employee motivation on job performance

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.680 ^a	.462	.458	2.517

a. Predictors: (Constant), Employee Motivation

Interpretation

From the above table it is inferred that the R value shows the relationship between the independent and dependent variable where as employee motivation has 0.680 (68%) relationship with job performance. The R square values shows influence of independent on dependent variable. From which it is evident that employee motivation influence 0.462 (46.2%) on job performance.

Annova

ANOVA^a

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	706.863	1	706.863	111.601	.000 ^b
Residual	823.402	130	6.334		
Total	1530.265	131			

a. Dependent Variable: Job performance

b. Predictors: (Constant), Employee Motivation

Interpretation

The above table shows that model fitness. The Significant value is less than 0.05 hence the null hypothesis is rejected and alternative hypothesis is accepted that there is significant influence of employee motivation and Job performance.

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	4.899	1.480		3.311	.001
Employee Motivation	.383	.036	.680	10.564	.000

a. Dependent Variable: Job performance

VII. FINDINGS

All mean values are above 3.5, indicating positive perceptions overall. However, the sense of meaningfulness (3.86) is slightly lower than the other factors, suggesting that while employees enjoy and are passionate about their work, they might feel that their work could be more meaningful. On the other hand, factors like work being challenging, interesting, and offering autonomy are rated relatively higher, which suggests these are strengths within the work environment.

- Overall, the mean values for all statements in this set are quite high, ranging from 4.10 to 4.24. This reflects a generally positive perception among employees regarding various aspects of their organizational experience.
- The scores reflect an overall positive perception, but there are a few areas that could be improved:
- Satisfaction with salary and benefits (Mean = 3.98) and job security (Mean = 3.89) are slightly lower than the other factors, indicating that these are areas where the organization could potentially focus on to enhance employee satisfaction.
- Employees value career advancement opportunities (Mean = 4.17), which is a strong point for the organization, contributing to higher retention and engagement.
- Recognition and feedback (Mean = 4.05 and 3.96, respectively) are viewed positively but could be further strengthened to ensure that employees feel consistently valued and supported.

VIII. SUGGESTIONS

The analysis highlights a strong, significant positive correlation between employee motivation and job satisfaction, as well as a substantial relationship between employee motivation and job performance. Given these findings, here are several actionable suggestions to enhance employee motivation and, in turn, improve job satisfaction and performance:

- Develop Recognition and Reward Systems:** Since motivation has a significant influence on both job satisfaction and job performance, acknowledging employees' efforts can directly boost motivation.
 - How:** Implement consistent recognition programs, such as employee of the month, peer-to-peer recognition platforms, or incentives for exceeding performance targets. Tailor rewards based on employee preferences—monetary, time-off, or public recognition.
- Provide Growth and Development Opportunities:**
 - Why:** Offering professional development opportunities increases employee motivation, which, in turn, enhances job satisfaction and performance.
 - How:** Encourage employees to attend workshops, obtain certifications, or engage in skill-building programs. Additionally, create clear career paths and offer internal promotions based on performance.
- Enhance Supervisor Feedback and Support:**
 - Why:** Regular, constructive feedback increases employees' understanding of their performance and boosts their motivation to improve.
 - How:** Establish regular one-on-one meetings between supervisors and employees to discuss performance, provide feedback, and set development goals. Introduce mentoring programs where senior staff can support and motivate others.
- Increase Autonomy and Empower Employees:**
 - Why:** Giving employees more control over their tasks and decisions can enhance their intrinsic motivation, leading to better job performance and satisfaction.

IX. CONCLUSION

The study on employee motivation and its impact on job performance revealed several important insights. Firstly, it was found that motivated employees tend to demonstrate higher levels of productivity, commitment, and overall performance in their roles. Both intrinsic factors—such as personal growth and recognition—and extrinsic factors—such as rewards and career advancement—play a significant role in shaping employee motivation. Furthermore, the study highlighted that organizations which actively invest in motivational strategies create more positive work environments, leading to greater job satisfaction and lower turnover rates. These findings emphasize the need for organizations to implement well-structured motivation policies and communicate them effectively to all employees. Ultimately, fostering motivation is not just a human resource responsibility, but a strategic priority that directly contributes to individual performance and long-term organizational success.

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