

THE ORGANIZATION MOTIVATION ON EMPLOYEE PERFORMANCE IN AN ENGINEERING COLLEGE STUDENTS

1N.Kuppuswamy, 2L.Feroz Ali, 3L.Mubaraali, 4K.P.Parthiban,

¹Professor and Principal, Maharaja Engineering College, Avinashi, Tamilnadu

^{2,3,4}Assistant Professors, Maharaja Engineering College, Avinashi, Tamilnadu

Abstract: This paper gives the evaluation of the relationship between task security, same treatment of employees, Rewards, activity delight, control styles, group spirit, and recognition with the aid of the students of the Departments of Mechanical Engineering and Mechatronics Engineering of Maharaja Engineering College, Avinashi, Tamilnadu by the use of self-designed questionnaires containing 20 attributes. The pattern size become 157 so 157 questionnaires have been distributed and simplest 40 were selected. Analysis became done the use of Microsoft excel and the result concludes that there's a massive tremendous relationship among students' motivation and their career increase. Process protections, identical remedy of personnel, and suitable salary have been decided on by using the above Engineering students. Hence it could be concluded that the inducement is the very vital component in estimating the behavior of the man or woman.

Keywords: - Job Security, Good salary, Good Communication Skills, Engineering Students, Organizational Behavior, Attributes, Motivation.

1. Introduction

1.1 Significance of Motivation

The term Motivation is derived from the word motive. The word motive as a noun means an objective, as a verb this word means moving into action. Therefore motives are forces which induce people to act in a way, so as to ensure the fulfillment of a particular human need at a time. Behind every human action there is a motive. Therefore, management must provide motives to people to make them work for the organization. [1]

- a) Motivation is defined as a planned managerial process, which stimulates people to work to the best of their capabilities.
- b) Motivation is the process of attempting to influence others to action to accomplish desired goods.
- c) Motivation is no doubt an essential ingredient of any Organization.
- d) A proper motivation scheme promotes a closer relationship between organization and workers. [2-3]

- e) It is an important factor which brings employees satisfaction. This can be done by keeping into mind and framing an incentive plan for the benefit of the employees [4-5]

1.2 Alderfers's ERG Theory

Alderfer classifies needs into three categories. Some of the salient features of this theory are as follows.

- i. Growth needs (development of competence and realization of potential).
- ii. Relatedness (Satisfactory relations with others).
- iii. Existence needs (Physical well being).
- iv. Satisfied wants do not motivate the workers. Only Unsatisfied wants induce the man to work hard.
- v. The Growth category contained the self actualization and self esteem needs.
- vi. Higher level needs can be satisfied in much more ways than can the lower levels needs.
- vii. The urge to fulfill needs is a prime factor in the motivation of people at work. People seek growth; they want to move up the hierarchy of needs. Usually, people seek the satisfaction of higher order needs. [6-8]

1.3 Special Motivational Techniques

Various theories of motivation suggest that several factors influence the performance of employees. But some of the factors are more predominant as compared with others. Some of the major motivational factors are identified as given below.

1.3.1 Money

Money is one of the important motivational factors. It may be in the form of wages, incentives, bonuses, the company paid insurance or any other things that may be given to people for performance. [9]

1. Money is likely being more important to people who are raising a family. Money is an urgent means of achieving a minimum standard living.
2. Various enterprises make wages and salaries competitive within their industry and their area to attract and hold people.

3. Money not only satisfies physiological and security needs but is also a source of status and prestige in society.
4. Management should ensure that individual workings in the same category are given the same or nearly the same salary and wages within the organization as well as the other organization in the surrounding areas.
5. Even if a company is committed to the practice of comparable wages and salaries, a well-managed firm need never be bound to the same practices with respect to bonuses i.e., the bonuses for managers should be based on their individual performance and outcomes.

1.3.2 Participation

Research on motivation reveals that majority of workers are capable of creativity and self-control. Their consultation and participation in work-related issues have a favorable effect on their motivation and performance. Such participation reflects a genuine faith in human nature and provides dignity to labors. Participation is also a means of recognition. It appeals to the need for affiliation and acceptance. Further, it gives people a sense of accomplishment. [9]

1.3.3 Quality of Working Life

One of the most important and interesting approaches to motivation is the quality of working life. Good physical working conditions such as right temperature, adequate lightning, proper ventilation, noise free atmosphere have positive effects on the motivation and performance of workers. [8]

2. Research Methodology & Data Collection

2.1 Data Survey

Several references were utilized, for this article. The books and articles were found using the search engines and databases available at Maharaja Engineering College and the Internet. From a review of the literature, a survey questionnaire was developed to collect data for the study from the engineering students of the department of Electronics and Communication Engineering of Maharaja Engineering College. The survey questionnaire developed included a list of twenty attributes. During the study period, 75 surveys were administered to students who represent the target

population of this article. These typed questionnaires were all hand-delivered to participants and 50 were selected.

The relevant explanation for the questionnaire is given to the students. The questionnaire asked participants to rank the surveys twenty questions according to how important each is in motivating them as future employees to perform best at work. The most important attribute was ranked 5 and least important ranked 1. All attributes were to be ranked and no rank could be used more than once. The participants were as well asked to indicate their; Name, Department, Gender, Age, Class, e-mail Id.

2.2 Data Analysis

After data were collected on all the attributes, excel computer program was used to present the results. The collective rank order was determined by entering the ranking given to each of the 20 attributes in the survey questionnaire. After entering the rankings given to each attribute by each student, the total or sum of all the rankings for that attribute was totaled. This system of data analysis was found to be more appropriate as different participants gave a different ranking for the same attribute.

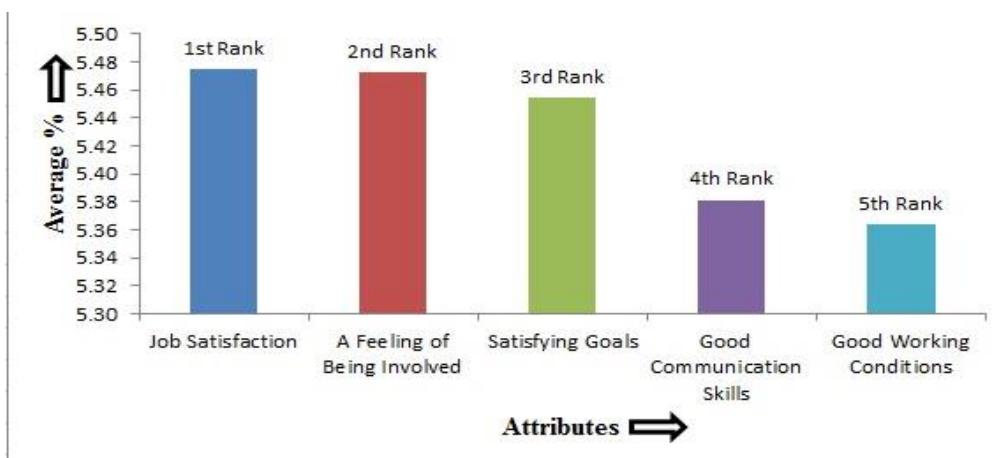
The research for this article could be considered as a field research as it is carried out among engineering students who happen to constitute the future work force. Furthermore, to ensure both internal and external validity believes to have used the most accurate and up-to-date literature. The right and relevant questions asked in the survey, the most feasible data collection method used, and the tools used to analyze the data are also considered to be accurate and produce valid results, the overall validity of this article is considered to be high. Finally, the aim of this article is to determine attributes that motivate Engineering students at present.

3. Presentation of Data and Discussion of Results

Questionnaires were issued to Mechatronics Engineering students of Maharaja Engineering College. The received data along with the rank assessment summary is given below in table 1 and the Ranks Assigned to Attributes by III & IV Year Mechatronics Engineering Students for Summary Sheet – 1 is shown in figure 1.

Table 1 Rank Assessment Summary Sheet-1

S.No	STUDENTS→	% Assigned to Attributes		Average %	Ranks
	ATTRIBUTES↓	Sheet-1	Sheet-2		
1	Good Salary	5.16	5.17	5.17	10
2	Job Satisfaction	5.66	5.29	5.47	1
3	Team Spirit	5.04	4.83	4.94	15
4	Promotions/ Expectation	5.41	5.29	5.35	7
5	Management Styles	4.60	4.78	4.69	16
6	Recognition	5.10	5.00	5.05	11
7	Satisfying Goals	5.85	5.06	5.45	3
8	Possibilities of Layoffs	2.30	3.64	2.97	19
9	Working Hours	4.29	4.43	4.36	17
10	Good Working Conditions	5.72	5.00	5.36	5
11	Job Security	5.23	5.29	5.26	9
12	A Feeling of Being Involved	5.60	5.34	5.47	2
13	Gratitude for Job well done	4.92	5.12	5.02	13
14	Support for learning and training	5.60	5.12	5.36	6
15	Opportunity for honest feedback	5.41	5.12	5.27	8
16	Equal treatment of employees	4.79	5.12	4.95	14
17	Rewards for achievements	5.04	5.06	5.05	12
18	Good Communication Skills	5.48	5.29	5.38	4
19	Supervisor's help with personal problems	3.61	4.89	4.25	18
20	Clear communication system	5.16	5.17	5.17	10
TOTAL		100.00	100.00	100.00	

**Fig.1 Ranks Assigned to Attributes by III Year & IV Year Mechatronics Engineering Students for Summary Sheet - 1**

Mechatronics Engineering students have selected Job Satisfaction as First Rank. A feeling of being involved as second rank. Satisfying goals as third rank. Job satisfaction and Good Communication skills as fourth and good working conditions as fifth rank respectively. Questionnaires were issued to Mechanical Engineering

students of Maharaja Engineering College. The received data along with the rank assessment summary is given below in table 2 and the Ranks Assigned to Attributes by III & IV Year Mechanical Engineering Students for Summary Sheet – 2 is shown in Table 2.

Table 2 Rank Assessment Summary Sheet-2

S.No	STUDENTS→ ATTRIBUTES↓	% Assigned to Attributes						Average %	Ranks
		III YEAR-S 1	III YEAR-S 2	III YEAR-S 3	IV YEAR-S 1	IV YEAR-S 2	IV YEAR-S 3		
1	Good Salary	5.04	5.56	4.87	5.23	4.83	5.06	5.10	12
2	Job Satisfaction	5.58	5.43	5.27	5.23	5.02	5.48	5.33	7
3	Team Spirit	5.91	5.82	5.33	5.60	4.83	5.18	5.45	4
4	Promotions/ Expectation	5.24	5.30	5.07	4.85	5.08	5.30	5.14	11
5	Management Styles	4.84	5.05	4.81	4.60	4.10	4.69	4.68	16
6	Recognition	4.23	4.66	4.87	4.92	4.71	4.57	4.66	17
7	Satisfying Goals	5.85	5.69	5.99	5.35	5.51	5.48	5.65	3
8	Possibilities of Layoffs	1.95	2.01	2.63	4.04	3.12	3.47	2.87	20
9	Working Hours	4.64	4.08	3.69	4.85	4.90	4.57	4.45	18
10	Good Working Conditions	4.91	5.63	5.07	5.60	5.45	5.24	5.32	8
11	Job Security	5.04	5.50	5.66	4.98	5.32	5.18	5.28	9
12	A Feeling of Being Involved	5.44	5.05	5.33	5.48	5.75	5.48	5.42	5
13	Gratitude for Job well done	4.97	4.72	4.74	5.16	5.14	4.94	4.95	15
14	Support for learning and training	5.85	5.89	5.79	5.72	5.32	5.42	5.67	1
15	Opportunity for honest feedback	5.38	5.05	5.73	5.29	5.20	5.48	5.35	6
16	Equal treatment of employees	6.05	6.21	6.12	4.73	5.39	5.48	5.66	2
17	Rewards for achievements	4.91	4.79	5.20	4.92	5.39	5.12	5.05	13
18	Good Communication Skills	5.11	4.46	4.61	5.23	5.26	5.18	4.97	14
19	Supervisor's help with personal problems	3.43	3.49	3.62	3.48	4.28	3.96	3.71	19
20	Clear communication system	5.65	5.63	5.60	4.73	5.39	4.69	5.28	10
TOTAL		100.00	100.00	100.00	100.00	100.00	100.00		



Fig.2 Ranks Assigned to Attributes by III year & IV Year Mechanical Engineering Students for Summary Sheet – 2

The students of the Department of Mechanical Engineering student have selected Equal treatment of Employees as First Rank. Good Working Conditions is selected as second rank. Support for learning and training in third rank. Opportunity for honest Feedback

as fourth rank, and Job Security in fifth rank are shown in fig 2. The consolidated is given below in table 3 and the corresponding rank assigned attributes are shown in Figure 3.

Table 3 Consolidated Rank Assessment Summary Sheet-3

S.No	STUDENTS→ ATTRIBUTES↓	Assigned to Attribut		Average %	Ranks
		MECH	MTS		
1	Good Salary	5.10	5.17	5.1341	13
2	Job Satisfaction	5.33	5.47	5.4048	4
3	Team Spirit	5.45	4.94	5.1918	11
4	Promotions/ Expectation	5.14	5.35	5.2461	9
5	Management Styles	4.68	4.69	4.6857	17
6	Recognition	4.66	5.05	4.8565	16
7	Satisfying Goals	5.65	5.45	5.5501	1
8	Possibilities of Layoffs	2.87	2.97	2.9208	20
9	Working Hours	4.45	4.36	4.4086	18
10	Good Working Conditions	5.32	5.36	5.3395	5
11	Job Security	5.28	5.26	5.2688	8
12	A Feeling of Being Involved	5.42	5.47	5.4473	3
13	Gratitude for Job well done	4.95	5.02	4.9812	15
14	Support for learning and training	5.67	5.36	5.5125	2
15	Opportunity for honest feedback	5.35	5.27	5.3097	6
16	Equal treatment of employees	5.66	4.95	5.3087	7
17	Rewards for achievements	5.05	5.05	5.0512	14
18	Good Communication Skills	4.97	5.38	5.1782	12
19	Supervisor's help with personal problems	3.71	4.25	3.9805	19
20	Clear communication system	5.28	5.17	5.2242	10
TOTAL		100.00	100.00	100.00	



Fig.3 Consolidated Ranks Assigned to Attributes by Mechatronics Engineering and Mechanical Engineering Students for Summary Sheet - 3

The students of the Department of Mechatronics Engineering and Mechanical Engineering student have selected Satisfying goals as First Rank. Support for Learning and Training is selected as second rank. A feeling of being involved as third rank. Job Satisfaction as fourth rank, and Opportunity for honest feedback in fifth rank are shown in fig 3.

4. Conclusions

The students of the Department of Mechatronics Engineering and Mechanical Engineering Satisfying goals as First Rank. Support for Learning and Training is selected as second rank. A feeling of being involved as third rank. Job Satisfaction as fourth rank, and Opportunity for honest feedback in fifth rank respectively. It's miles concluded that the lengthy-time period survival of any groups relies upon in large part at the motivation of its personnel. Consequently businesses should be inclined to continuously and on normal foundation, undertake employee's surveys along with this one in an effort to understand what their employees assume from their modern task. The end result of such sporting events should show beneficial for the organization. Sooner or later, the outcomes of this study and those offered and mentioned in this text can be beneficial in assisting companies determine what motivates employees these days and in the foreseeable future.

5. References

1. Elizabeth BoyeKuranchie-Mensah and KwesiAmponsah- Tawiah, "Employee Motivation and work Performance: A Comparative study of Mining Companies in Ghana", Journal of industrial Engineering and Management, Vol. 9(2), Dec. 2016, pp. 255-309.
2. Saida Mohamed "Learning Organization and employee motivation: A case study of Equity Bank, Kenya". ArticleReport Submitted to School of business, University of Nairobi,Kenya. Nov.2015.
3. NadjaZabouj and Nicole Antoniades "A Study about the use of reward Systems and Employee Motivation in a call Centre". Project Report Submitted to University of Gothenburg School of Business, Economics and law, Sweden.June.2015.
4. Rima GhoseChowdhury "A Study on the Impact of Leadership Styles On Employee Motivation and Commitment: An Empirical Study of Selected Organizations in Corporate Sector" Ph.D. Dissertation submitted to the Padmashree Dr D.Patil University, Navi Mumbai. Nov. 2014.
5. M.Sivakumar (2013) "Organizational Behaviour" A.R.Publications Chennai, pp.6.1-6.26.
6. Samira Al Jasmi "A Study on Employees work Motivation and its effect on their performance

and business Productivity". Article report submitted to The British University in Dubai, Dubai.March.2012.

7. Keli Burton "A Study of motivation: How to get your employees moving". Article report submitted to SPEA Honors Thesis, Indiana University, United States. May2012.
8. Nchorbuno Dominic Abonam "The role of motivation on employee performance in the public sector: A case study of the university for development studies-WA campus". Project report submitted to Kwame Nkrumah University of Sciences and Technology, University in Kumasi, Ghana. June 2011.
9. Carolina Mikander "The impact of a reward system on employee motivation in motonet-Espoo". Article report submitted to International Business, Arcada, Finland. May 2010.