

A STUDY ON EMPLOYEE MOTIVATION IN SOUTHERN RAILWAY WORKSHOP, GOLDEN ROCK, TIRUCHIRAPPALLI, TAMIL NADU

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Abstract

Motivation consequences from the communication of both conscious and unconscious factors such as the strength of desire or need, incentive or reward assessment of the goal, and outlook of the being and of his or her peers. The researcher analysed the collected data with the help of Statistical Packages such as SPSS 20 (Statistical Package for Social Science) In ANOVA, Mean for Analysis. The results of the study have indicated that the Salary and Compensation, Achievement Motivation, Promotional Policy, Organizational Policy, Work Environment, Relationship with Superiors, Organization Facilities are motivate the employees for good performance.

Keyword: *Employees' Motivation, Reward, Achievement Motivation*

Introduction

Human resource management takes a great role in the success and failure of any company's strategic business planning. The role of HR has become increasingly popular in motivation and employee performance. Motivation consequences from the interface of both conscious and unconscious factors such as the force of desire or need, inducement or reward value of the goal, and expectations of the personality and of his or her peers. These factors are the reasons one has for behaving a sure way. An example is students that spend extra time studying for a test because he or she needs a better grade in the class. An internal and external factor that inspires desire and energy in people to be regularly interested and committed to a job, role or subject, or to make an effort to attain a goal.

The term motivation has received varied learned definitions. According to Baron et al. motivation was obsessed with the Latin word 'movere' meaning move. The act on condition that people with an incentive to make them act in a preferred manner is considered as motivation Certo. In view of Nelson, motivation is the process of arousing and sustaining goal-directed

behavior. According to Germany, motivation is a decision-making process. It is exhilarating a person to accomplish a behavior that is goal-oriented. Stanley, supposed motivation forces that are psychological and control the direction of an individual's.

Review Of Literature

Md. Nurun Nabi1 et, al., (2017) Employees are the heart of any organization. For any organization to operate efficiently and lacking any interruption, employee support cannot be replaced with anything else. It is of extreme importance to the employees of an organization and not only for a good relationships with the top management but also, they maintain a healthy and professional relationship with their coworkers. The following study is self-conducted research on how motivational tools impact the performance of employees for betterment. The study was also inattentive on de-motivation factors upsetting employee performance to negative. A sample of individuals was selected and was interviewed with the self-administrated questionnaire to obtain primary data. The data were analyzed using descriptive statistical analysis methods. The results obtained indicate that if employees are positively motivated, it improves both their effectiveness and efficiency drastically for achieving organizational goals.

Faisal N. Al Madi et, al., (2017) investigate that the impact of motivating is a front line for employee's retail supplies in Jordan on the organizational commitment. The study aims to appraise the existing kinds of literature and build up the conceptual framework as well as hypotheses. The research was conducted with a convenience sample. A total of 97 respondents from C-Town retail stores and Sameh Mall have participated in this research survey. Analysis of data and the discussion is included. Data collected were analyzed by the application of statistical tests i.e., Cronbach's alpha reliability, Pearson correlation and Simple Linear Regression using SPSS 20.0. Some important recommendations are moreover derived from the study.

Sharaeva Elvina (2019) Motivation is able to make employees to work hard, to pay more time and to encourage organizations to engage their employees in work to attain a common organizational and employee goal. Work motivation (intrinsic & extrinsic) and employee performance is the rain issues for today's management and often considered a useful tool for employee performance. This study explores any positive, negative, neutral or no relationship between (Intrinsic & Extrinsic) motivation and employee performance of VTB Bank of Russia. Moreover, this study examines the impact of (intrinsic & extrinsic) motivation on employee

performance. The populations of the study were 100 workers of selected VTB Bank of Russia. The study used a quantitative study in order to fulfill the research purpose.

Statement of the Problem

Every organization has its own goal, plans and programmes. The success or failure of any organization in implementing its plans and programmes to reach its goals depends to a great extent upon its motivation. The term 'motivation' is something which encourages a person to do something. The study of the employees' motivation is essential because it helps to explain employee's motivation, employee's behaviour and organisational performance. Motivation is workers' perceptions of the work in which they are doing. Against this backdrop, the researcher has planned to undertake a study on employees' motivation of the Southern Railway Central Workshop, Golden Rock, Tiruchirappalli.

Objectives of the Study

- i. To study the profile of the respondents (workers) in Southern Railway Central Workshop, Golden Rock, Tiruchirappalli, Tamil Nadu.
- ii. To study the major dimensions of the employees' motivation in Southern Railway Central Workshop, Golden Rock, Tiruchirappalli, Tamil Nadu.

Hypotheses of the Study

1. There is no significant association between personal variables of employees' motivation of the respondents in the study area.
2. There is no significant variance between personal variables of employees' motivation of the respondents in the study area.

Research Methodology

This section describes the methodology adopted in the present study which included the sampling techniques implemented, collection of data. Stratified Disproportionate Random Sampling was used for selecting the sample respondents from the Southern Railway workshop, Tiruchirappalli, Tamil Nadu. Both primary and secondary data have been collected for the research work as given under. Primary Data is a structured enquiry schedule (in Vernacular Language- Tamil and English) was prepared to measure the prevailing employee motivation of the Southern Railway. The schedule was classified into two parts. Part I consists of 8 questions related to personal and Demographic variables of the respondents. Part II comprises 68 Questions in eight dimensions reflecting their opinion on employee motivation and ultimately its

impact on prevailing employee motivation and their work commitment. All the questions pose to the respondents is designed as positive statements. Linker's five point scaling technique consisting of responses from 'Strongly Agree' to 'Strongly Disagree' has been used to gauge the perception of employees towards employee motivation. Secondary Data is collected from various sources such as research papers published in Journals, Books, Reports, Magazine, Articles, Websites, Pamphlets, booklets and Policy Notes issued by the Southern Railway workshop, Tiruchirappalli, Tamil Nadu. The researcher also visited the Southern Railway workshop for the purpose of discussion and conducted in-depth enquiries with workers.

Analysis and Discussion

After the data collection was over, the researcher analysed the collected data with the help of Statistical Packages such as SPSS 20 (Statistical Package for Social Science) and SEM (Structural Equation Modeling). It is implicitly assumed that the Employees' Motivation. The computerized analysis was done at three stages. In stage one, simple Frequency Table have shown the position and relationship of various items of respondents' personal demographic information and their opinion over the different dimensions of employees' motivation. In stage two, Chi-square test, T-test, ANOVA, is used to check the impact of Respondents demographic information and Employees' Motivation.

Table. No. 1 DEMOGRAPHIC PROFILE OF THE RESPONDENTS

Demographic Particulars		No. of. Respondents	Percentage
Gender	Male	105	56.8
	Female	80	43.2
Age	Below 30 years	63	34.1
	31-40 years	59	31.9
	41-50 years	38	20.5
	Above 50 years	25	13.5
Marital Status	Single	73	39.5
	Married	104	56.2
	Divorced	8	4.3
Total		185	

The table above shows the gender, age, marital, the sample population. It shows that male representing 56.8% of the total sample size while 80 were female representing 43.2% of the total sample size. From the above analysis, it can be inferred that the majority of the respondents were males. Also, a large number of the respondents are below 30 years of age, specifically 63, and this represents 34.1% of the total sample followed by 59 respondents in the age bracket of 31-40 which represents 31.9% of the total sample. 38 respondents are in the age bracket of 41-50 making up 20.5% of the total sample while 25 respondents are above 50 years of age representing just 13.5% of the total sample size.

Table. No. 2 ANOVA for EMPLOYEES' MOTIVATION

Particulars	Sum of Squares	df	Mean Square	F	Sig
Regression	20.123	3	6.708	47.403	.000
Residual	25.612	181	.142		
Total	45.735	184			

The above table shows that the F-value is the Mean Square Regression (6.708) divided by the Mean Square Residual (0.142), yielding $F=47.403$. The result of the model in this table is statistically significant. Therefore, employee well-being is a significant predictor of effectiveness at $F(3,184) = 47.403$.

Conclusion

Today's successful Organization has majorly attentive and deeply committed only on Employees Motivation. The researcher has studied various employees' motivation factors of Southern Railway. The results of the study have indicated that the Salary and Compensation, Achievement Motivation, Promotional Policy, Organizational Policy, Work Environment, Relationship with Superiors, Organization Facilities are motivated the employees for good performance.

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