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A Deep Analysis of Motivation for Study and Work amongst Students of Management

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ABSTRACT: Motivation is energy for work. It can enrich morale and efficiency at work. The mood of an employee is depending on different situations but motivation is one main component for enriching the mood of manpower. Motivation can lead to a commitment to work and improve the productivity and performance of an employee.

Retention of employees is a challenge in front of the HR Manager. Simple, systematic and planned Motivation can retain employees at the workplace. Respect and recognition is the first requirement of an employee in the workplace. Money is required but money is not the first priority at the workplace, respect is the priority. Humans work hard and apply their minds in work for recognition other than salary and increment. Employee motivation is significant because it can increase productivity, intensity and effectiveness at the workplace.

KEYWORDS: Motivation, efficiency, commitment, productivity and performance.

I. INTRODUCTION

Motivation is a psychological entity but it wholly affects physical and spiritual entities. Motivation is a powerful one which can enhance the styles and methodology of work in a better way. Everyone is talking about motivation in corporate because motivation is one fuel which can enhance the productivity and profitability of an organization. Motivation is one which can raise the profit more than double. In the competitive era corporate is running in competition and pressurising individual for achieving targets but they must focus on motivation for the real achievement of the target. Direct pressure for a target can generate stress but motivation can yield satisfaction as well confidence through enrichment in intensity and speed of work.

Motivation is a psychological status and it is a matter of research and discussion. There are many ways for improving motivation in the organization but the selection of methods and ways should be strategic and systematic because it is not sure that specific ways are best and specific ones are not. The selection of methods and techniques is wholly dependent on research and practices in corporate. Employees can be motivated through self also; they can be motivated through simple words also and there is the possibility that they won't be motivated through a bunch of money. Money is not everything for real motivation. Motivation is one entity which is the outcome of real work culture of respect and cooperation.

Experience is one which can find out good solutions for situational problems. So, the retention of experienced employees is a challenge. Management should prioritise the feasible needs and inspiring points of employees in their retention policy for securing experienced blood in an organization. Experienced blood is like a cold environment in hot situations and it can use its best knowledge and skills during troubleshooting. Retention is a major challenge but it can be achieved through systematic planning in retention and strategic motivation policies.

Motivation is the driving force that leads employees to take action and pursue their goals. It is a powerful tool that helps them to stay focused and determined in the pursuit of their ambitions. It gives them the energy to keep going in the face of difficulty and discouragement and helps them for staying on track and make progress towards their goals.

It is an important factor in our success and well-being. It helps them for staying motivated and focused and encourages them to keep pushing themselves to achieve their goals. It is also important for their mental and physical health, as it helps them stay positive and energized. It can also help them stay motivated and productive in the workplace and can be an important factor in each one's career success.

Motivation can also be an important factor in relationship management in the workplace. When anyone feels motivated and energized, it can help them build strong and meaningful relationships with those around them. Motivation can help



them stay connected to their loved ones, as well as make them more likely to reach out to new people and explore new opportunities. It can be an incredibly powerful tool for achieving goals and improving lives. It can give the energy and drive to stay focused and determined in the pursuit.

Motivation is a key factor when it comes to accountability, responsibility, and efficiency in the workplace. Motivated employees are more likely to take ownership of their work and complete it in an efficient manner. They are also more likely to accept responsibility for their actions and take pride in their work. This can lead to increased levels of accountability, as employees are more likely to take responsibility for their performance and the results that it produces. Motivated employees are more likely to be efficient in their work, as they are more likely to take initiative and be proactive in their approach. This can lead to greater levels of efficiency, as employees are more likely to work smarter, not harder, and use the resources available to them in the most efficient manner possible.

Supportive cultures in organizations can help motivate employees by creating a safe and trusting environment where employees can communicate openly and feel respected. Employees in supportive cultures are likely to feel more engaged and motivated to contribute to the success of the organization. They are also more likely to stay with the organization longer and be more productive. A supportive culture can help create a sense of belonging and connection among employees, which can further help increase motivation. Supportive cultures can provide employees with the resources and support they need to develop and succeed, which can help foster a sense of accomplishment and satisfaction in their work.

The value of motivation in the workplace is immense. Motivated employees are more productive, have higher morale, and are more likely to stay with the company for longer periods of time. Motivated employees are more likely to take initiative and be creative in their work, leading to increased innovation and higher customer satisfaction. Motivated employees are more likely to stay engaged and be highly productive, resulting in increased profits for the company. They are more likely to have a positive attitude, which can boost morale and create a more enjoyable work environment.

Respect is a key factor in creating a motivated environment. When employees feel respected and valued, they are more likely to put in extra effort and work harder. Respect can help create a sense of trust and camaraderie among team members, which can lead to increased productivity and collaboration. It also encourages open communication and constructive feedback, which can help employees stay, motivated and focused on the task at hand. It is a powerful tool for inspiring motivation and stimulating positive work performance.

Motivation has a significant impact on turnover, effectiveness and productivity in the workplace. Highly motivated workers are more likely to stay with an organization, be more productive and effective, and ultimately contribute to the success of the business. Employees who are motivated are more likely to feel a sense of loyalty to the organization, thus reducing the rate of turnover. Motivated employees tend to be more productive, as they are more likely to take initiative and contribute to the organization's success.

Motivation also has a positive effect on morale, which in turn leads to higher job satisfaction. When employees are satisfied with their jobs, they are more likely to remain with an organization and work harder to achieve their goals. This can lead to increased loyalty and a higher level of productivity. It has a significant impact on turnover, effectiveness and productivity. Organizations that provide their employees with a sense of motivation and job satisfaction are more likely to retain them and benefit from their increased productivity.

Motivation is essential for reducing turnover and enhancing the effectiveness of work. When employees are motivated, they feel valued, appreciated, and inspired to work hard. This sense of purpose is essential for keeping employees engaged and productive, as well as reducing the likelihood of them leaving the company.

Motivated employees are more likely to take initiative, take responsibility for their mistakes, and be creative in their approach to problem-solving. These qualities can lead to increased productivity and improved customer satisfaction. Motivation also extends to job satisfaction, which is essential for decreasing turnover. Motivation can lead to improved communication between employees, managers, and customers. When employees are motivated, they are more likely to ask questions, share ideas, and collaborate with each other. This helps to create a **cohesive work environment** that is conducive to productivity and customer satisfaction.

Regular recognition, the right feedback, and strategic planning are important elements in creating a motivating environment for employees. Regular recognition of employees' efforts and accomplishments helps to boost



morale and provide positive reinforcement. Right feedback is also key to keeping employees motivated and engaged in their work. It helps employees to understand what is working, what needs improvement, and what areas need more focus. Strategic planning helps to create a roadmap for success, which can provide employees with the clarity and direction needed to stay motivated and reach their goals. By providing these three elements, employers can foster an environment that encourages and rewards effort, enabling employees to reach their fullest potential.

Motivation is an essential element that helps to build morale and create autonomy. It provides employees with a sense of purpose and encourages them to take initiative and ownership of their work. It encourages a positive attitude towards the organization and its goals, as well as a commitment to do their best. It helps employees to think independently and take risks in order to achieve success. Motivated employees tend to be more creative, productive and better performers. Autonomy is important for employees, as it allows them to take control of their own work and make decisions based on their own judgment. This fosters a sense of ownership and increases job satisfaction, leading to increased motivation and morale.

II. LITERATUREREVIEW

Bruce and pepitone propose an interesting view point according to which manager can only influence what employees are motivated to do. They conclude the need for your employees to become self-motivated. Self-motivated employees are the rich source of energy and motivation.

Vivek Bajpai conducted study with an aim to recognize the factors that affects employee's motivation and examining its impact on job satisfaction and organizational commitment. There is significant impact of motivation on overall performance of the employees.

III. RESEARCH METHODOLOGY

A research methodology is the techniques or procedures that are used to identify and analyze information regarding a specific research problem. It is a systematic method of finding a solution to a problem.

Problem Identification:

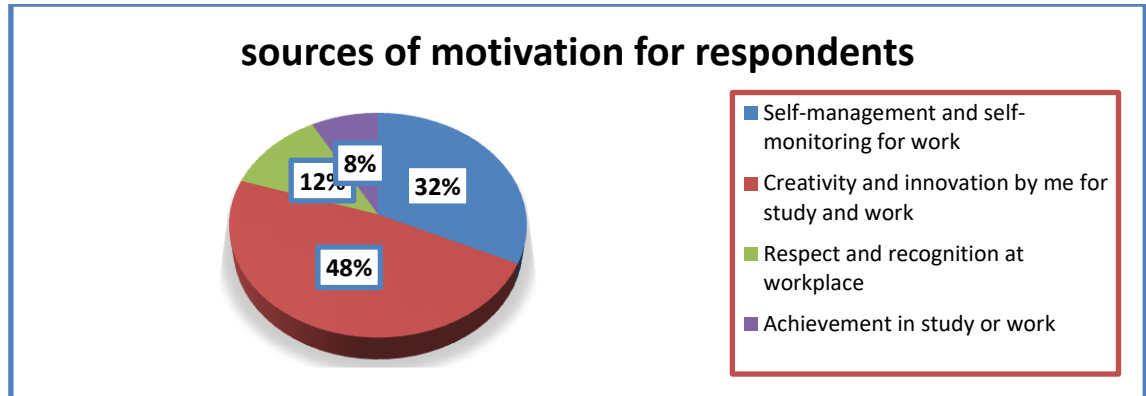
1. There is need of training for skill improvement and better production
2. There is need for betterment of job and career
3. Lack of knowledge about career development opportunities can be clear with the help of training.

Objectives of the research paper

1. To identify factors affecting on motivation of employee.
2. To find out techniques of motivation use by different employer
3. To study impact of training, techniques on performance and satisfaction of employees.
4. To analyze impact of employee's relation through motivation.
5. To suggest best techniques of motivation for employees.

IV.DATA ANALYSIS AND INTERPRETATION

1. What things motivate you out of the following?

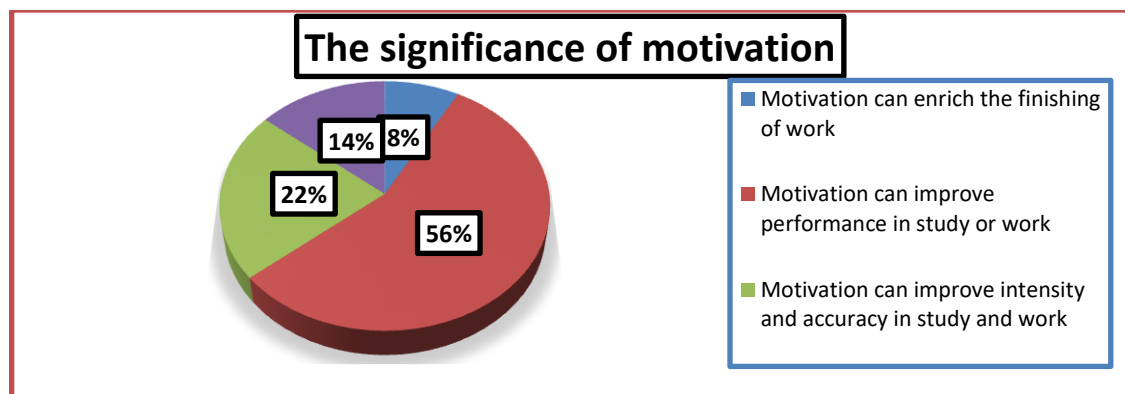


Chant No.1-Showing the things that motivate respondents

Data Analysis and Interpretation

From the above chart it is interpreted that most of the respondents get motivation through their creativity, innovation, self-management and self-monitoring are the major source of motivation for respondents. Creativity and innovation is an engaging activity and through which employees can also reduce stress so it is nice that respondents get motivation from creativity and innovation.

2. According to you your experience what motivation can do?

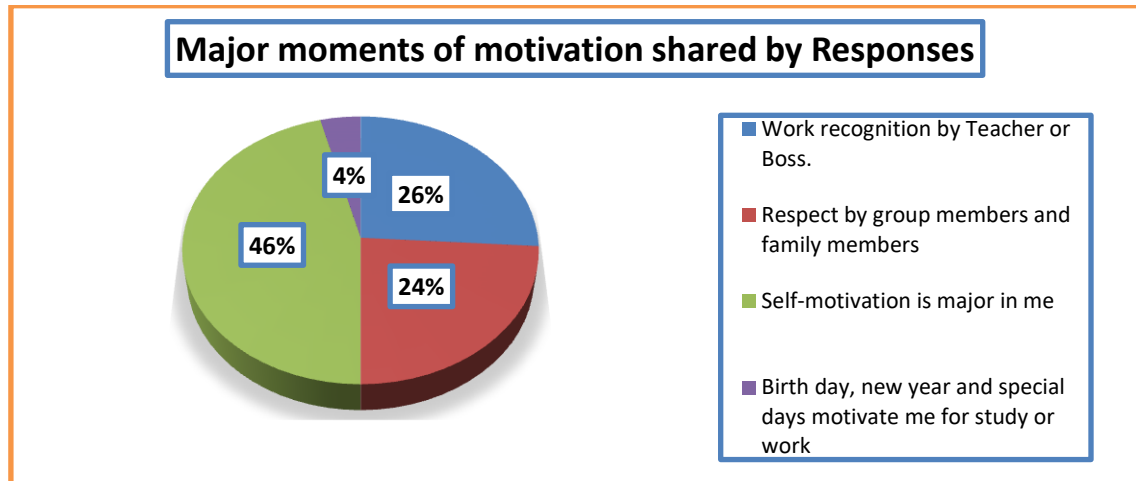


Chant No.2-Showing the significance of motivation

Data Analysis and Interpretation

From the above chart, it is interpreted that Most of the respondents agreed that motivation improves performance in study and work. Motivation is acting like fuel for performance and satisfaction. Motivation can inspire good action and positive motives. Motivation can enhance productivity in an organization.

3. Click on your major moments of motivation

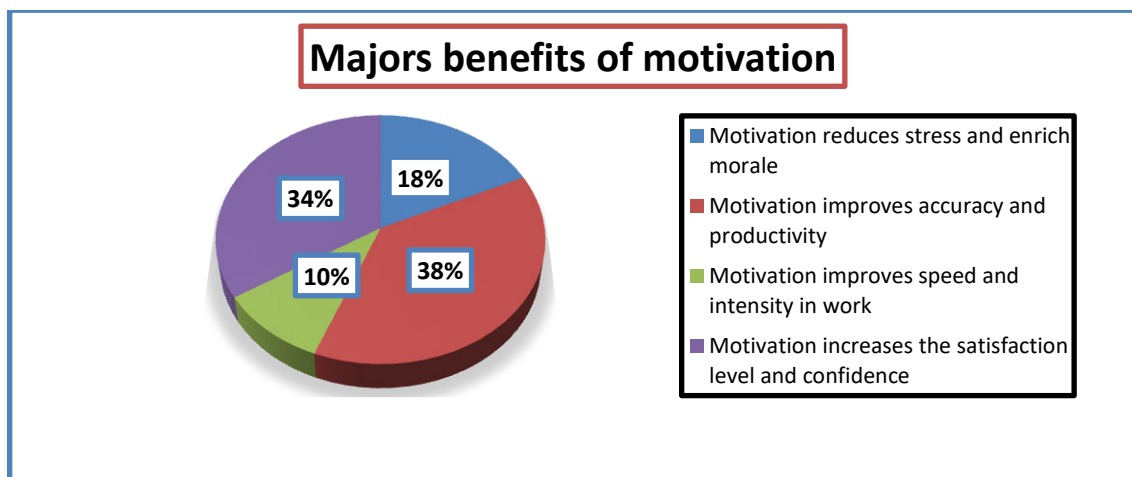


Chant No.3-Showing major moments as per respondents

Data Analysis and Interpretation

From the above chart, it is interpreted that Self-motivation and work recognition teachers' boss is the major sources of motivation for respondents. Respect is also one major source of motivation and employees can enhance their skills and competencies through motivation. Motivation enriches speed and confidence in work.

4. Click on major benefit of motivation

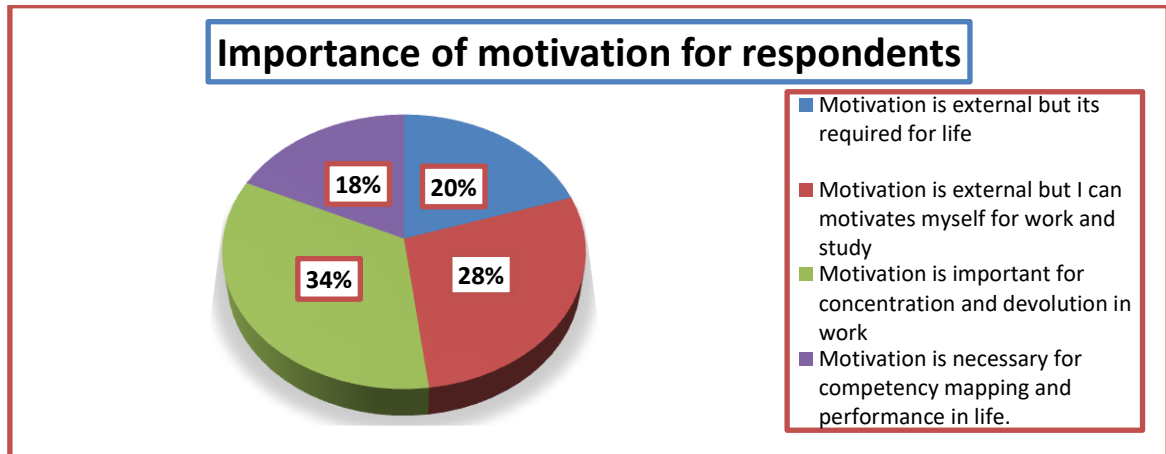


Chant No.4-Showing major benefits of motivation

Data Analysis and Interpretation

From the above chart, it is interpreted that Motivation improves accuracy, productivity, level of confidence and satisfaction. There are many benefits of motivation such as the enrichment of the tendency to cooperate and help. Motivation also develops a good psychological environment at the workplace. Motivation is key to success and achievement of goals.

5. Click on most appropriate sentence fits to you



Chant No.5-Showing the importance of motivation for respondents.

Data Analysis and Interpretation

From the above chart, it is interpreted that Most of the respondents agreed that Motivation leads to concentration and devotion to work. Self-motivation is another major in employees, though self-motivation employees can enhance themselves for the betterment of skills and productivity.

V.CONCLUSION

Anything coming from self-motivation is a major component of any action. Human learns better from self and self-mistakes. Creativity and innovation are the backbone of any business and the core of stress management of employees. Performance should be sustainable and supportable to humanity as a whole. Performance should be positive and should be within the limit. Human satisfaction and cooperation are more crucial than performance. So, motivation should enrich sustainable performance.

The organization should create an environment for self-motivation. Monetary benefits are secondary but instead of that organizations should focus on developing morale within employee mind through social and human points of view. Accuracy can save cost and contribute to the final margin, but motivation is the background that maintains concentration and accuracy. So organizations must focus on motivation, skills improvement and employee satisfaction for better accuracy and productivity.

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