

Impact Of Motivation On Employee Performance In Small Enterprises In Gurugram And Manesar City, Haryana

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Abstract

Competition is fierce in today's job market, making it critical for schools to hold on to its instructors. Thus, it is imperative that they endeavour to inspire their staff in order to maintain their contentment. In light of this background, we regard the correlation between employee motivation and performance as an essential component of our study. The effect of inspiration on productivity in the state of Haryana was assessed in this article. Employees can only do their jobs properly if they are happy in their work, inspired to do their best, and managed in a way that strengthens their loyalty to the company and boosts productivity. Researchers aimed to determine the effect of employee motivation on performance against this backdrop. The study employed a case study design, mixed methods, and the pragmatist research philosophy. According to the research, employees are no longer driven, which has a devastating effect on both production and job happiness. Because every employee is different and the things that drive one person may not have much of an impact on another, it was suggested that it would be necessary to identify the specific factors that motivate each employee.

Keywords: Employee performance, Small Enterprises, Employee motivation, job satisfaction, Productivity, Effectiveness, commitment.

1. INTRODUCTION

The Latin expression *motus*, importance to move, impact, influence, or energize, is an etymological progenitor of the English word motivation. At the point when we discuss what drives individuals to make a move, we're alluding to their degree of natural drive. The expression "motivation" alludes to the psychological cycles that brief, guide, and support a singular's activities in quest for an ideal result.

The third and last definition features the three foundations of motivation.

Excitement is the first, and it manages the motivation or energy that starts activities.

The second, heading, alludes to the idea of the applied way of behaving and whether it lines up with the association's objectives or satisfies need.

The getting through nature of activities is the focal point of the third support point, tirelessness. Diligence, nonetheless, is best perceived as a straightforward certification of the underlying excitement and heading processes, subsequently this part is less essential.

One of the foundations of brain science, motivation is fundamental for administrators who need to direct their employees' advancement toward significant goals. Hierarchical environments that are "coordinated to empower and uphold a proceeded, progressively developed and exhaustive acknowledgment of responsibilities regarding one's own performance" are the most helpful for giving up power.

Employees' shifting degrees of performance in a similar firm, with similar devices and assets available to them, can be grasped by checking out at the idea of motivation. This idea separates between laborers who have indistinguishable abilities, valuable open doors, and aptitudes for the job. Laborers with a powerful urge to progress in their professions are bound to do so rapidly on the grounds that they are continuously searching for ways of

improving. They set forth more energy than is truly needed on the grounds that that is the way their occupations are planned, so they can completely submerge themselves in the job they are given. Employees' job performance in instructive organizations in Sahiwal, Punjab, Pakistan was analyzed in this examination, thinking about the meaning of motivation and its related angles. Concerns raised by HR and faculty experts over how much creation delivered by employees because of low remuneration have raised laborer performance to a basic level. As well as being a social concern, the mentality is pivotal for distinguishing issues that emerge in modern settings because of supervisors' lighthearted ways to deal with dealing with their employees and compensating them for ideal creation. Not many organizations truly imagine that their kin and employees are their most important resources, the ones who might represent the moment of truth them. Not a solitary business can gain ground or succeed except if its laborers are blissful there, roused to take care of their best responsibilities, and upheld in arriving at their targets. A suitable remuneration plan has the ability to rouse employees to invest wholeheartedly in their work, which thusly supports their result.

2. LITERATURE REVIEW

Khurana, S. (2009) Various elements, including public and worldwide economies, mechanical turns of events, creations, and worldwide seriousness, are causing significant changes in the administration scene. This significantly affects the economy and the instructive area. Close to 50 years has passed since the board courses started in India. Everything began as an after-turn out course for occupied Presidents. The ongoing review expects to look at the impacts of the outstanding development of the board schooling in Haryana on its quality while additionally researching its causes. There is an arrangement of instructive establishments in Haryana; right now, the state is home to four colleges. Haryana is home to four colleges committed exclusively to propelling specialized and the executives training: MDU in Rohtak, Kurukshetra College in Kurukshetra, Master Jambheshwer College of Science and Innovation in Hissar, and Chowdhary Devi Lal College in Sirsa. A wealth of schools and foundations associated

with Kurukshetra College in Kurukshetra and the Mahatma Gandhi College in Rohtak both give MBA programs. The objectives of this paper are to(1) explore the elements that have prompted a multiplication of the executives schools;(2) examine how these schools' quality drives have filled because of mandates from legal bodies like the AICTE, UGC, NBA, and so on; and(3) research the reasonable ramifications of this remarkable extension in light of the creators' direct insight.

GERA, M. (2019) examined eleven private hospitals in Gurugram, Haryana, to determine the extent to which actual service quality differed from expectations, in light of the fact that services are increasingly outselling products on a global scale. Incorporating economic considerations into a modified SERVQUAL scale, this study employs Principal Component Analysis to evaluate the reliability and structural validity of the scale. The results show that, despite their reputation, the well-known private hospitals in Gurugram fail to satisfy their patients. The most common complaints are about the cost and the lack of compassion from the staff. Patients feel that medical professionals lack empathy and are unhappy with the cost of their treatments. Research like this shows how private hospitals and the government may work together to fix service quality problems, and it also shows how this could affect patients' faith in hospitals. While this study did have some limitations, such as a narrow geographic focus and mixed expectation and perception questions, it does highlight the need for future longitudinal research and the need to separate the questionnaire's expectation and perception sections in order to get a more complete picture. **Kumar, P., et.al., (2021)** Many obstacles have arisen in the age of Industry 4.0 and the circular economy, making it difficult for organizations to take advantage of new possibilities for sustainability in international marketplaces. Examining these obstacles is crucial to this research because it will help us understand how to make supply chains more sustainable. Our research, based on a survey of the relevant literature and the insights of industry experts, pinpoints the most important sustainability criteria for operations and the obstacles to achieving sustainability goals. In order to examine these obstacles and

guarantee the sustainability of supply chain operations, an integrated strategy is utilized, which includes Analytic Hierarchy Process (AHP) and Elimination and Choice Expressing Reality (ELECTRE). A number of important sustainability criteria have been identified, including the following: resource circularity; boosting revenues from green products; and developing processes for resource and energy efficiency. Many obstacles stand in the way of fully embracing Industry 4.0. The ineffectiveness of regulations and rules, a lack of a competent staff that comprehends Industry 4.0, an inadequate performance framework, and short-term business objectives are all examples of such obstacles. Two of the main obstacles, according to the survey, are a shortage of funding for industry 4.0 projects and poor strategies for integrating industry 4.0 with sustainability measures. Based on the study's results, businesses will be better equipped to create a comprehensive strategy that promotes sustainable operations by leveraging what is known about Industry 4.0 and the circular economy.

Kumar, D. (2018) The Indian car market ranks fourth globally. Furthermore, it ranks eighth in the commercial vehicle manufacturing industry. The tastes of Indian customers are evolving as well. There are several reasons why people's actions can alter. Changing the social character is the most important aspect. To make their own decisions, people would rather be alone. India is experiencing a dramatic shift toward individualism, which is creating a whole new consumer market. Metros and tier-2 cities alike saw increases in disposable income and per capita income, which boosted consumer spending. Customers have a lot of disposable income, which means the market is optimistic. New items were introduced to the market as a result of social and economic development. To better understand customer taste and behavior while buying a car, we polled people from various backgrounds and included their responses in the study. We wanted to know what influences them and how businesses can address these issues, so we asked them a series of questions. The results showed that, first and foremost, when designing automobiles, manufacturers should prioritize safety and performance. Second,

people are more likely to use the Internet to look for automotive-related information. Thirdly, it's important for corporations to keep in mind that cars dictate social status when they are branding and advertising. Customers often make up their minds about the vehicle they want to buy long before they set foot in a dealership, so it's crucial that the pre-sale process runs well. Last but not least, sales and promotions offered by car companies are a terrific way to entice customers during the off-season or at the end of the year. The car industry in India is booming, and it's just going to become bigger from here. Businesses should think about the report's findings when they develop their strategies because they can influence customers' decisions.

3. RESEARCH METHODOLOGY

3.1. Research philosophy

To conduct this analysis, the researcher adhered to the tenets of pragmatism. Pragmatism is a mixed-methods strategy for answering research questions that takes into account practical, moral, and ethical factors. According to this school of thought, in order to draw conclusions, it is necessary to combine at least two different ways of collecting data and analyzing it. Observed that any study questions might be addressed by utilizing a multi-method approach. The researcher drew on pragmatism as a theoretical framework since it allowed for the integration of quantitative and qualitative methods in data analysis. Data was tabulated using tables and charts in the quantitative technique, which entailed self-administered questionnaires. The researcher opted for a pragmatic strategy because it allowed him to collect both measurable and non-measurable data, which could be examined later on.

3.2. Research approach

Methods, instruments, or techniques for carrying out an inquiry fall under this category. The researcher used likert-scale questionnaires to collect quantitative data and in-person interviews to gather qualitative data, which was then analyzed and shown using descriptive statistics in the form of tables and charts. For the sake of data presentation, analysis, and decision making,

this method allowed the researcher to gather both measurable and non-measurable information. The researcher was able to gather data on how employees at Zengeza One High School felt about the study's subject, and then they used Spearman's correlation coefficient to find out how much of a "impact" motivation has on how well people do their jobs. Eighteen educators were chosen for the study by means of simple random sampling, and two administrators were chosen for the study by means of purposive sampling.

3.3. Research design

This is the plan that a research project follows in order to collect, measure, and analyze data. By doing a research study, a researcher can make the most of the limited resources available for the study. In order to make an informed selection that will yield the greatest results, a research study should explicitly outline the pros and cons of each technique. The researcher employed a quantitative analysis by means of graphs, frequencies, and percentages in an effort to establish a correlation between worker motivation and delivery, and a qualitative analysis by means of a "explanatory research design" to address the research's how and why concerns. The goal of descriptive research is to make interpretation easier by transforming facts into easily digestible information. In order to explore the association or link between two variables (in this case, motivation and worker performance), researchers conduct a descriptive study by describing, recording, analyzing, and interpreting the obtained data. In order to conduct a quantitative study utilizing descriptive statistics like percentages, the researcher used questionnaires to collect quantitative data.

3.4. Study Population

Thirty employees from Haryana with bachelor's, master's, diploma, or certificate degrees made up the population that the researcher wanted to survey. There were a total of thirty-seven educators present, including the principal and his two assistants.

3.5. Sampling

In order to gain a better understanding of the entire pool of potential employees, we used a sampling technique that involves

picking a subset of a population based on shared characteristics. In this case, we used the faculty and administration of the school as our sample frame. Due to the tiny size of the population, which included only 27 teachers (including the head), the researchers resorted to using a census.

Table 1: Description of sample size

Group	Population	sample size
Teachers	27	18
Head teachers	3	2
Total	30	20

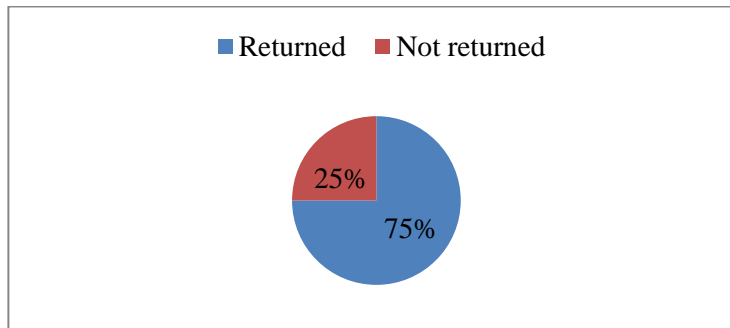
3.6. Sampling procedure

Out of a total of thirty personnel, twenty were selected for the study. There were both males and females in the sample. A tiny bucket was used to mix up the miniature cards that were used for respondent selection. One card was randomly chosen without replacement after each participant's name was scribbled on a sheet of paper. The research was limited to the card with the teacher's name on it. A total of 18 educators were chosen for the primary level, with 2 serving as head teachers.

4. DATA ANALYSIS

Table 2: Reaction time

Participants	% of Response rate
Returned	75%
Not returned	25%

**Figure 1:** Reaction time

Interpretation: The sample size of workers consisted of twenty (20) workers. Thirty were the original responses; however, the researcher had to settle for twenty, who were also the most active, due to repetition and information fatigue. The number of questionnaires given to employees is seen in Fig. 1 above. Seventy-five percent of the total respondents returned the questionnaires, indicating that the research is legitimate, dependable, and acceptable.

Effect of motivating workers on the performance

The researcher was motivated to present and analyze data by the ability to make decisions, opportunities for progress, job security, and relationships with superiors and coworkers. Possibility of advancement, power to make decisions, stability of employment, and rapport with superiors and peers.

Table 3: Employee Perception of Work-related Variables

Variable	Highly Agree	Agree	Not sure	Disagree	Highly Disagree
Growth opportunity	70% 10	10% 5	10% 2	10% 3	0% 0
Authority to make decision	50% 10	10% 5	10% 3	15% 1	15% 1
Job security	75% 15	15% 3	5% 2	0% 0	0% 0

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Relationship with colleagues and Subordinates	60%	25%	5%	15%	5%
	15	2	1	1	1

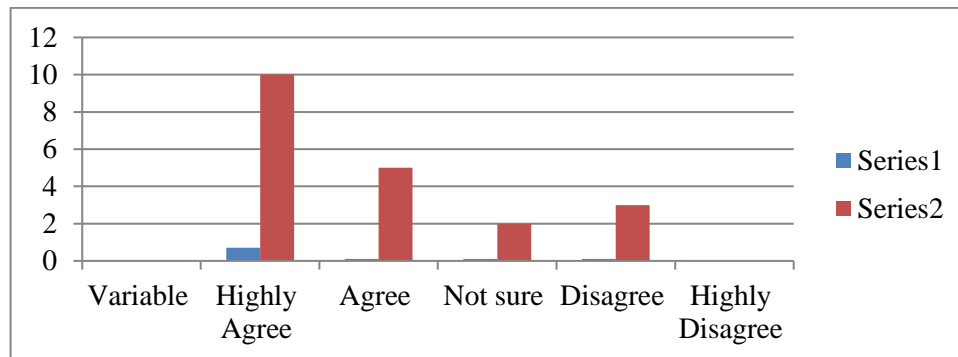


Figure 2: Effect of Growth opportunity

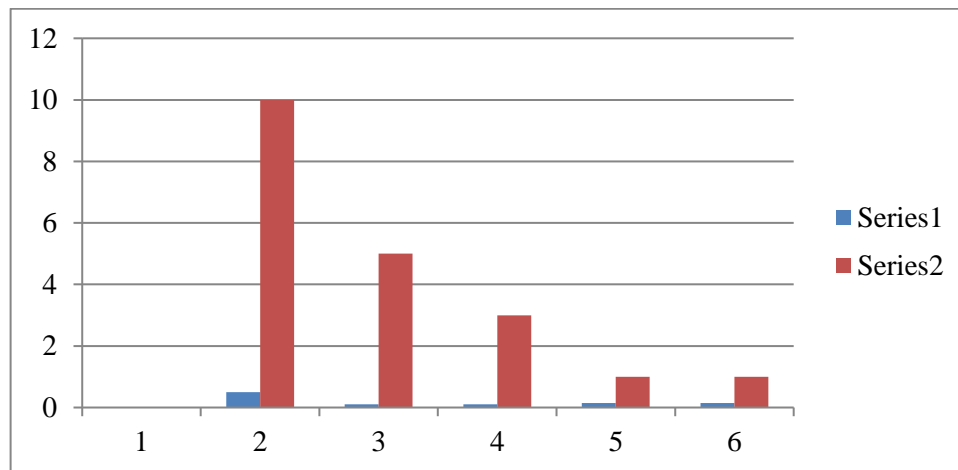


Figure 3: Authority to make decision

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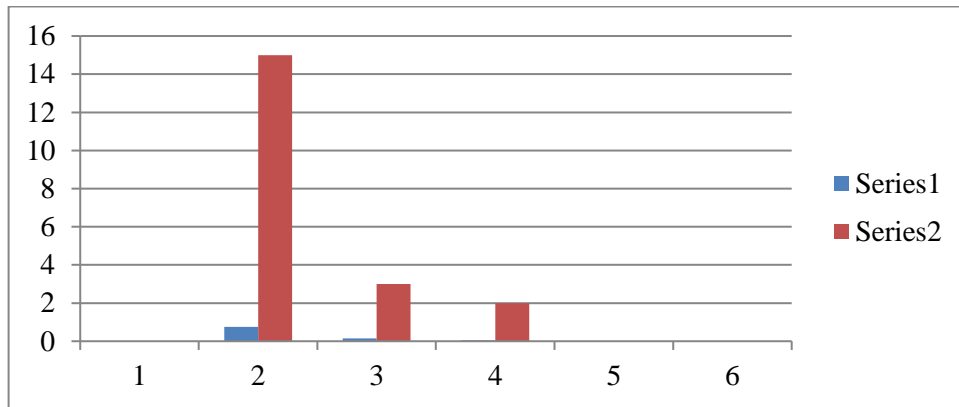


Figure 4: Effect of Job security

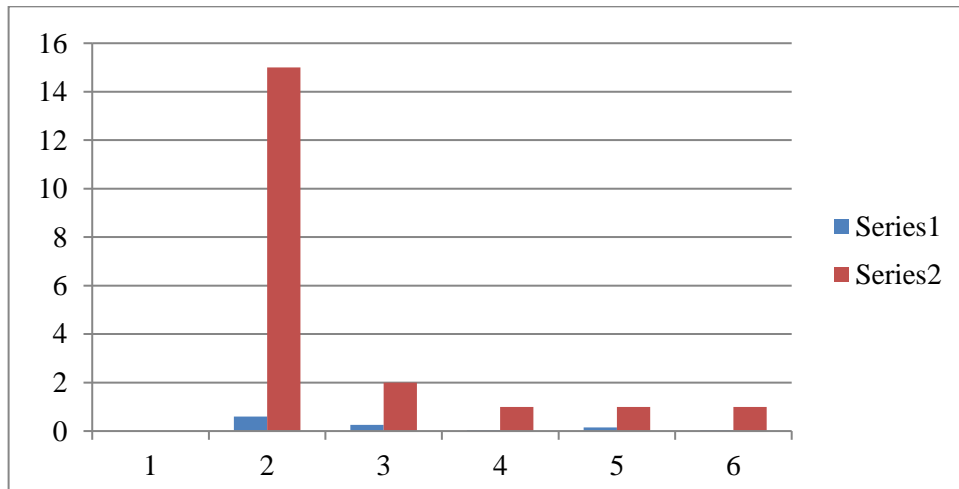


Figure 5: Effect of Relationship with colleagues and Subordinates

5. CONCLUSION

In by and large, the two arrangements of results, which included quantitative and subjective discoveries, proposed that there is a huge, regular, and positive connection among motivation and hierarchical achievement. Because of these discoveries of the examination, it was shown that the two kinds of motivational instruments, to be specific inherent and extraneous motivational devices, are critical apparatuses that the superintendent can use to altogether impact the longing and drive of laborers to perform and meet authoritative objectives, subsequently working on the performance of the association.

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