

A Study on Level of Motivation of The Employees in Tamil Nadu State Transport Corporation (TNSTC), Kumbakonam

¹G. SIVADURGA, ²Mrs. C. SANGEETHA MBA., M.Phil., M.Com., (Ph.D).

¹Final year MBA student, ²Assistant Professor, Department of Management, Idhaya College for Women, Kumbakonam, India. *sivadurga0203@gmail.com*

ABSTRACT - This article discusses about a study on level of motivation of the employees in Tamil Nadu State Transport Corporation (TNSTC). Employee motivation is one of the major issues faced by every organization. It is the major task of every superior to motivate their subordinates to achieve their organizational goals. Every organization needs to have well motivation in employees to perform their work good in the organization. When the employees feel good about their jobs, certain factors tend to consistently related to job satisfaction and their work performance.

KEYWORDS: *Motivation, Employees, Organization, Work performance, Job Satisfaction, Organizational goals.*

I. INTRODUCTION

Motivation is the process of inspiring people at work efficiently and effectively. Motivation increased the workers desire to work. It is a process of inducing people to perform to their best ability to accomplish the goal. Motivation is a psychological term which means it cannot be forced on employees. It comes automatically from inside the employees as it is the willingness to do the work. Motivation induces an individual who incites the employees to action that links the overall efficiency and output of any work related activity made by individuals. Motivation engages and makes employees link closer to their organization. If the employees are not motivated, the basic functions of management such as planning, organising and staffing functions will not be translated into desired action.

II. REVIEW OF LITERATURE

Dessler (1980) stated that "Motivation is both one of the simplest and most complex of management jobs. It is simple because people are basically motivated or driven to behave in a way which will lead to rewards".

Daschler and Ninemeier (1984) said "Motivation is a state or force within an individual that makes the employee act in a way designed to achieve some goal. Taking this broad definition and putting it into the context of supervision, motivation is what the supervisor does to encourage and influence other people to take necessary action".

Thomas (2009) stated that "The main challenge of motivation in workplaces is identifying what motivates each individual employee taking into account his or her individual differences. in other words, individual differences have been specified by Thomas (2009) as the

major obstruction for management in engaging in employee motivation in an effective manner".

III. RESEARCH DESIGN

(a) Objectives of the study:

- To study the level of motivation of the employees in an organization.

(b) Limitation of the study:

- Time constraint is unavoidable limitation of my study.
- As no work has been done earlier in this regard so scarcity of secondary data is also there.
- The respondents are hesitating to provide information.
- Due to busy schedule it was not possible to get desire information.
- The opinion of the respondents may be biased.

(c) Method of Data Collection:

- A structured questionnaire was administrated for collecting primary data from the respondents and secondary data was collected from various journals, books and through website.

(d) Population:

- 50 samples were chose as a sample for this study.

(e) Sampling Technique:

- Simple random sampling technique.

(f) Tools for analysis:

- Likert Scaling is used for analyzing the data collected.

IV. DATA ANALYSIS AND INTERPRETATION

LIKERT SCALE

**TABLE 4.1 PERCEPTION OF THE STATEMENT –
THE LEVEL OF MOTIVATION OF THE
EMPLOYEES IN AN ORGANIZATION**

PERCEPTION	LIKERT SCALE	LIKERT SCALING
Strongly Agree	49	81.667
Agree	76	101.334
Neutral	20	20
Disagree	3	2
Strongly Disagree	2	0.667
Total	50	205.668 / 50
	LEVEL OF MOTIVATION OF THE EMPLOYEES IN AN ORGANIZATION	4.11336

CHART 4.1



INTERPRETATION:

Based on these likert scaling 4% of the respondents agree that the level of motivation of the employees in an organization.

V. CONCLUSION

Employee motivation is very important for a successful organisation. The organisation will be able to understand better ways to motivate their employees and the importance of employee motivation at the workplace. As a result, the job satisfaction of employees will increase then they will get motivated at the workplace.

REFERENCES

- [1] Dessler, G. (1980). Human Behavior: Improving performance at work. Reston, VA: Reston Publishing Company inc, (May 1, 1980). P- 39. ISBN-10: 0835929949, ISBN-13: 978-0835929943.
- [2] Daschler, P. J. and Ninemeier, J. D. (1984). Supervision in the hospitality industry. East Lansing, MI: Educational Institute American Hotel & Motel Association.P-39, 5th edition (September 3, 2013). ISBN-10: 0866124055, ISBN-13: 978-0866124058.
- [3] Thomas, K. T. (2009). Intrinsic Motivation at work: what really drives Employee Engagement. 2nd edition, Berrett - Koehler store. P-18. ISBN: 0-618-30596-362.
- [4] <https://www.managementstudyguide.com/role-of-motivation-in-organizational-behavior.htm>.
- [5] <http://www.yourarticlelibrary.com/employee-management/importance-of-motivation-for-employees-employee-management/8681>.