
A Study on Employee Motivation in Hextar Pharmaceuticals, Chennai

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ABSTRACT

Motivation is essentially about commitment to doing something. Motivation is about more than simply working hard or completing tasks. Motivation can come from the enjoyment of the work itself and/or from the desire to achieve certain goals. The main aim of the study is to find employee motivation in Hextar Pharmaceuticals. The primary objective is to find the employee motivation and the secondary objectives is to study different types of rewards and recognition programmes followed in Hextar. To evaluate the effectiveness of such programmes in motivating employee to perform their best at work. Employee's suggestion for improvement in reward and recognition programmes. The need of the study is evaluating the Motivational factors influencing the effective utilization of human resources. The conclusion of this study will be based on the people feel committed to others, and feel responsible for the actions of an organization.

INTRODUCTION

Motivation planning and theory are tough subjects, touching on several disciplines. In spite

of enormous research, basic as well as applied, the subject to motivation is not clearly understood and more often that not properly practices. To know about the motivation one essential understands human nature itself. Human nature can be very simple, yet very complex too. An understanding and appreciation of this is a prerequisite to effective employee motivation in the workplace and therefore effective management and leadership. Quite together from the benefit and ethical value of an unselfish approach to treating coworkers as human beings and respecting human dignity in all its forms, research and observations show that well motivated employees are more productive and creative. Motivation is essentially about commitment to doing something. Motivation is about more than simply working hard or completing tasks. Motivation can come from the enjoyment of the work itself and/or from the desire to achieve certain goals e.g. earn more money or achieve promotion. Why does motivation matter in business? In short, people's behavior is determined by what motivates them.

The performance of employees is a product of both their abilities (e.g. skills & experience) and motivation. There are a number of different views as to what motivate workers. The most commonly held views or theories have been developed over the last 100 years or so by great management gurus, Taylor, Elton Mayo, Maslow and Herzberg. This project explores the impact of rewards and recognition programs on the motivation of IT employees. A survey was conducted among IT employees in Hextar to know about the types of reward and recognition programs followed in their organization, their effectiveness in motivating employee to perform their best and suggestions for improvement.

REVIEW OF LITERATURE

Robbins (1993) studies the “willingness to exert high levels of effort toward organizational goals, conditioned by the effort’s ability to satisfy some individual need.” A need in this context is an internal state that makes certain outcomes appears attractive. An unsatisfied need creates tension that stimulates drives within the individual. These efforts create search behavior to find particular goals that, if attained, will satisfy the need and lead to the reduction of tension (Robbins, 1993). The

inference is that motivated employees are in a state of tension and to relieve this tension, they exert effort.

Griffin et al., (2017) says that the main difference between highly effective and productive organizations and less effective ones usually is found in the motivation of its employees. Thus, one of the most intriguing and studying topics in organizational behavior and human resource management is motivation.

Osterloetal. (2002) says that extrinsic motivation appears when employees can satisfy their needs indirectly, through monetary compensation.

The vast majority of research about motivation does not concentrate on the motivation of employees in the societies of post-socialist transformation. Most of research deals with work motivation among private sector employees (**Dixit, 2002; Perry and Poter, 1982**), while there is not much research that relates to motivation among public sector employees (**Manolopoulos, 2007**).

Wright (2001) in his study did not prove that public-sector employees characteristics are different to those of private-sector employees. He did not discover that those characteristics have big impact on work motivation.

Maidani (1991) concluded in his study that public sector employees consider extrinsic rewards as more important than do private-sector employees.

NEED AND SCOPE OF THE STUDY

- Evaluating the Motivational factors influencing the effective utilization of human resources.
- Evaluating the feedback of Motivational patterns followed in organizations
- Suggesting the organization to improve the policies.

OBJECTIVES OF THE STUDY

To study different types of rewards and recognition programmes followed in Hextar. To evaluate the effectiveness of such programmes in motivating employee to perform their best at work. Employee's suggestion for improvement in reward and recognition programmes. To study the

employee's perception towards the motivational patterns in the organizations. To find out the effectiveness of motivational practices among employees.

LIMITATIONS OF THE STUDY

- The study is strictly limited to Hextar.
- The study is based on the respondent's opinion, and it might possible to bias their answers.

METHODOLOGY OF THE STUDY

Primary Data

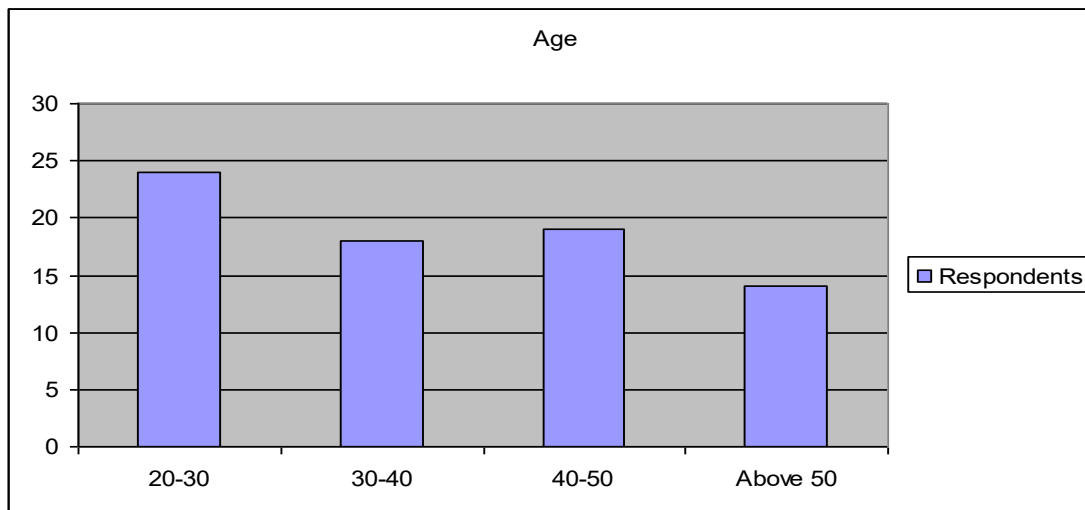
The research design undertaken for the study is empirical research. Empirical research is concerned with describing the characteristics of a particular individual, or of a group. The data for the present study is collected by means of primary data. The respondents were administered with a structured schedule to collect the data required for the study. Besides the primary data, the secondary data was also collected for the study. Websites, books were referred for this purpose to facilitate the proper understanding of the study. This project study would adopt the convenient type of sampling. The size of the sample for this study would be nearly 75. The study is designed on the basis of respondent's opinion. Sampling technique

used in this study non-probability sampling, which is also known as deliberate sampling or Convenience sampling. This type of sampling is very useful and is relatively reasonable. The data

collected from the both the sources and are analyzed and interpreted in the systematic manner with the help of statistical tool like percentage analysis and spss tool.

DATA ANALYSIS AND INTERPRETATION

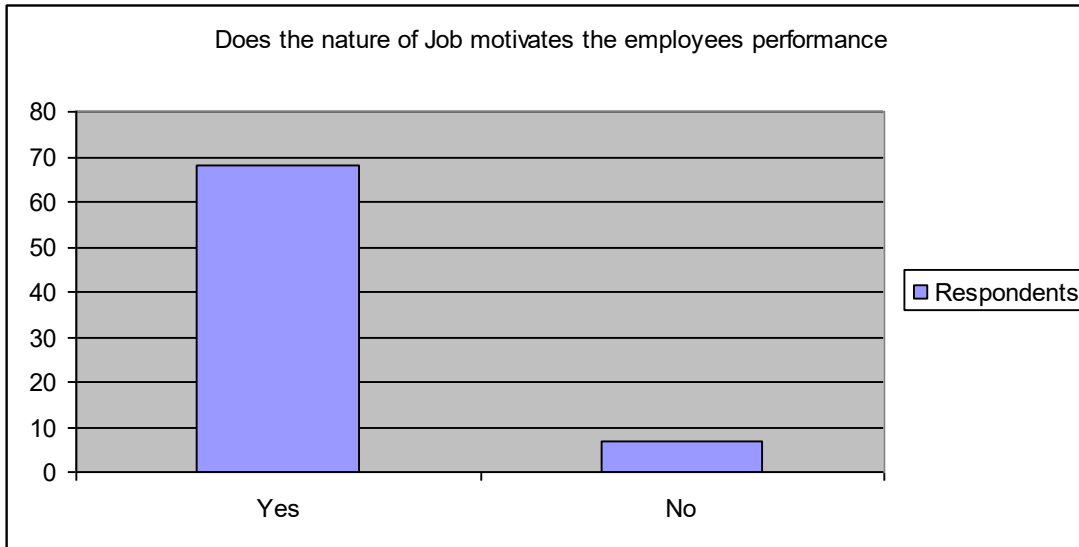
1. Age Group of the Respondents



Inference

The above table indicates that the 32% of the employees are in the category of 20-30 age, 24% in 30-40, 25.33% in 40-50 and 18.67% in above 50.

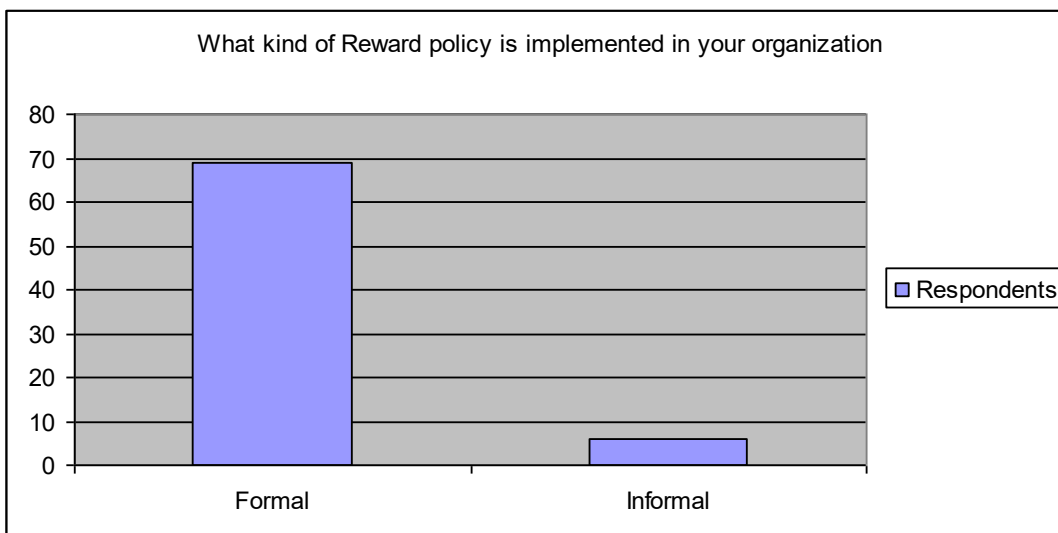
2. Does the nature of Job motivates the employees performance



Inference

The above table indicates that the 90.67% of them said nature of job motivates the employee performance and 9.33% of them said no.

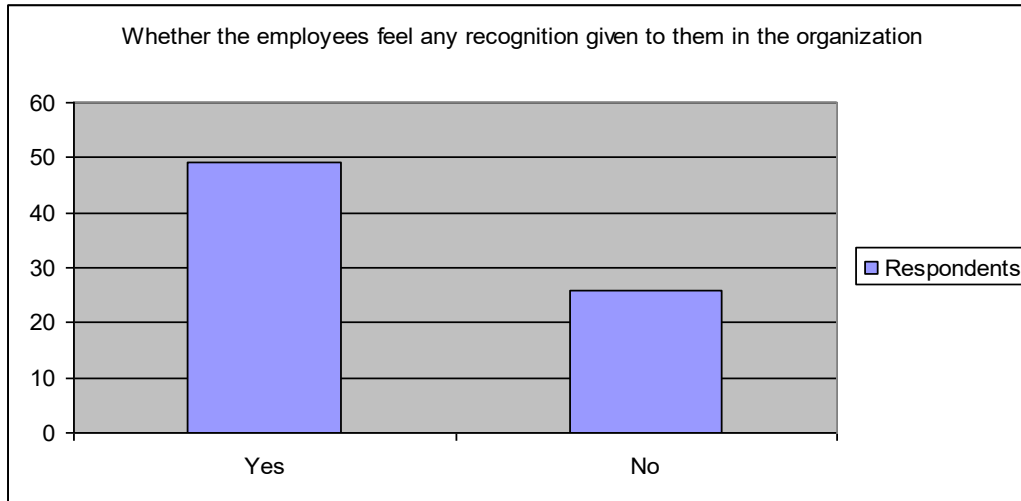
3. What kind of Reward policy is implemented in your organization



Inference

The above table indicates that the 92% of them said they organization has formal policy and 8% of the employees says that their policies are informal.

4. Whether the employees feel any recognition given to them in the organization



Inference

The above table indicates that the 65.33% of them feel they have some recognition and 34.67% of them said no

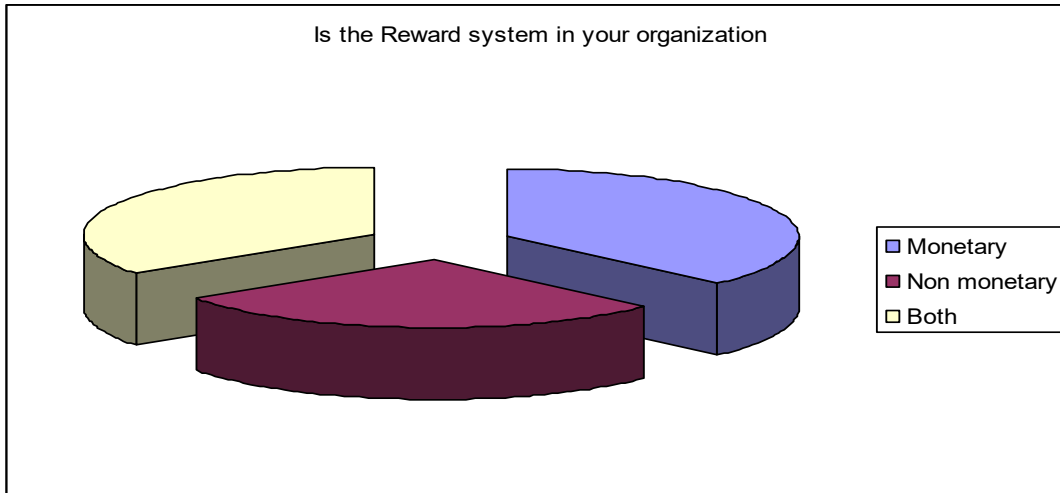
5. Did they get any special rewards for those achievements



Inference

The above table indicates that the 85.33% of them said that they received some special rewards for those achievements and 14.67% of them said no.

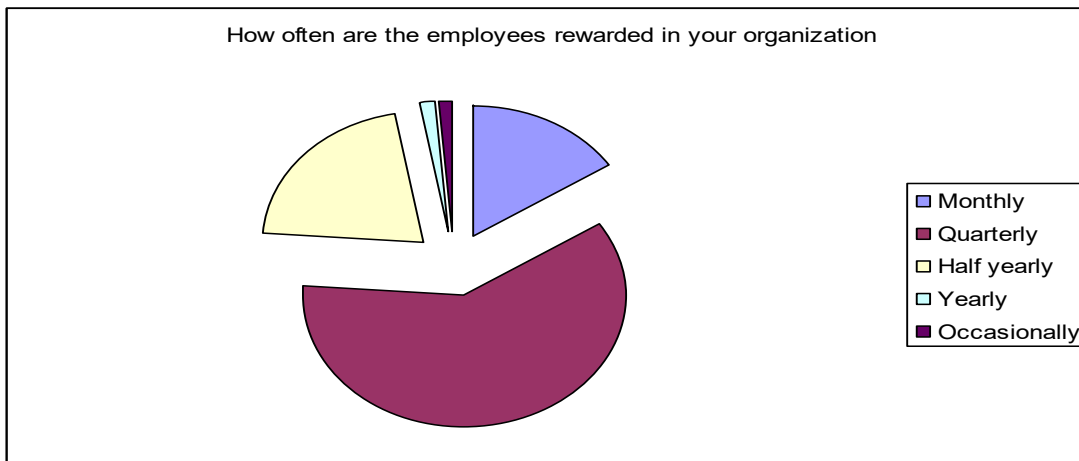
6. Is the Reward system in your organization



Inference

The above table indicates that the 37.33% of them said that Reward system in their organization is Monetary and 28% are satisfied with the job and 9% of them said no.

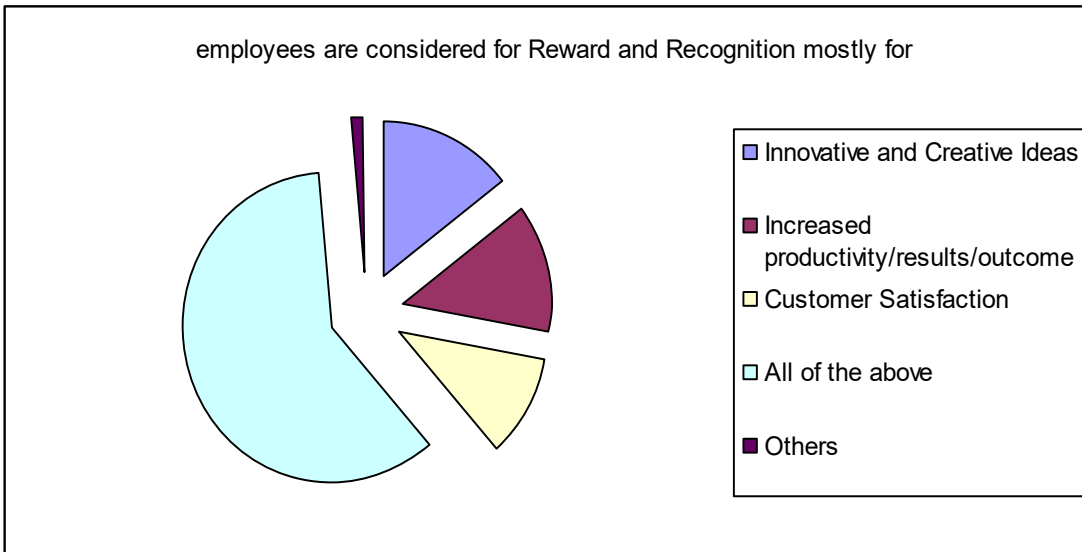
7. How often are the employees rewarded in your organization?



Inference

The above table indicates that the 60% of them said that every quarter employees are rewarded.

8. In your organization, employees are considered for Reward and Recognition mostly for



Inference

The above table indicates that the most of the employees receive awards for their excellent work.

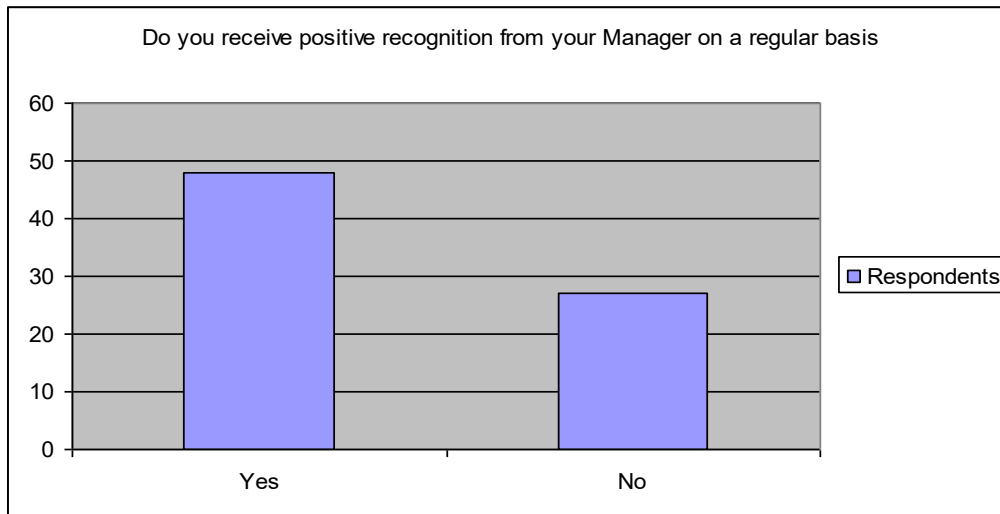
9. How is an employee selected for a reward? Is it through



Inference

The above table indicates that the 78.67% of them said that decision is made from the single manager for reward.

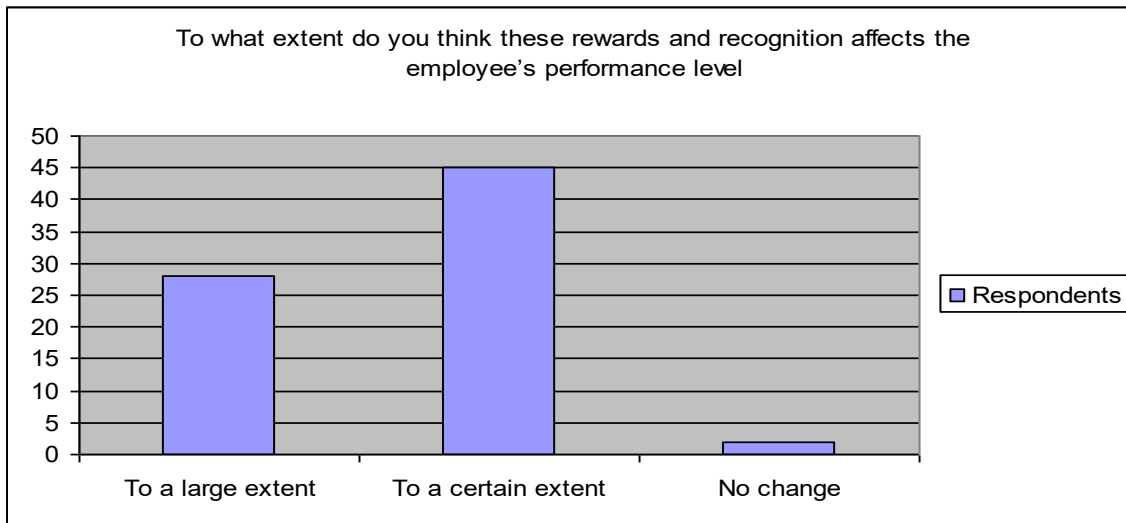
10. Do you receive positive recognition from your Manager on a regular basis



Inference

The above table indicates that only 64% of the respondents are getting positive recognition from their managers.

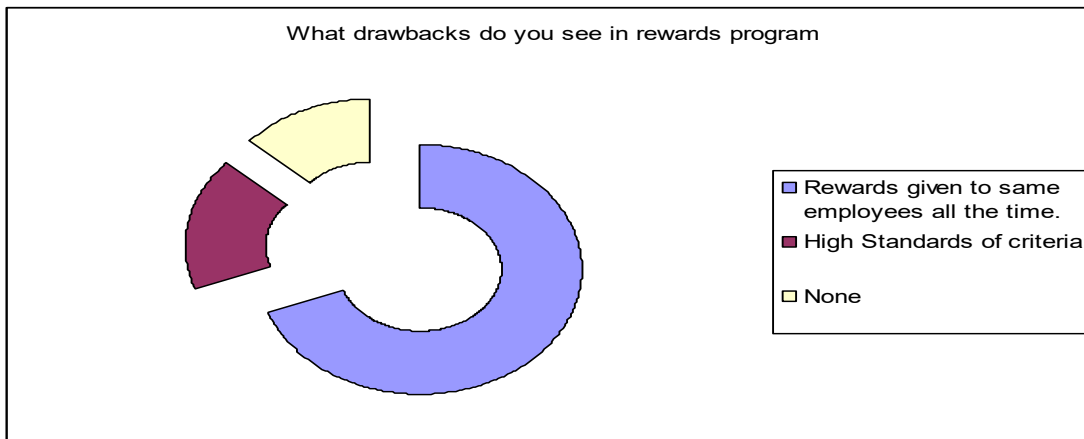
11. To what extent do you think these rewards and recognition affects the employee’s performance level



Inference

The above table indicates that rewards and recognition affects the employee’s performance level to a certain extent only.

12. What drawbacks do you see in rewards program.



Inference

The above table indicates that the most of the time the rewards are given to the same employees

13. Experience of respondents in their organizations



Inference

From the above table it shows that most of the respondents are less than 5 years of experience.

FINDINGS

- Most of the organizations have the employees in various age groups to balance their standards.
- Salary provided to the employees is based on their qualification and years of

experience in the industry and also it follows the organization standards.

- Employees with varied qualification are hired to suite departmental requirement in their organization.
- Most of the employees are aware of the motivational practices implemented in their organization which shows that the organizations have open door policy.

- Most of the employees believe that motivation is based on the type of the job they do in their organization.
- Most of the employees said they are facing challenges while doing job and few of them said no.
- Most of the employees are aware that organization has formal policy and few of the employees say that their policies are informal.
- Recognition of the employee is not good as there are some ego between managers and team members.

SUGGESTIONS

- At present there is no such incentive system and the introduction of this will increase the productivity rate.
- The feedback regarding performance appraisal should be more intensive since it enables the worker in knowing himself and his timely improvement, which in turn paves way for perfect harmony of the organization.
- The management should emphasize that the workers participation and involvement is very essential to achieve perfect

harmony between the individual goal and organizational goal.

- If the above system is perfect, then the company will have a good organizational growth and development with full utilization of the human resources to the maximum possible extent. This will give greater strength to the organization; and since it is an internal factor the management with the fullest support of the employees can achieve it easily.

CONCLUSION

Motivation is crucial in the process of management. Without little or no motivation, a manager of an organization will not be able to get as much from his employees as they may need. Motivation is the driving force in people. It makes people feel committed to others, and feel responsible for the actions of an organization. Motivating to quality deals with how to confirm a positively motivated team of employees.

REFERENCE

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