
Investigating the Relationship between Reward and Motivation among Employees

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ABSTRACT: *-This investigation analyzed the connection between motivational variables and the execution of training staff in Miyandoab. The examination populace was all workers of the instruction division in Miyandoab in 2012-13 including 90 individuals and agriculturists which as indicated by Morgan table 74 representatives of the general public were chosen. Basic irregular testing was utilized to choose the example. The examination was elucidating connection. The examination instrument was a poll that included five segments got from the hypothetical and exact writing and near investigations set on the Likert scale. Unwavering quality of the survey was computed 0/83 utilizing Cronbach's alpha. The discoveries demonstrated a huge direct connection between direct components of expert, interest and basic leadership frameworks, pay framework and worker execution and a frail huge connection between work fulfillment and execution assessment of staff training in Miyandoab. For the most part, motivational variables anticipate workers' execution by 59 percent.*

Keywords: Motivation, Motivational Factors, Performance, Education

INTRODUCTION

Advance and change in the amount and nature of instruction in any nation relies upon the instructive framework. Advancement in its

general sense has boundless implications and can be seen from various edges and points of view. Critical changes, for example, expanding worldwide rivalry, the effect of data innovation, rebuilding, business process, and in addition territories of administration impact the universe of work [1]. Present day associations need to continually change, change to adjust with inside conditions, consistence with inner association elements and setting up a sort of a harmony amongst inside and outside changes is fundamental. All together for an association to accomplish its objectives, representatives must convey their execution to achieve the level of viability, this issue in administrative associations where the poor execution of organizations can be deciphered as a disappointment of open administrations [2]. And also privately owned businesses in which poor execution can mean insolvency, the same is valid. From a social point of view, associations are searching for representatives who perform well in their employments so pressed. Great

execution increments hierarchical efficiency, this thus upgrades the working of government and the economy [3][7]. Numerous researchers, including "Sitzerz" and "Doorman" have contemplated this issue. As indicated by them, association execution is the consequence of the cooperation between three "physical, Financial and HR [21]. Physical and budgetary assets don't bring about creation, however this will happen when the human component makes a move, accordingly, comprehension of human conduct and its positive effect can enhance and increment the proficiency. Be that as it may, since the execution depends additionally on different elements. It is basic to get it the elements. Room additionally trusts that (the execution is a component of capacity and inspiration) $P = F (M, A)$ appropriately, a man who can play out a movement, however would not do it, won't bring about ideal execution and in the event that somebody needs to accomplish something yet can't do that no move will make [20]. "Inspiration factors are evident necessities to prevail in a game. These variables (inspiration) enhance inward enjoyment to accomplish the foreordained objective, guides conduct and power him to various his exertion, subsequently we can state that inspiration factors lead the competitors inside to achieve the objective (i.e. accomplishment in different

fields" [4]. Hypothetical establishments Inspiration is those mental procedures that propel, manage and support self-rehearse activities to in Accordance to the goal [23].

Authoritative objectives and individual needs to propel individuals. To start with presumption in inspiration themes is this human conduct is purposeful implies that the development, considering, work and creation in people, is in course to accomplish certain objectives, however why study and learning about deciding the thought processes in people is imperative. All investigations on drive reactions are endeavors to accomplish reactions about the reason of human conduct why some attempt more than others? However reply to these inquiries appear to be simple yet investigation and contemplate of people's conduct roots are extremely confounded and in the interim isolated and disunities, understanding inspiration to decide to the people's conduct Causes, Are Very Valuable [6][12]. Herzberg, after broad research, gives inspiration hypothesis. He expressed inspiration factors are of two classifications, the primary class is extraneous inspiration components or cleanliness factors which are established in working foundation. These are factors which

interface people to the association and keep them

in the association. In this gathering variables, for example, approach, administration, relational relations, compensation, status, and employment security are talked about. In the event that in a workplace an abnormal state and nature of these variables exist, therefore there would not be disappointment. Interestingly, characteristic inspiration factors included achievement, gratefulness, rivalry, accomplishment, duty, development in the capacities and expert development [11].

The exploration Timmreck directed in 2003, the subjects considered factors, for example, feeling of accomplishment, acknowledgment of obligation and advancement of imperative motivational factors and factors, for example, blame and the risk of negative variables [26]. Robbins and Judge in an examination of workers' motivational components, for example, positive bolster, relational connections, expanding individual inspiration has been said in the principle report [23] [24]. Pleasant in his exploration report basic leadership capacity, capability, investment in works and interest, as characteristic inspiration elements and atmosphere of rivalry, assessment and power act

as extraneous inspiration [2]. In 2002, a contemplate was directed to explore the motivational components which in view of motivational elements, for example, legitimate law, the likelihood of development and representatives improvement, employer stability, fascinating work, thankfulness, relational issues sympathy, investment in the work are essential motivational factors[23]. Jameson in an examination led in 2000 alluded to components, for example, achievability of training, giving admiration, being mindful, affirmation and level with remunerate as motivational components [9]. Dindarhor (2009) researched the connection between work inspiration and administrators' execution and utilizing work inspiration and employment execution polls gathered information. A portion of the discoveries include: There is a connection amongst inspiration and execution, there is a connection between assortment of work and execution, there is a connection amongst character and chiefs' execution, and there is no huge connection between the significances' of working with chiefs' execution. Habibi (2012) inspects the connection between work inspiration and occupation execution of chiefs. The reason for this paper is to recognize also, think about the inspiration of administrators on their execution and give essential direction in

building up inspiration in administrators, the client criteria in picking chiefs for administration posts. The outcomes demonstrated that there is no huge relationship at 5% level between work inspiration and execution administration (the three motivational measurements) however there is a connection between work inspiration of individual qualities measurement and furthermore huge connection between work inspiration in regards to nature of the activity and Performance [10]. Mohammadi in his examination in 2012 inspected the connection between Herzberg's motivational components and the execution of school principals. His discoveries demonstrate that "there is a connection between gratefulness as a rousing variable and routine with regards to teachers," which demonstrates a huge and positive relationship. Results demonstrated a critical positive relationship between's at the level of $000/0 = \text{sig}$ and $n = 340$ and $r = 0/275$ between the nature of work and teachers execution. Additionally there is a constructive relationship amongst's development and individual improvement. His autonomous test outcomes likewise demonstrate that there is no huge distinction between instructors' sex and normal execution of ladies is 87/66 normal execution of men is 42/63. Results shown a noteworthy connection between educator

execution and their administration year. Results demonstrate that there is a noteworthy relationship between educator execution and age. Results demonstrate that there is a critical connection between inspiration of men and ladies [17].

Goethals and Darley (1977) trusts that individuals will be fulfilled when they trust that their working conditions are practically identical to others in comparable circumstances[8] " Cecil G. Miskel, ", " Wayne Hoy" in an examination on instructors in optional schools and advanced education, related workforce inspiration to work fulfillment and saw work execution. The outcomes demonstrated that the intention drive in the two gatherings was essentially identified with work fulfillment what's more, seen execution [27] [5]. "Nancy K. Stein " in the examination entitled "Persuading workers without extra time or advancement says in the Past , directors utilized two instruments fundamental for rousing representatives " worship "what's more, expanded compensation " Despite hard chain of importance and spending a ton cash were generally utilized as a part of many organizations [21]. Muddling employments and the need to adjust to fast change, directors must discover imaginative and modest ways for keeping workers with high

inspiration and high innovativeness. In an investigation, directed in Silicon Company, he and his associates reached the conclusion that offering opportunity to representatives, assigning expert to choose accomplices and shaping groups, and undertaking units and cooperation can be helpful in expanding people's motivation to work [19] [11]. Bartal's Research, demonstrate people with high inward locus of control will probably make sensible .changes in their fantasies. They indicate more adjusted conduct and halfway scope of practices in examination with going to extremes and have more prominent trust in their own capacities as it were, when individuals acknowledge duty regarding their own particular achievement, their execution achieves the most elevated amount and they understand with exertion and perseverance they can beat disappointment [16] [3]. Research did by "Francis MT, "and" Sergiovanni TJ," on instructive status demonstrates most stretched out proficient lacking, is fulfilling the poise needs, self-sufficiency, and self-revelation [25]. Mayo and White's Research, demonstrated that the cash, and enhancing money related status, as it was thought have not been powerful in motivating forces to work, however the suppositions of partners, simplicity of employment, long haul profession as a solid thought process are

powerful in accomplishing an organization's objectives [27].

The motivation behind the exploration The connection between motivational variables and the execution of instruction staff in Miyandoab in 2012-2013

MATERIALS AND METHODS

Data collection: is descriptive - correlation. The study is practical regarding purpose. Time territory: a crosssectional, in school year 2012-13 and the spatial domain: Miyandoab city's Department of Education. The population studied in this research, were any employee working in Education office during the year 2012 of, including 90 people.

Sampling method based on Morgan and Krejcie table was 74 out of 90 people using simple random sampling (lottery method). Data collection tools included researcher's questionnaire. In an extensive study of the theoretical background of the questionnaire consists of five components (delegation, participation in decision-making systems, salary, and appraisal and job satisfaction) preparation and organization after machine coding of the questionnaire in

contained information manner was analyzed using SPSS software program. Questionnaire ‘s questions were distributed among a small sample of 30 subjects staff Based on a five-point Likert scale for the pilot study. To check the validity of the questionnaire opinions of experts, psychologists and education specialists were used. And after necessary modifications, they proved the validity of the questionnaire before data collection. The reliability of the questionnaire was calculated using Cronbach's alpha which is 83/0.

RESULTS

Table1: the distribution of employee performance score

Variable	NO	Average	SD	Deviation Coefficient	Minimum	Maximum	Range
Performance Score	74	90/79	3/05	-0/21	85	97	12

The distribution of employee motivation factors and its components According to Table 2 the mean score of employees’ delegation was 15/58 with a standard deviation of 2/3 and skewness of 0/ 6. As minimum score of delegates was 11 and the maximum was 24. In fact delegation of employees

somewhat was more than moderate and was 62%. Average score for involvement and decision making is 15/78 with a standard deviation of 2/73 and the slope coefficient is -29/0. As minimum score was 8 and maximum were 24. In fact employee’s participation and decision making were more than average somewhat and 63%. Job satisfaction average score of sample under study was 25/21 with a standard deviation of 3/64 and the skewness of -73/0. As minimum average score of Job satisfaction was 13 and maximum average was 32. The job satisfaction of employees is somewhat more likely than average and 63%. Average score of payroll system and employees’ salary was 20/7 with a standard deviation of 3/54 and the slope coefficient of -1/003. As minimum average payroll system of employees was 8 and the maximum was 29. Actually the employee payroll system is slightly higher than average and 59%. Average score for personnel evaluation system, was 14/22, with a standard deviation of 3/31 and the

skewness of -58/0. As minimum average score of personnel evaluation system was 5 and the maximum was 21.

Actually the employee evaluation system is little more than an average of 57%. And motivational factors of

employees' total average score was 91/51 with a standard deviation of 11/94 and the slope coefficient of -64/0. As

minimum average score of motivational factors of employees was 56 and the maximum was 116. The motivational

factors of employees are somewhat more likely than average and 61%.

Table 2: The distribution of employee motivational factors and its components

Variable	NO	Average	SD	Deviation Coefficient	Minimum	Maximum	Range	Percent
Delegation	74	15/58	2/3	0/6	11	24	13	62
Decision Making and Participation	74	15/78	2/73	-0/29	8	24	16	63
Job Satisfaction	74	25/21	3/64	-0/73	13	32	19	63
Payroll System	74	20/7	3/54	-0/1	8	29	21	59
Evaluation System	74	14/22	3/31	-0/58	5	21	16	57
Respondents' Motivational Factors	74	91/51	11/94	-0/64	56	116	60	61

To what extent do components of motivational factors predict employees' performance?

In order to explain the performance of motivational factors component, Enter Multiple regression was used and

finally, according to data from Table (3) we can observe that the overall multiple correlation coefficient components

of evaluation system effects, authority, job satisfaction, payroll and personnel decisions and collaboration with the

$R = -0/95$, and the determination coefficient of $R^2 = -0/91$, net coefficient of determination = $90 /$, in sum

components of motivational factors explain 90 percent of employees' performance and 10 percent of employees'

performance variance could be explained by factors outside the subject of this study.

Table 3: multiple correlation for predicting the performance of employees

Form	Multiple Correlation Coefficient	Explanation Coefficient	Net Explanation Coefficient	Standard Criteria Error
	0/95	0/91	0/90	0/92

The figure also explained in accordance with Table (4) ANOVA was linear. Since the F-test to determine significant

variables affecting employee performance equal to 144/66 with a significance level of $p = 0/000$ and smaller than

0/05 the way of the relationship between variables is one-sided.

Table 4: Analysis of variance for testing the significance of regression

Form	Total Square	Range of Freedom	Mean Square	F	P
s	623/65	5	124/67	144/66	0/000
Remaining	58/6	68	0/86		
Total	681/95	73			

Overall, the data in Table (5) and the standardized beta coefficients it is considered constant () =70/54, delegation with of 0/11, and with of - 83/0, job satisfaction with 81/0 =, salary system with of - 08/and evaluation

system with of 07/0, which can have a significant role in determining the performance of employees.

Finally, by eliminating the constant alpha () through standardizing the explanatory variable, it is considered that

delegation with beta() of 086/0, decision making and participation with beta() of - 074/0, job satisfaction with

beta() of 969/0, salary system with beta() of - 098/0 and evaluation system with beta() of 0/08, may have an

important role in predicting employee performance.

Table 5: the coefficients of the remaining variables in the stepwise regression analysis

The order of entry of independent variables	Raw Coefficient		Standardized Coefficient Beta	T	Sig.
	B	Std. Error			
F	70/54	0/87		80/22	0/000
Delegation	0/11	0/06	0/086	1/75	0/08
Decision Making And Participation	-0/08	0/05	-0/074	-1/46	0/14
Job Satisfaction	0/81	0/04	0/969	19/47	0/000
Payroll System and Salary	-0/08	0/04	-0/098	-1/96	0/05
Evaluation System	0/07	0/04	0/08	1/75	0/08

Linear Equation: Staff Performance = (delegation) 0/086 - (Participation and decision making) 0/074+ (job satisfaction) 0 /969 - (payroll system) 0/098 + (The evaluation) 0/08

DISCUSSION AND CONCLUSION

Aftereffects of measurable examination of research theories appeared: as indicated by Pearson test played out, the criticalness level of the test p=000/0 was littler than 05/0 and the r=58/0. The exploration speculation is along these lines affirmed that there is a huge direct connection between two factors of assignment and representatives 'execution. What's more, representatives' designation predicts their execution of 34 percent. The examination theory is along these lines affirmed that there is a connection amongst organization and basic leadership factors with representative's execution. Results demonstrated that as indicated by Pearson test, the essentialness level of the test p=000/0 p is littler than 05/0 and r=95/0. What's more, basic leadership and worker's support predicts their execution rate of 29 percent. Results demonstrated that as indicated by Pearson test, the importance level of the test p=000/0 is littler than 05/0 and r=95/0. The examination speculation is in this manner affirmed that there is a little connection between work fulfillment and representative's

cooperation which predicts their execution of 2 percent. As per Pearson test the level of essentialness was $p=000/0$ which was littler than $05/0$ and the $r=46/0$. The explore theory is accordingly affirmed that there is a huge connection amongst finance and representative's cooperation which predicts their execution of 22 percent. As indicated by Pearson test the level of hugeness was test $p=000/10$ which was littler than $05/0$ and the $r=36/0$. The exploration theory is along these lines affirmed that there is a little huge connection between assessment framework and representative's investment which predicts their execution of 13 percent.

As indicated by Pearson test the level of criticalness $p=000/0$ was littler than $05/0$ and the $r=76/0$. The exploration theory is along these lines affirmed that there is a noteworthy connection between motivational components and representative's cooperation which predicts their execution of 59 percent. Results demonstrated that the most imperative motivational variables from the view purpose of workers are appointing and the slightest critical activity fulfillment. The second most imperative motivational factor from the view purpose of representatives is interest and basic leadership and the third most essential motivational factor is finance and assessment framework is the

fourth major motivational factor. As indicated by the consequences of the first theory that there is a connection amongst inspiration and occupation execution aftereffects of the five segments of the speculation are in lining up with Herzberg's exploration, Dindarhor (2009), Mohammadi. 2012. Cecil Miskel, Wayne K Hoy (2012), and Nancy K. Austin (Humphrey and Halls, 1997), Francis M. Trusty and Thomas Francis (Sergiovanni, 2001) and are not in lining up with the aftereffects of Habibi . 2012. Research led by Francis M. Trusty and Thomas Francis (Sergiovanni, 2012) in instructional status demonstrates that the biggest expert shortfall is fulfilling nobility necessities, self-rule, and selfdiscovery what's more, in reality basic leadership. So one of the factors that can improve worker's inspiration in work execution is the capacity to settle on exact and auspicious choices that the more foreordained, normal and cognizant the choice is, the better the individual occupation execution will be. The consequences of Dindarhor (2009) demonstrated that there is a connection between work inspiration and execution. Habibi (2012) in an examination found no noteworthy relationship at 5% level between work inspiration and execution administrators' (the three measurements of inspiration). Discoveries of Mohammadi (2012) demonstrates that there is a connection between



thankfulness as a motivational factor and routine with regards to teachers, "which demonstrates a noteworthy positive connection. Wayne K Hoy and Cecil Miskel, (1995), in their examination found that persuading power is altogether identified with work fulfillment and execution. Actually, if workers have work fulfillment and fulfillment with compensation and wages they indicate better employment execution. Nancy K. what's more, Stein (Hall and Hall, 1990) in their investigation arrived at the conclusion that offering opportunity to representatives, accomplices and assigning expert for determination of associates, group developments, venture units and collaboration can expand work inspiration and hence enhancing work execution. Truth be told if in an association representatives were given Delegation what's more, the privilege to choose they can to do their obligation having participation with each other, their inspiration has been solidified and are more fruitful in their profession administrations. Research in instructive foundations in light of Moody what's more, Richard's desire hypothesis demonstrated that school principals with elevated requirement in correlation with principals who have less desire are more dynamic in provincial choices and have preferred execution over different principals. Likewise, Maslow[18], McGregor,

McClelland[20], Herzberg and Alderfer[13] [14] trust that associations regularly invest more energy in addressing lower needs more meet than the addressing needs of abnormal state stretch, for example, more noteworthy accentuation on the rights and month to month reward and wage fulfillment. Truth be told, association's representatives initially concentrate on outside issues, for example, the level of month to month compensation, and if there should arise an occurrence of having fulfillment with these parts they consider inner factors such expert, have the privilege to settle on choices [20].Bartal Research (1993) demonstrates that at the point when individuals acknowledge duty regarding their own particular achievement, they execution achieves pinnacle and they understand that they can beat disappointment with exertion and diligence. With consideration regarding the outcomes acquired in this exploration and speculations what's more, investigate comes about we can infer that if representatives were given Delegation and the privilege to choose from, administrators and immediate and backhanded boss they can perform better. Additionally, if representatives are happy with occupation, compensation and compensation they will have higher occupation execution. In this way, given the parts of intrigue and inspiration utilized and considered

among workers, we can watch increment in their Performance; subsequently if individuals responsible for associations particularly instructive authorities can attempt to create segments of inspiration among their workers we can watch change and accomplishment in their activity Performance.

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