

A STUDY ON EMPLOYEES MOTIVATION AND JOB SATISFACTION.

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Abstract: *-The present study has been designed with a view to investigate the motivation and Job Satisfaction of employees of Public Sector and Private Sector. To find out the effect of various aspects of motivation and Job Satisfaction between the employees of Public and Private sector. The way of motivation of employees is some kind of reward like promotion, increase in the salary, having good relationship with the co-workers, empowerment etc. Motivation is the force by which humans achieve their goals. It is the inspiration we live and inspiring the spirit of innovation. The main objective of the study is to know the motivational factors that motivate the employees in the public and private sector and to know the job satisfaction level of employees with those motivational factors. The survey is conducted on employees of Public Sector and Private Sector. The target of respondents was employees, employers, manager, officer, clerks and workers. To achieve the objective of the study One Fifty (150) respondents has been taken to conduct the study. The result indicate that significant differences exist between employees of public sector and Private Sector regarding various aspects of motivation and Job Satisfaction pay and fringe benefit, Supervision, Training and Development, Relation with co-workers, employees' empowerment, Supervision, Performance appraisal and nature of Job.*

Keywords: - *Motivation, Job Satisfaction, Public and Private Sector, Employees, Motivational Levels in public and private sector, Job Satisfaction Aspects, Employee Performance.*

Introduction: -

Every organization and business want to be successful. The modern period is extremely competitive, and firms of all sizes, technological capabilities, and market emphasis struggle to retain employees. A solid and enduring tie between employees and their businesses must be established in order to overcome these limitations. Employees are an organization's most important resource; hence it is important to influence and encourage them to do their tasks. Organizations create several strategies to compete with rivals and to improve organizational performance in order to achieve wealth. Only a small minority of businesses believe that their people are their most valuable assets and that they are what will determine whether they succeed or fail, depending on how well they are focused. No organization can advance or be successful unless and until its personnel are happy with it, motivated to complete duties and reach goals, and encouraged to do

so. The purpose of this study is to provide light on how a company can succeed and function effectively through its workforce. Only when the organization's personnel are content with its work can it achieve this. Employee satisfaction is only possible when employees are getting proper output in return of their input. The outcome could be a reward, expression of appreciation, a promotion, a pay raise, etc. The sources of incentive are this reward, acknowledgment, and promotion. Motivated employee feels satisfied with the job and perform good in the organization. The organization succeeds as a result, and there is organizational effectiveness as well.

The study's primary goals are to identify the organizational motivating variables that drive employee motivation and to gauge employee satisfaction with those factors.

Motivation

“Motivation is an effective instrument in the hands of the management in inspiring the achieving of goals or work force. It is the major task of every manager to motivate his subordinates or to create the “Will” to work among the subordinates. It should also be remembered that a worker may be capable of doing some work but nothing can be achieved if he is not willing to work. Creation of a will to work is motivation in simple term. Literally motivation means to move the act for incitement or inducement to act or move. The term “Motivation” was originally derived from the Latin word mover which means to move therefore, motivation includes these words-desires, wants, aims, goals, divers, motives and incentives which makes a person strive for doing a thing. Motivation is what makes people do thing.

Job Satisfaction

Job satisfaction is the collection of tasks and responsibilities regularly assigned to one person, job is a group of positions, which involves essentially the same duties, responsibility, skill and knowledge. Employees job satisfaction has some relation with the mental health of the employees. It spreads the goodwill of the organization. Job satisfaction reduces absenteeism, labor turnover and accidents. Job satisfaction increases employee's morale, productivity, etc. Job satisfaction creates innovative ideas among the employees. People might show greater loyalty to the company. If they receive what they anticipated, employees will be more content at work; job satisfaction is related to employees' inner feelings. Naturally it is the satisfied employees who shows the maximum effectiveness and efficiency in his work. these also affects their level of satisfaction, such as canteen facilities, bonus, working conditions, etc.

Importance of Understanding for Human Behaviour

Organizations are social systems. If one wishes either to work in them or to manage them, it is necessary to understand why people act as they do i.e., to understand their behaviour.

Every person has the capacity and ability to work, but due to a lack of specific incentives, motivations, or work situations, he may or may not be actively seeking employment. His willingness to work is based largely on a man's ability to integrate the interest and needs of his employees with the objectives of the organization. In order to know why an individual is or is not willing to work, it is necessary that a manager should first acquaint himself with the issue as to why an individual responds quickly or remains indifferent to work and becomes unco-operative, indifferent, arrogant, irritating, in subordinate, unfriendly or acts in an undesirable manner. He should, therefore, know that all human behaviour has some cause to know the must examine the nature of employee needs and the causes that motivate an individual to achieve certain goals and fulfil his needs. Other important fact is that the action of all human beings is goal oriented. Human behaviour is directed towards the fulfilment of some aspirations, needs, drives, wants etc. It is, therefore, necessary for the employers to find out the answer to the question "Why" or "What" is it that makes people do things?

No manager can neglect this aspect of human behaviour; if he does, the inevitable behavioural consequences would be an employee's passivity, his hostility, his refusal to accept responsibility, his resistance to change, indolence, unreasonable demands for economic benefits, high labour turnover and absenteeism, poor quality of work, fall in production and reduced efficiency, social turmoil arising out of strikes, lock-outs, Discontentment, conflicts and cleavages, walk-outs, indiscipline, low Morale, withdrawal from work day dreaming, wasteful and destructive behaviour, jealousy, irritation, antagonism, annoyance, excessive complaining, bragging and frustration. Unsatisfied employees often become aggressive and unco-operative towards the management and this is often disastrous for labour management relations.

Review of Literature: -

Suman Devi, Ajay Suneja [1] the present study has been designed with a view to investigate the satisfaction level of employees of public sector bank and private sector bank, to find out the effect of various aspect of job satisfaction and difference in the level of job satisfaction between the employees of public sector bank and private sector bank. S.K. Bhatia [2] made a study on assessment of motivating factors which have been identified by Herzberg in his famous two-factor theory and which are responsible for job-satisfaction. The result revealed that to improve performance and productivity factor. The majority of CEOs are content with the job-related elements and are motivated by their jobs. S. K. & Vivek Tiwari (2011) – [3] The study investigation the relationship between motivation factors and employees. Motivation has been treated as a dependent and Job Satisfaction as an independent variable. The results show a positive correlation between motivation and job satisfaction i.e., motivation factors increase with increase in job satisfaction vice-versa. Additionally, according to the study's findings, motivation is unaffected by an employee's age or term of employment. It might be because the organization's working environment appears to include the elements necessary for motivation and contentment. The study also finds the relative importance of different factors that contribute to the satisfaction of employees; Compensation

Package emerged as the most important factors, whereas the Self Actualization appears to be the least important factor. Sarita Maharjan (2012) – [4] Colleges should motivate the teachers for their job satisfaction in order to enhance the performance of the organizations. This paper examines the association between work motivation factors and job satisfaction of teachers. Out of 150 surveys distributed to university constituent, associated, and plus two campuses/colleges across the Kathmandu valley, a practical sampling technique yielded only 112 valid replies. The study examines teachers' work motivation and job satisfaction using descriptive statistics and correlation analysis. According to the study's findings, teachers' job satisfaction and work motivation are positively correlated.

Purpose of the Study: -

The main aim of the study is to examine the impact of reward and motivation on job satisfaction in public sector and private sector in Maharashtra state.

Objective of the Study: -

1. To study the motivational factors that motivates the employees in the organization.
2. To study the satisfaction level of employees with those motivational factors.
3. To examine the motivational technique used by Public and Private sector.
4. To find out problem of Motivation and Job Satisfaction in Public and Private sector.

Research Questions: -

1. What is the relationship between Work Motivation, Job Satisfaction, and Organizational commitment of the personnel?
2. What is the difference in the Job Satisfaction of the Public and Private concern Personnel?

Research Methodology: -

The present study has been designed with a view to investigate the motivational and Job Satisfaction level of Public and Private sector employees, to find out various aspects (Motivation, Job Satisfaction, Salary, Fringe benefit, relation with co-worker supervision, Employee Empowerment, Nature of Job, Employee Participation, Performance Appraisal and Training and Development, etc.) on work motivation and job satisfaction. The target population of the study covers Government, Semi-Government and Private Sector employees of Maharashtra State. One fifty employees of selected institutions located at various place in Maharashtra State. Primary data has been collected from one fifty respondents of different age group, educational level, income and designation.

- **Data collection:** Data is collected with the help of both primary as well as secondary data sources. Under primary data source questionnaire method is used to achieve the objective and under secondary data source books, newspaper and different studies of different authors are referred.
- **Sample size:** During the study 150 respondents are taken as the size of sample.
- **Sample techniques:** Non-Probability Convenient Sampling Technique is used to conduct the study and achieve the objectives of the study.

➤ **Statistical tools used for Analysis and Interpretation:**

The collected data has been analyzed by using percentage analysis. It refers to special kind of ratio; percentage are used in making comparison between two or more series of data, and used to describe the relation, since to percentage reduced everything to a common based and thereby allows meaningful comparison to be made.

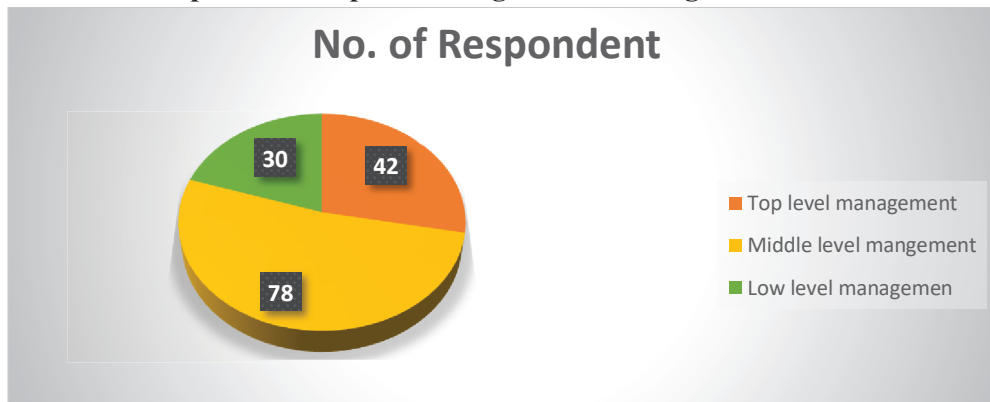
To know the response structured questionnaire method is used. In this method questionnaire were distributed to the respondents and they were asked to answer the questionnaire. The questionnaire was structured and organized and the questions were arranged in a specific order.

Distribution of Respondents as per working level of management.

Sr. no.	particular	No. of respondent	Total %
1	Top level management	42	28
2	Middle level management	78	52
3	Low level management	30	20
	total	150	100

Source: field Survey

Distribution of Respondents as per working level of management.



Source: field Survey

The above Table shows the distribution of respondents as per the status in the organization. The Table shows that out of selected 150 respondents 42 (28%) respondents were working at top level management positions; followed by 78 (52%) respondents said that they were working at middle level management state and remaining 30(20%) respondents were working at the level of lower state of management.

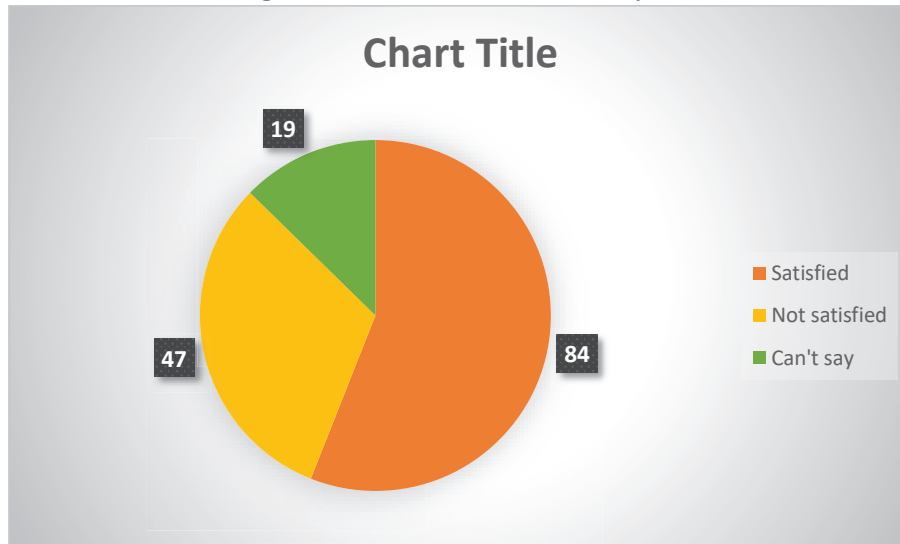
Whether you are satisfied with present salary?

Sr. No.	Particulars	No. of Respondents	% to Total.
1	Satisfied	84	56

2	Not satisfied	47	31.33
3	Can't say	19	12.67
	Total:	150	100

Source: Field Survey

Classification basing on satisfaction level of salary.



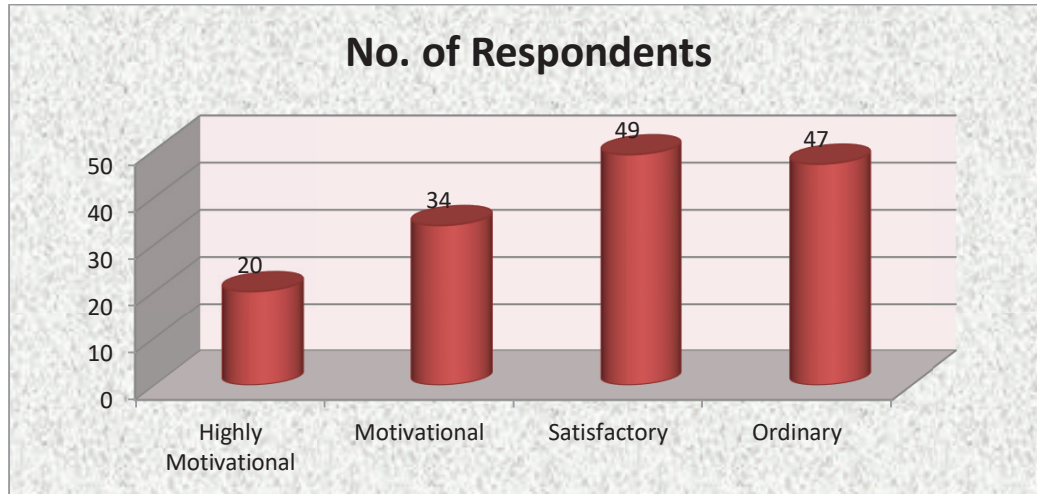
All the selected respondents' employees were asked that is they are satisfied from the present salary. The data in this regard collected and tabulated in The table concludes that out of 150 respondents; highest number of respondents i.e. 84 (56%) respondents were not satisfied from their present salary package; followed by 47 (31.33%) respondents told that were satisfied with the salary which they getting from their employer and 19 (12.67%) respondents could not expressed their opinion in this matter.

Classification basing on satisfaction level of salary in comparison with other sectors employees.

Sr. No.	Particulars	No. of Respondents	% to Total.
1	Highly Motivational	20	13.33
2	Motivational	34	22.67
3	Satisfactory	49	32.67
4	Ordinary	47	31.33
	Total:	150	100.00

Source: Field Survey

Classification basing on satisfaction level of salary in comparison with other sectors employees.



Source: Field Survey

How you think about your salary compared to other sectors employee. The data however in this regard collected and tabulated in Table. 20 (13.33%) respondents told that their salary was highly motivational with compare to other sector employees; followed by 34 (22.67%) respondents ranked it just motivational; 49 (32.67%) respondent expressed that their salary package with par at satisfactory level to compare with other employee and 47 (31.33%) respondents told that their salary was ordinary with compare to other sector employees.

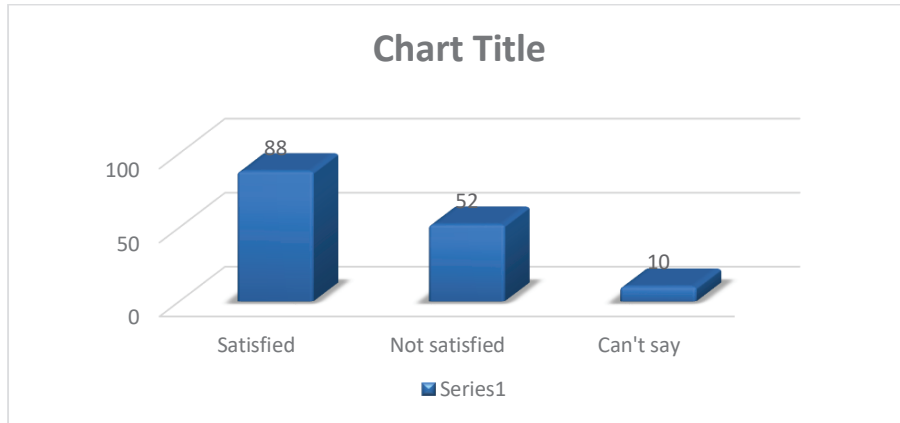
Whether you are satisfied with the various motivational programmes implemented in your industries.

Source: Primary Data Analysis.

Sr. No.	Particulars	No. of Respondents	% to Total.
1	Satisfied	88	58.67
2	Not satisfied	52	34.67
3	Can't say	10	6.66
	Total:	150	100

Source: Field Survey

Whether you are satisfied with the various motivational programmes implemented in your industries?



Source: Field Survey

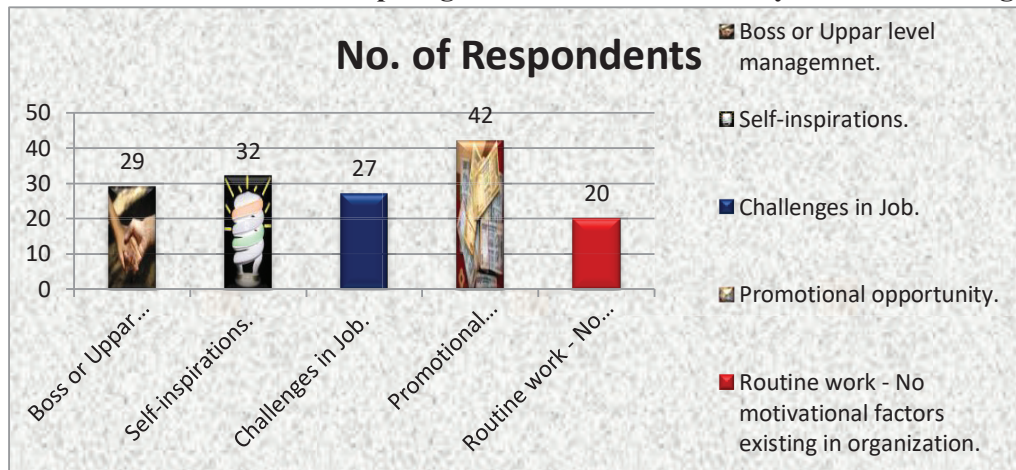
Whether you are satisfied with the various motivational programmes implemented in your industries? The data however in this regard were collected and analysed in Table. The table displays those 88 (58.67%) respondents said that they were satisfied with the motivational programmes implemented by their industries. for them; followed by 52 (34.67%) respondents were not satisfied with the motivational programmes and 10 (6.66%) respondents unable to express their opinion in response to the question.

Which Motivational factors inspiring you to work efficiently in the organization?

Sr. No.	Particulars	No. of Respondents	% to Total.
1	Boss or Upper level management.	29	19.33
2	Self-inspirations.	32	21.33
3	Challenges in Job.	27	18.00
4	Promotional opportunity.	42	28.00
5	Routine work - No motivational factors existing in organization.	20	13.34
	Total:	150	100.00

Source: Field Survey

Motivational factors inspiring to work efficiently in the organization.



Source: Field Survey

Which motivational factors inspire you to work efficiently in the organization? The question asked to all the selected respondents. The response collected by them is distributed. The table shows that out of 150 selected respondents 29 (19.33%) respondents were reported that they were inspired and motivated by their boss or upper level management for better performance; followed by 32 (21.33%) respondents told that they were adopting self-inspirational process for taking better efforts in the work; 27 (18%) respondents told that the challenges and opportunities in the job is plays the role of motivation and inspiration in the work; 42 (28%) respondents told that promotional opportunity inspire and motivate them for better performance and 20 (13.34%) respondents told that they do routine work in the job – no motivational factors were existing in the organization for better performance.

Concluding Remark

To study its motivational factors is most important to know the impact of motivation factors on employees. The researcher tried to cover Public and Private sector management system. This study will be useful to the CEO, manager, supervisor, owner of organization, businessman, managers, private and Government organization.

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