

# Relationship of Motivation and the performance of employees

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**Abstract:** Motivation is the basic energizing force which helps an organization for achieving the goals. There are two types of motivation. First one is the internal and second one is external. We will focus on motivation of employees. Some employees are motivated by high salary, some are motivated by status. Our agenda is to focus on the motivation of employees in relation to their performance. [Report and Opinion 2010;2(2):75-76]. (ISSN: 1553-9873).

**Key Words:** Employee motivation; motivation; employee performance

## 1. Introduction

Motivation may be intrinsic or it may be extrinsic. The term is generally used for humans but, theoretically, it can also be used to describe the causes for animal behavior as well. According to various theories, motivation may be rooted, some times in the basic need to minimize physical pain and sometimes maximize pleasure. The main idea which we think is that the basic energizing force behind every action is motivation.

So it means that the motivation level have direct link with the performance of employees.

## 2. Research Objective

Objective of our research is to find out that what role motivation plays in the performance of employees.

## 3. Research Approach

For starting our research we selected three branches of an organization (not allowed to mention name). We made two indicators first one motivation level and second one is performance level. We decided that First of all we will produce a questionnaire with the help of our supervisor and brainstorming. After that we will conduct formal Interviews of management and employees with questionnaire. Our main source of getting information was Questionnaires (Hard copy) and Surveys. After getting all the information from interviews and questionnaire we will put all data which we gathered in to Excel sheet and then our result will be displayed in a Bar chart.

## 5. Discussion:

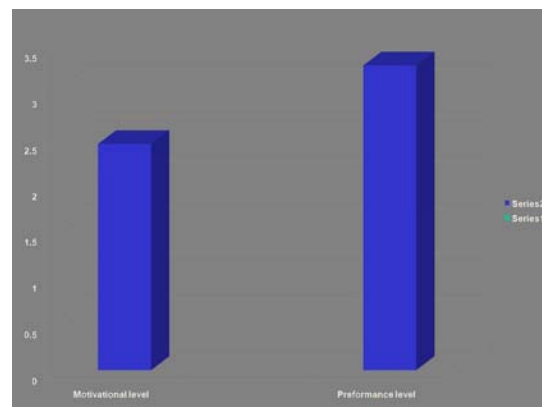
Through discussion with the employees of that organization we found that their organization's culture and working environment is very pleasant that they enjoy working there a lot. Organizations also believe on the empowerment structure and apply it within their organization. Employees told that they got

only salary they do not get any kind of incentives. So motivation is not only determined by the salary but also with the environment, empowerment, incentives, rewards, etc.

## 6. Finding Analysis

Our findings are based on our research questionnaire which we conducted in three different branches of that organization. We are not going to mention specifically the names. Let's analyze the first branch. In the first branch we found these to figures:

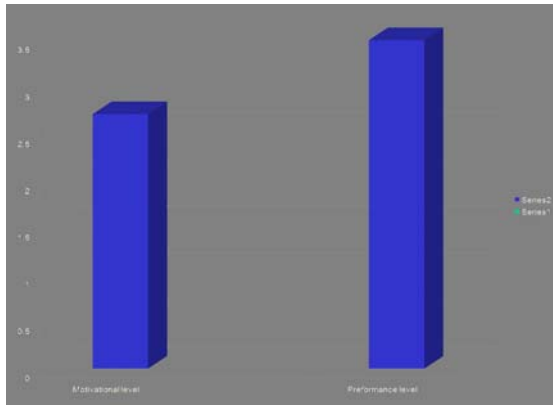
Motivational level	2.453333
Performance level	3.3



We found that the motivational level of employees in the first branch was 2.4 and their performance level was 3.3. So we cannot predict that whether there is any direct relation between motivation and the performance so we conducted survey in second branch as well.

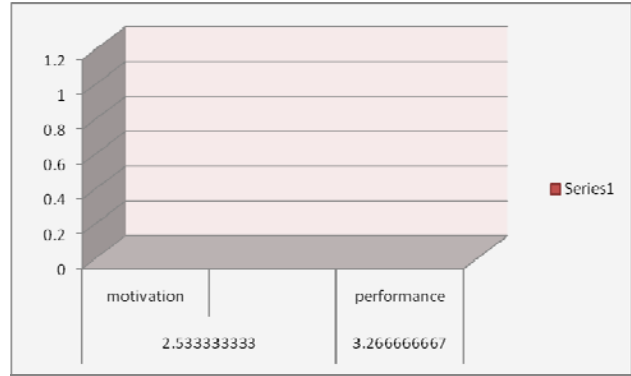
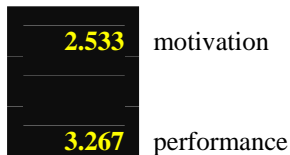
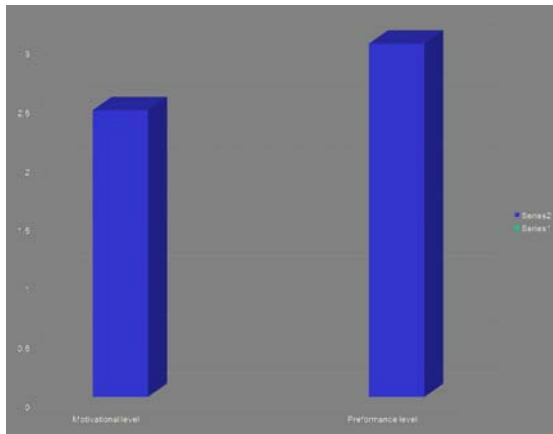
Motivational level	2.713333
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Performance level 3.5



Motivational level 2.433333

Performance level 3



**7. Conclusion**

So we conclude that motivation have a direct link with the performance of the employees and organization which we selected needs to improve the motivational level of their employees the main thing is that, in our point of view organization can boost up the motivational and inspirational level of his employees by providing them motivational training. This purpose can be achieved by conducting motivational seminars, as well as they should appraise or have a system of giving rewards to those employees who are putting their hart in their work. This action will not only motivate them but also

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