

## A Study on Employee Perception towards Organisation Motivation

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*Motivating employees to complete their work correctly and on time is one of the major tasks of management. Changing an employee's perception of his place within a company is sometimes an effective way of improving organizational behavior constructively. Employees who perceive that they have a greater control over their work lives will likely be more motivated to excel within the organizational structure. Social perception, or the way one individual views others, affects behavior within an organization. Management expert Joseph Champoux writes in his book "Organizational Behavior" that an individual's social perception can be described in terms of a "target," or what is being perceived, and a "stimulus threshold," a certain level of information that must be received in order to make a perceptive assumption on an individual, work process or any other target. Wrongful social perceptions, such as fundamental attribution error that arises when one person mistakes another person's characteristics as the cause of a negative event, can lead to problems in organizational behavior. This paper tells that how the organization affects of Employee perception to words motivation*

**Keywords:** Employees Perception, Motivation,

**JEL Codes:** K20, K21, K22, K23.

### **1. INTRODUCTION:**

#### **Perceptions Affecting Motivation:**

Worker's social perception of others within the organization can affect his motivation to complete work effectively to a large degree. Motivation within an organization remains high if a worker perceives that there are opportunities for personal development or professional advancement, if he feels capable of completing tasks correctly and is involved with various organizational decision-making and goal-setting processes. Motivation can be reduced if the worker perceives a lack of opportunity for growth, a lack of involvement or a lack of opportunities to demonstrate any creativity. The Holds true in volunteer organizations as well, as described in Miami University's student leadership material, "Why Volunteers/Group Members Lose Interest

#### **Importance of Employee Perception:**

Perception is what you think of the world around you and vice versa. It is usually just an idea of truth or reality and can differ from person to person. Due to its subjective nature,

perceptions can prove to be quite dangerous, if not controlled or clarified. If you're an employer, it can be very harmful for your business and your brand image if your employees do not understand your values and culture. In employee relations, perception is a major factor. Most of the time, it is formed by organizational roles, styles of leadership, styles of communication at the workplace, etc. and so it is very important that the organization be able to form the correct perception in the minds of its employees. Thus, a proper and effective supervision is required to prevent employees from having a wrong understanding

#### **Social Perception in Organizational Behavior:**

If you want to increase employee motivation, it's important to consider the role of social perception in organizational behavior. Social perception, according to The Oxford Review, is the ability to read other people's facial expressions, body language and tone to pick up on how other people are feeling. Employees' conclusions about what their leaders and colleagues want from them strongly affect their motivation.

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**Motivation and Organizational Behavior:**

Organizational behavior (OB) is defined by the University of Southern Indiana as the study of how employees interact with each other and the organization. OB is a multidisciplinary field that looks at what motivates employees and how companies can motivate them better. There are many examples of motivation theories. Some leaders motivate with fear or bullying, while others rely on a fair reward system, a good working environment and strong leadership.

**2. REVIEW OF LITERATURE:**

- ❖ **Paramarsh (2008):** This paper published by the American Review of Public Administration introduced the concept of perceived public service efficacy to describe the way an employee's perception of his work can affect work motivation and organizational behavior. According to coauthors Craig Boardman and Eric Sundqvist, when employees perceive that their work benefits the general public, reports of both job satisfaction and organizational commitment increase. A "Type Z" organization, or an organization which is concerned with both business growth and social concerns, typically has a high degree of perceived public service efficacy.
- ❖ **Sundaram (2009):** Worker output and motivation can be affected by changing the working conditions that are causing negative organizational behaviors. Reducing the size of work groups may allow an employee to feel as though he has a greater input in the work output. Providing time for easy social interaction can improve social intimacy among co-workers' and help produce a camaraderie that improves work interactions. Managers must work hard to control their own perceptions of their employees, withholding their own evaluative judgments until they gain adequate information about an employee's work performance.
- ❖ **Rabindra Nath (2002):** The evaluations of the concept of performance management as a new Human Resource Management model reflect a change of emphasis in organization away from commanded-control towards a facilitation model of leadership. This change has been accompanied by recognition of the importance to the employee and the institution of relating work performance to the strategic or long-term and overarching mission of the organization as a whole. Employee's goals and objectives are derived from their departments, which in turn support the mission and goals of the organization.

- ❖ **Audit Commission (2004):** While performance management might include a range of management responsibilities, down to managing the performance of individual members of staff through very soft and arbitrary collection of information (such as unstructured observed performance in the workplace).
- ❖ **Drucker (1955):** Whilst some approaches, such as the DuPont Pyramid, extend back to the development of major modern industrial corporations, performance measurement is particularly associated with the notion of Management by Objectives (MBO) first put forward by in the 1950s. The essence of MBO is that senior management set objectives to be measured by quantitative targets, with associated performance indicators designed to ensure that these are achieved but allow considerable operational flexibility and autonomy over the ways in which organizational units, teams and individuals attempt to achieve these goals.
- ❖ **Neely et al., 1995:** There are three distinct ways in which the performance management process can be approached First, it can be approached from the perspective of individual measures which indicate performance on a single set of criteria, often on the basis of product or service quality, time, cost or throughput. Second, it can be approached from a more systemic perspective where individual measures are placed in some form of analytical framework designed to understand the relationship between different types of information.
- ❖ **Kaplan and Norton, 1992:** The most famous example of this sort of systemic perspective is the widely adopted Balanced Scorecard Approach Third, performance measurement can be understood from the point of view of how the performance measurement system interacts with the wider context, whether that is an internal organizational context, an external stakeholder or market context.
- ❖ **Harvard Business Review (2008):** this conception has recently taken a detour towards understanding the new economics of service, now the employees and customers are the core focus of the management. This focus evolved as 'Service-Profit Chain', where the relationship is established between employee satisfaction, loyalty, productivity, customer loyalty, and profitability. Most of the employee satisfaction comes through the 'Internal Quality' of a work environment; internal quality is measured by the feelings, attitude, and perception of the employee towards the company, their colleagues and the job they do (Heskett et al, 2008).

### **3. STATEMENT OF THE PROBLEM:**

If employees are satisfied on the implementation of programs in the organization, they will perceive well and exert every possible effort to carry out their responsibilities and duties assigned to them efficiently and effectively thus will make the organization to which they belong more productive and successful. If employees are satisfied on the implementation of programs in the organization, they will perceive well and exert every possible effort to carry out their responsibilities and duties assigned to them efficiently and effectively thus will make the organization to which they belong more productive and successful. This study is therefore, seeks to investigate the employee perception toward the organization and outcomes by analyzing; What potential consequences will be happened in the area of work performance, affective commitment and turn over intentions as result of employees' different perception of practice in Nigerian National Petroleum Corporation.

### **4. OBJECTIVES OF THE STUDY:**

- ❖ To know how employee perception on organization motivation can change and create an impact on Organization.
- ❖ To see relationship between workplace support and employees motivation.
- ❖ To find out what are the various factors that motivate the employees.

### **5. HYPOTHESES OF THE STUDY:**

**H0:** There is No relationship between workplace support and employees motivation

**H1:** There is a relationship between workplace support and employees motivation

### **5. RESEARCH METHODOLOGY:**

- ❖ **Sources of Data:** The secondary data were obtained from the annual reports of the ten public sector banks. Additional data for analysis and verification were sourced from [www.moneycontrol.com](http://www.moneycontrol.com). The data were subjected to certain fundamental mathematical operations such as computing the ratios, before being used for the analysis.
- ❖ **Sample Size:** 100 is the number of subjects included in a sample size. By sample size, we understand a group of subjects that are selected from the general population and is considered a representative of the real population for that specific study.
- ❖ **Sampling Method:** Survey Method is applied for the study.
- ❖ **Research Design:** Short questionnaire, Short questionnaire, open-ended question and online survey.
- ❖ **Research Tools:** For the purpose of analysis different statistical tools is used, they are

- Mean
- Standard deviation
- Graphical pie chart
- Graphical bar chart

## **6. NEED FOR THE STUDY:**

Being cooperative with employees are major requirement for every organization, as well as organization will require same from the employees but the perception will make a crucial role between organization and employees, so the organization have to be favorable with the employees perception it may be good or bad but the organization need to create a change in every employee according to the organization requirements

## **8. LIMITATIONS OF THE STUDY:**

- ❖ One of the constraints encountered during data collecting was the lack of time
- ❖ This data only from permanent employees was gathered
- ❖ The survey was conducted during business hours
- ❖ Presented all suggestions and actions
- ❖ Another difficulty was time factor there was limited period of time

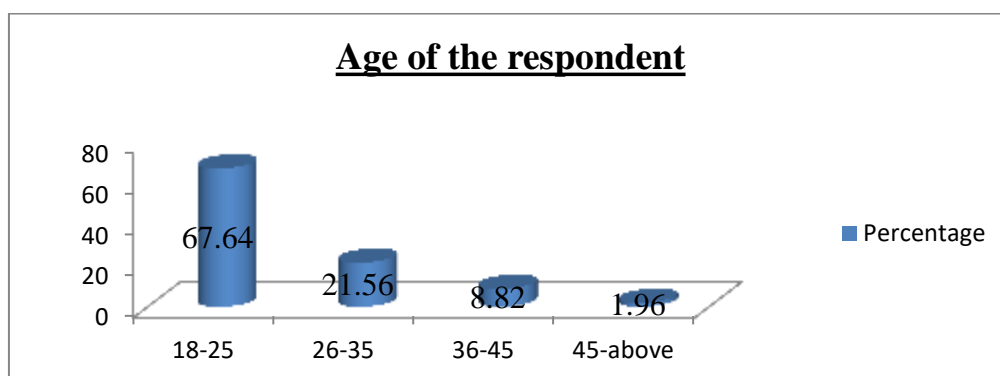
## **9. RESULT AND DISCUSSION:**

- ❖ **To know how employee perception on organization motivation can change and create an impact on Organization**

**Table:1-Age of the respondent**

Age	No of respondents	Percentage
18-25	69	67.64
26-35	22	21.56
36-45	9	8.82
45-above	2	1.96
Total	102	100%

**Graph:1-Age of the respondent**

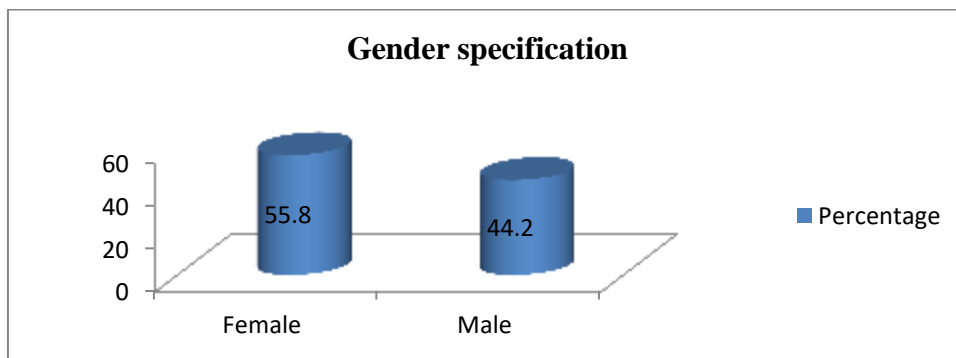


**Interpretation:** there are lot of employees who are there in the organization with the age of 69% are 18-25 age group people in the organization. Where else 22% are 26-35 age group people .and remaining are 36-45 above employees. so based on age perceptions it can be true or fair feedback from the reality of what they seen or experienced.

**Table:2- Gender of the respondents**

Gender	No of respondents	Percentage
Female	54	55.8
Male	46	44.2
Total	102	100%
Total	102	100%

**Graph:2- Gender of the respondents**

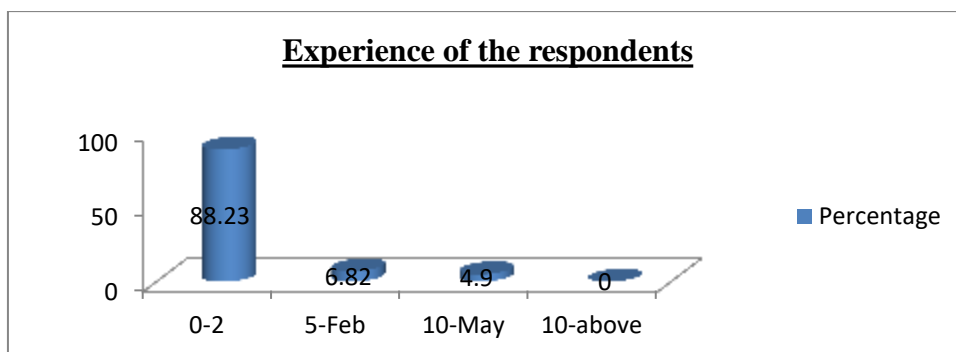


**Interpretation:** In this company there is a competition of female and male 54% from female male is 46% out of 102 respondents with 100%. mean is 4.5, standard deviation is 3.970

**Table:3- Experience of the respondents**

Years of experience	No of respondents	Percentage
0-2	90	88.23
2-5	7	6.82
5-10	5	4.90
10-above	0	0
Total	102	100%

**Graph:3- Experience of the respondents**

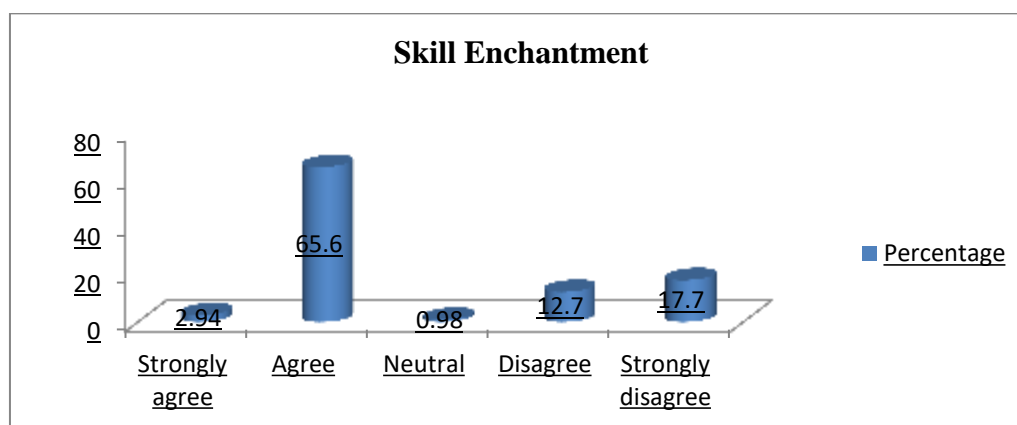


**Interpretation:** Experiences from 0-2 years it has 90 % experience between 2-5 years are 7experience between 5-10 are 5. Mean is 4.8.SD is 4.2799 so that we can know about employees experience can create more impact and then action in organization rather than less experience feedbacks.

**Table:4- Skill Enchantment of the respondents**

Factors	No of respondents	Percentage
Strongly agree	3	2.94
Agree	67	65.6
Neutral	1	0.98
Disagree	13	12.7
Strongly disagree	18	17.7

**Graph:4- Skill Enchantment of the respondents**



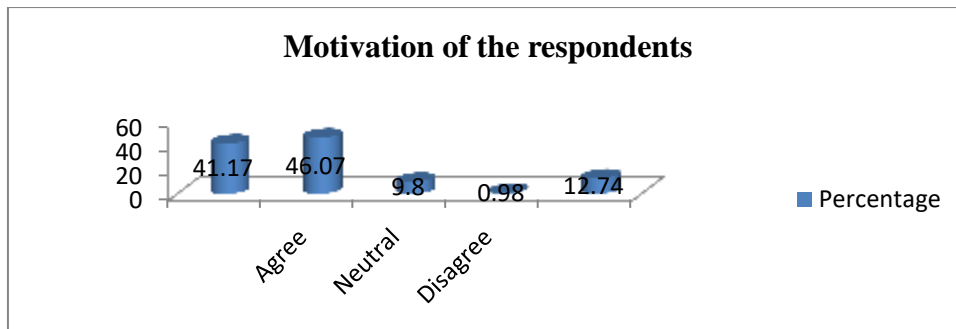
**Interpretation:** As per the report 67% of people were agreed for personal Growth of employees from the organization, strongly agree with 3 persons out of 102 in 100% Strongly disagree with 18 people who are showing less interest in accepting the growth for future use Mean 3.23 Standard deviations is 2.9

**Table:5- Motivation of the respondents**

Factors	No of respondents	Percentage
Strongly agree	42	41.17
Agree	47	46.07
Neutral	10	9.80
Disagree	1	0.98
Strongly disagree	13	12.74
Total	102	100%

**Graph:5- Motivation of the respondents**





**Interpretation:** here the opinions are different from all employees who are responded. Strongly agree 42. agree by 47 disagree by 1% strongly disagree by 13% of employees mean is 4.235 SD is 3.7110, so we can consider it has a half-half chances to change their job role from one company to another

❖ To see relationship between workplace support and employees motivation.

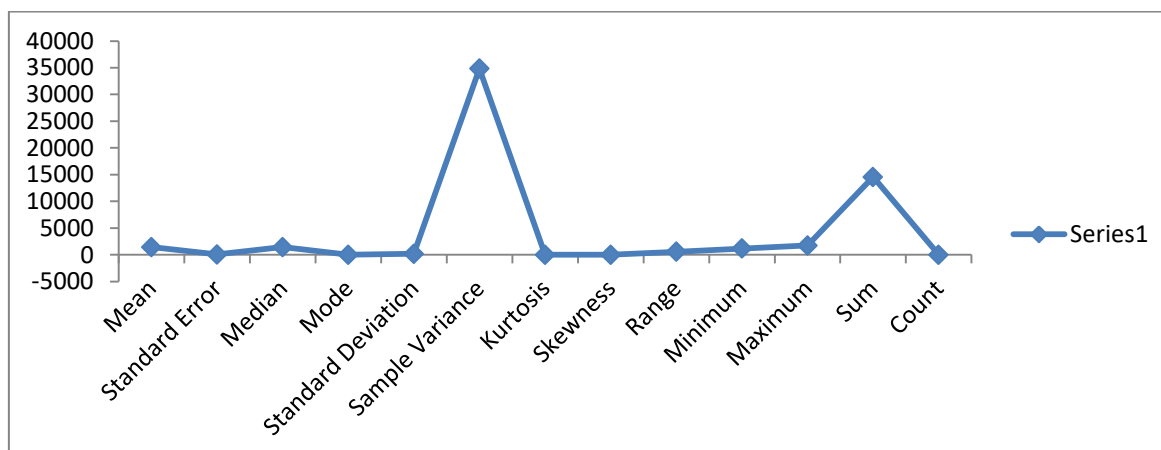
**STATASTICAL ANALYSIS**

Questions	Mean	Standard deviation
Do you feel there is a scope for personal growth such as skill enchantment	3.2	2.9
Day to day decisions here demonstrate that quality and improvement are top priorities	3.5	3.1
Qualifications of the respondent	3.5	3.1
Are there some things we are not doing so great here	3.2	2.
I rarely think about looking for a job at another Company	3.2	2.7
Gender of the respondents	4.5	3.9
Count of experience	4.8	4.2
Motivation me to go beyond what I would in a similar role elsewhere	4.2	3.7
I believe there are good career opportunities for me at this company	4.3	3.8
Are there some things we are doing great Here	4.3	3.9
I would recommend [company] as a great place to work	4	3.8
Do you experience personal such as upgrading your skills	3.8	3.3
Age of the respondent	4.5	4

**Descriptive Statistics**

Mean	1457.365
Standard Error	59.03175325
Median	1449
Mode	#N/A
Standard Deviation	186.6747945
Sample Variance	34847.47892
Kurtosis	-1.010593089
Skewness	-0.065282002
Range	584.2
Minimum	1165.8
Maximum	1750
Sum	14573.65
Count	10

**Graph shows Descriptive Statistics**



**Regression Statistics**

Multiple R	0.997369011
R Square	0.994744944
Adjusted R Square	0.994088062
Standard Error	2.797252492
Observations	10

**ANOVA**

	df		df		df
Regression	1	Regression	1	Regression	1
Residual	8	Residual	8	Residual	8
Total	9	Total	9	Total	9
	<i>Coefficients</i>		<i>Coefficients</i>		<i>Coefficients</i>
Intercept	1.475166823	Intercept	1.475166823	Intercept	1.475166823
X Variable 1	1.02376119	X Variable 1	1.02376119	X Variable 1	1.02376119

**10. CONCLUSION OF THE STUDY:**

The findings and suggestions provided by this analysis will help to improve the employees working environment e and create the awareness about the employee perception towards organization motivation system in any industries. Objectives and needs are helpfully to get the need of the project, and the data interpretation is proved that by number of feedback review saying that favorable for the company’s original feedback based on employees perception, and frame work will suggest the real structure of this project to identify the final output overall usability of this project is about employees different perceptions from various organizational motivation.

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