

## A Study on Work Motivation and Job Satisfaction of Employees with Special Reference to TRCMPU Milma Dairy Plant Pathanamthitta

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### ABSTRACT:

*Work motivation and job satisfaction are notions that are inextricably linked and play important roles in people's work experiences. While they are distinct ideas, they frequently impact and reinforce one another. Whether a private or public organization work motivation is a crucial aspect for enhancing the productivity of the organization. Human resources are critical to the success of any organization. They have their own set of demands, drives, and objectives. Their requirements should be conveyed to management. Work motivation is defined as an internal urge or desire that energizes and directs people's behavior towards achieving work-related objectives. Individuals' motivation and excitement to put effort, persevere in their jobs, and strive for success in the workplace. Job satisfaction is the level of happiness, fulfilment, and good feelings that people have about their jobs.*

**KEY WORDS-** *Work motivation, Job satisfaction, work life balance*

### 1. INTRODUCTION

Organization's may improve job satisfaction by cultivating a healthy work culture, giving chances for growth and development, recognizing and rewarding employees' efforts, assuring fair compensation, and encouraging work-life balance. Regular feedback and communication channels also aid in the resolution of issues and the enhancement of job satisfaction. Employees that are motivated and contented are more engaged, committed, and productive at work. Individuals that are motivated are more inclined to spend their time, effort, and talents in their professional duties, resulting in improved performance and productivity. Job satisfaction encourages this by encouraging a good attitude towards work and a willingness to go above and beyond. Attracting and maintaining qualified and talented personnel is a major problem for organizations in today's competitive labor market. Employee retention is heavily influenced by work motivation and job satisfaction. Employees who are satisfied and motivated are more likely to stay with an organization for a longer period of time, lowering turnover and the related expenses of recruitment and training. They are deeply committed to their job duties and the organization's goals. Employees who are

engaged are enthusiastic about their jobs, take initiative, and contribute to the organization's success. They are more inclined to be proactive, imaginative, and open to new opportunities.

## 2. NEED OF THE STUDY

The study is important for both employees and management at the TRCMPU Pathanamthitta unit because it demonstrates how motivation contribute to employee's job satisfaction in TRCMPU. It will be helpful to the TRCMPU human resource department in terms of identifying factors motivating employees. This will allow organizations to focus more in enhancing motivation. A highly motivated employee will contribute to increase in productivity of the organization. A motivated employee show greater commitment loyalty and trust towards the organisation. This research provide insight to the job satisfaction of employees at Pathanamthitta unit. This research can be used as a source of information for one who may liketo conduct further research in this topic.

## 3. REVIEW OF LITERATURE

**Dr. Ankush Jain, Dr. Bhuwan Gupta and Dr. Meenakshi B(2019)** find out in their study that employees inspiration is fundamentally connected to the qualities and objectivies of the person. Employees are motivated by the monetary and non-monetary benefits. Employees focus on self and stand for the personal development and growth.

**Aguinis et al. (2013)**, monetary rewards have the potential to significantly impact employee motivation and accomplishment, ultimately leading to significant gains in terms of overall firm performance.

**Armstrong (2006)**, argues that the effectiveness of rewards is influenced by their value and the degree to which they are tied to individual effort. Additionally, Armstrong highlights the significance of feedback as a valuable intrinsic motivational tool. More specifically, the impact of feedback on employee motivation is heightened when it is specific rather than vague, and when it is delivered promptly.

**Orpen (1997)** suggests that the strength of the relationship between mentors and mentees in a formal mentoring program directly influences the level of motivation and commitment displayed by mentees towards their organization.

**Spector (1997)**, made an observation that many businesses tend to neglect the importance of the working environment within their organization, which ultimately has a negative impact on employee performance. According to Spector, the working environment encompasses factors such as employee safety, job security, positive relationships with colleagues, recognition for exemplary performance, motivation to excel, and involvement in decision-making processes. Spector further emphasized that when employees perceive that their organization values them, they are more likely to exhibit a strong commitment and a sense of ownership towards the company.

## 4. OBJECTIVE OF THE STUDY

- To study the relationship between work motivation and job satisfaction.
- To study which factor of work motivation influence job satisfaction more.

## 5. HYPOTHESIS

The following hypotheses will be investigated:

Ho: There is no statistically significant relationship between work motivation and jobsatisfaction

H1: There is statistically significant relationship between work motivation and jobsatisfaction

Ho: There is no significant relationship between working environment and jobsatisfaction

H1: There is significant relationship between working environment and job satisfaction

## 6. THEORETICAL FRAMEWORK

### a) Work Motivation

Work motivation refers to the internal and environmental factors that push employees to engage in work-related activities thereby pursue their professional goals. It is critical in determining an individual's level of effort, tenacity, and performance at work.

#### Types of Motivation

The two primary types of motivation are intrinsic motivation and extrinsic motivation.

**Intrinsic Motivation:** Intrinsic motivation refers to the internal drive that comes from within an individual. It is based on personal enjoyment, interest, and satisfaction derived from engaging in an activity.

**Extrinsic Motivation:** Extrinsic motivations driven by external factors. It involves Seeking Rewards, Recognition, or Avoiding Punishment.

#### Theories of Motivation

##### 1. Maslow's Hierarchy of Needs Theory

According to Maslow's hierarchy of needs hypothesis, persons are motivated by a hierarchical set of wants, beginning with fundamental physiological needs (e.g., food, shelter) and progressing to higher-order needs such as self-esteem and self-actualization. Meeting these requirements is thought to boost job motivation and satisfaction.

- **Physiological needs:** These are the necessities of life, such as air, sleep, food, water, clothes, sex, and shelter. Physiological demands must be met in order to maintain bodily well-being and ensure individual survival.
- **Safety needs:** The need for protection from risks, danger, and deprivation is referred to as safety needs. Individuals feel more stable and protected when their safety requirements are met.
- **Social needs:** Social requirements include the desire for social engagement, belongingness, and love.
- **Self-esteem requirements:** Self-esteem requirements include the need for dignity acceptance, and a good self-image. It entails feeling valued, feeling accomplished, and gaining recognition for one's abilities and efforts.

- Self-actualization needs: Self-actualization needs are the greatest level of need. These requirements are related to individual growth, accomplishment, and self-actualization.

## 2. Herzberg's motivation theory

Herzberg's Two-Factor Theory stated that some factors in the workplace can operate as either motivators or hygiene factors. Motivators such as difficult work, recognition, and opportunity for advancement all contribute to job satisfaction and intrinsic motivation. Salary, job stability, and working conditions are crucial to avoid dissatisfaction, but they do not always contribute to motivation. Poor hygiene factor destroy motivation

## 3. Vroom's theory of expectancy

Individuals are motivated by their conviction that diligence will result in the performance, performance will lead to rewards, and those rewards are valuable to them, according to this hypothesis. It emphasizes the relevance of expectation, instrumentality and valence in motivating employees.

### b) Job satisfaction

Job satisfaction refers to an individual's sense of content or satisfaction in their employment or job setting. It is a subjective assessment that varies from person to person and is affected by a variety of things. Nature of work, work life balance, career growth opportunities and recognition are the factors that contribute job satisfaction.

## 7. RESEARCH METHODOLOGY

### Research design

The choice of a research design relies on factors such as the specific research inquiries, the characteristics of the research problem, and the resources at hand. Descriptive design is used, which involve collection of accurate amounts of data through surveys, observations and interviews. The data collected is analyzed and organized well to present findings in a meaningful manner.

### Source of data

Data are collected from both primary and secondary sources to conduct the study.

### Primary & secondary data

Primary data is the first-hand data source which was collected through questionnaire. Secondary data sources are company profile, information from internet etc.

### Population

Population is the pool of individual from which the sample size is drawn and it is the employees of TRCMPU Pathanamthitta unit.

Sample size: 50 employees of the TRCMPU Milma Pathanamthitta unit was randomly selected for the project study.

### Sample design

Convenience sampling method is used to reduce bias and allow generalization of findings of sample to a large population

### Methods of data collection

Primary data from 50 employees of TRCMPU Milma Pathanamthitta unit was collected with the help of questionnaire and personal interview.

### Questionnaire

The questionnaire consists of two sections Section A & section B. Section A involved demographic variables; Section B involved

### Variables used in the study

#### Work motivation

- Working environment
- Relationship with superiors
- Compensation
- Job security

#### Job satisfaction

- Work life balance
- Recognition
- Content of work
- Career growth

Analysis techniques used are Pearson correlation analysis and regression analysis

## 8. Data Analysis

### Results of Correlation and regression analysis

Correlation analysis to test the significant relationship between work motivation and job satisfaction

Ho: There is no significant relationship between work motivation and job satisfaction

H1: There is significant relationship between work motivation and job satisfaction.



**Correlations**

		Work motivation	Job satisfaction
Work motivation	Pearson Correlation	1	.336*
	Sig. (2-tailed)		.017
	N	50	50
Job satisfaction	Pearson Correlation	.336*	1
	Sig. (2-tailed)	.017	
	N	50	50

\*. Correlation is significant at the 0.05 level (2-tailed).

**Interpretation**

The Pearson correlation coefficient between work motivation and job satisfaction is 0.336. The p value associated with the test statistic is 0.017, which is less than the significance level of 0.05. So we reject the null and accept the alternative. Hence it can be concluded that there is significant relationship between work motivation and job satisfaction.

**Simple linear regression analysis to test the significant relationship between working environment and job satisfaction**

Ho: There is no significant relationship between working environment and job satisfaction

H1: There is significant relationship between working environment and job satisfaction.

Model	Variables Entered	Variables Removed	Method
1	work environment <sup>b</sup>		Enter

- a. Dependent Variable: job satisfaction
- b. All requested variables entered.

Model	R	R Square	Adjusted R Square	Standard Error of the Estimate
1	.382 <sup>a</sup>	.146	.128	1.23166

**Model Summary**

- a. Predictors: (Constant), work environment
- b. Dependent Variable: job satisfaction

**ANOVA<sup>a</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.465	1	12.465	8.217	.006 <sup>b</sup>
	Residual	72.815	48	1.517		
	Total	85.280	49			

- a. Dependent Variable: job satisfaction
- b. Predictors: (Constant), work environment

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	41.692	2.166		19.252	.000
Work environment	.448	.156	.382	2.867	.006

- a. Dependent Variable: job satisfaction

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	47.0729	48.4181	47.8800	.50437	50
Residual	-2.96968	1.92710	.00000	1.21902	50
Std. Predicted Value	-1.600	1.067	.000	1.000	50
Std. Residual	-2.411	1.565	.000	.990	50

- a. Dependent Variable: job satisfaction

Interpretation b = .448

One tailed test result =  $0.006/2 = 0.003$  which is less than the 0.05 significance level

So there is evidence to reject the null hypothesis

Accept the alternative hypothesis

H1: There is significant relationship between working environment and job satisfaction.

## 9. Findings

- It is clear from the study that there is a significant relationship between work motivation and job satisfaction.
- There exists a great extent of satisfaction of the employees with the working environment.

## 10. Recommendations of the study

- Perform performance evaluations on a regular basis.
- Provide counselling facilities to the employee.
- Organize more team building activities and social events to strengthen relationships.
- Recognize outstanding performance publicly in the organization so that other employees also get motivated.

## 11. CONCLUSION

Work motivation and job satisfaction are two essential factors that influence the individual performance and overall productivity of the organization. Motivated employees are driven by a sense of purpose, intrinsic rewards and external incentives. They exhibit higher levels of engagement, productivity, and commitment to their work. Job satisfaction is influenced by work life balance, supportive work environment, recognition and opportunities for growth and development. Ultimately work motivation and job satisfaction are interconnected concepts that contribute to employee's wellbeing and organizational effectiveness. By understanding these organizations can create a positive working environment that fosters motivation, satisfaction and long-term success.

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