

## **A Study on Employee Motivational Factors in Mrf Ltd of Kottayam District.**

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### **I. Introduction**

An organization is a social entity that has a collective goal and is linked to an external environment. For employer around the world, the HR function is a key player in helping companies to achieve the strategic goals. The major role of management is the effective utilization of human, technological, financial and physical resources for the achievement of the organizational objectives. Employee Motivation is an integral part of Human Resource Management and it plays a crucial role in the long-term growth of an organization. Motivation is essential for establishing an effective relationship between the employer and the employees. Well-motivated employees are an asset to the organization and they write the success of organization. In the modern management system, many methods of motivation have been put into practice to enhance productivity of the employees. Motivation is a dynamic organizational-behavior issue and there cannot be any organization-specific motivation tool. Motivation is what people need to perform better. We can hire individuals with extraordinary protection and develop these abilities. In simplistic terms, an employee's job performance can be defined as being determined by the level and interaction between ability and motivation. The motivation process starts with a physiological or psychological deficiency or need that activates behavior or a drive that is aimed at a goal or incentive. All the definitions, therefore, authenticate that motivation is a behavioral syndrome, which develops when there is a perceived incongruence in the employees' needs and expectations.

Hence, this studies also focusing on the employee's motivation among the employees in MRF Ltd. Kottayam. Employee's motivational factors play a crucial role in the company. A well-motivated employee stays with the organization through its thick and thin. Motivation is essential for establishing an effective relationship between the employer and the employees. Employee motivation is defined as the commitment, the energy levels, and the creativity that the employees bring to their job. Even though employee's motivation doesn't directly influence organization's growth, it is like a necessary pre-condition because lack of motivation among the employees can have a detrimental effect on their performance. Apart from various methods of motivation, there are certain well-acknowledged motivations such as job design, job security, nature of job and system, incentives and rewards, performance appraisal system etc for the employees that play a decisive role in ensuring employees productivity and efficiency. Primary research has been conducted through the information collected from questionnaire distributed to 100 employees of MRF Ltd. Kottayam. The researcher has been few limitations due to lack of time and lack of cooperation from the employees of MRF.

#### **1.1. SIGNIFICANCE OF THE STUDY**

The act of motivating the employees has resulted it in their energies being channeled through the effort of the goals of the organization and at the same time has alleviated their restlessness. Management tries to utilize all the sources of production in best possible manner this can be achieved only when employees cooperative in this task. The motivate employees become asset of the company. While directing his subordinate, a manager must create and sustain in them the desire to work for the specified objectives.

#### **1.2. SCOPE OF THE STUDY**

The study helps to find out the employees satisfaction level associated with motivation and related aspects of MRF Ltd, Kottayam. This research also helps to get a clear picture about the factors which motivates the employees. It is aiming at finding out the various motivational factors like proper working environment, incentives, performance appraisal activities which are extremely important for proper work and commitment. It is also aims at identify the employee's attitudes towards the motivational factors. This research does not include the other employees of MRF Ltd, Kottayam. It also excludes the other units of MRF Ltd, outside Kottayam.

#### **1.3. OBJECTIVES OF THE STUDY**

The following are the objectives of the study:-

1. To study the various motivational and retention factors of the organization.

2. To study the motivational factors that affects the work environment of the employees.
3. To study the effect of monetary and non-monetary benefits of employees.
4. To analyze the relationship between motivational aspects and commitment of employees.

#### **1.4. HYPOTHESIS OF THE STUDY**

Based on the objectives following hypothesis are set:

- 1) **H<sub>0</sub>**: There is no significant relationship between motivational factors and working environment.  
**H<sub>1</sub>**: There is significant relationship between motivational factors and working environment.
- 2) **H<sub>0</sub>**: There is no significant relationship between motivational factors and incentives.  
**H<sub>1</sub>**: There is significant relationship between motivational factors and incentives.

#### **1.5. METHODOLOGY OF THE STUDY**

The study is based on both primary and secondary data. The methodology of the study consists of the following:

##### **1.5.1. Sample size**

A sample size of 100 respondents was selected using simple random sampling and convenient sampling. The respondents have been selected from the employees in MRF Ltd, Kottayam.

##### **1.5.2. Source of data**

###### **a. Primary data**

The primary data was collected through questionnaire circulated among the 100 respondents to gather needful information for verifying the validity of the data.

###### **b. Secondary data**

The secondary data was collected from journals, magazines, books of different authors and electronic media.

##### **1.5.3. Analysis of the data**

The data collected from primary sources had been analyzed with the help of chart, tables, percentage analysis and correlation.

#### **1.6. LIMITATIONS OF THE STUDY**

1. The study is based on sampling; all the limitations of sampling method are present in the study.
2. Due to the lack of time, in depth study was not possible.
3. Due to the lack of cooperation, many of the respondents are reluctant to give correct information.
4. The study is limited to only 100 respondents.
5. The study was conducted in Kottayam region only.

#### **CHAPTERISATION**

The whole study is divided into five chapters.

Chapter 1: Introduction.

Chapter 2: Review of Literature.

Chapter 3: Theoretical Framework.

Chapter 4: Data Analysis and Interpretation of the data.

Chapter 5: Findings, Suggestions and Conclusion of the study.

## **II. Review Of Literature**

**Mohammad Reza Jalilvand, Behrooz Dini & Ebrahim Dehafarin, (2002)** in the article entitled “**The Effect of Performance Appraisal Satisfaction on Employee’s Output Implying on the Moderating Role of Motivation in Workplace**” examines today’s performance appraisal (PA) and says that it has increasingly become part of a more strategic approach to integrating HR activities and business policies and may now be seen as a generic term covering a variety of activities through which organizations seek to assess employees and develop their competence, enhance performance and distribute rewards. In this paper that has been investigated alternative relationships between performance appraisal satisfaction and employee outcomes. Results showed positive relationships between performance appraisal satisfaction with work performance, affective organizational commitment as well as negative relationship with turnover intention.

**Dr. William J. Feuss, Dr. Joel Hamon, Dr. Jeana Wirtenberg & Dr. Jeffrey Wides (2004)** in this article entitled the “**Linking Employees, Customers and Financial Performance in Organizations**” is stated the effects of budgetary actions on aspects of business performance such as quality levels, employee commitment, customer perceptions, future revenues, and costs are often unknown and invisible. This article presents specific approaches and lessons from four organizations It aims to make the relationships among

various types of non-financial and financial data the results support the notion that the people service- profit chain is alive and well. They show how leadership behavior and organization factors mirroring high-involvement work systems are strongly associated not only with employee and customer satisfaction, but also with important business outcomes, such as service quality, cost, and financial performance.

**Komal Khalid Bhatti & Tahir Masood Qureshi (2007)** in this article entitled “**Impact of Employee Participation on Job Satisfaction, Employee Commitment and Employee Productivity**” states that it is widely believed that the employee participation may affect employee’s job satisfaction, employee productivity, employee commitment and they all can create comparative advantage for the organization. The main intention of this study was to find out relationship among employee participation, job satisfaction, employee productivity and employee commitment. Increasing employee participation will have a positive effect on employee’s job satisfaction, employee commitment and employee productivity.

**Anviti Gupta (2008)** in this article entitled the “**Organizational commitment – Basic concepts & recent developments**”, this paper presents a review of the term commitment. It briefly highlights the various types of organizational commitment. Organizational commitment is a subset of employee commitment, which is comprised of work commitment, career commitment & organizational commitment. As a combination of both attitudinal and behavioral approaches, organizational commitment is defined as employee’s acceptances, involvement & dedication towards achieving organizations goals.

**Balasubramaniam (2008)** in this article entitled the “**Simplify your workplace**”, talent acquisition has undergone major changes. Motivation makes a greater impact on simplify the workplace. There can be reduce the work and add more flexibility into the work culture. Allow employees to use sophisticated management tools to submit stress in their jobs. Adopt mutual mentoring to accelerate self-organizing and innovation. Competency management is an essential factor in success for modern businesses.

**Roger J. Best(2008)** in this article entitled the “**Employee Satisfaction, Firm Value and Firm Productivity**”, it examine whether self-reported employee satisfaction is associated with higher firm valuation and productivity. Using a sample of firms from Fortune magazine’s list of “100 Best Companies to Work For”, companies in which employees report high levels of satisfaction, we find that these firms have valuations that are significantly greater than both their respective industry medians and matched firms. The firms in our sample also exhibit greater levels of productivity and efficiency. Thus, successful efforts in increasing employee satisfaction appear to enhance overall firm productivity, which is subsequently rewarded by investors through higher equity values.

**Cecile Peterkin (2009)** in this article entitled the “**Mentoring in the workplace**”, employee mentoring programs are becoming increasingly common in both larger and smaller businesses. Employee mentoring programs, after all, are designed with a look to the future. Rather than focusing on hiring employees who fill a specific position, employee mentoring programs enable business owners to look at the skills that a prospective employee has as well as the skills that he or she is able to develop over time.

**Aaron Peter (2009)** in this article entitled the “**Importance of maintaining a positive attitude in the workplace**”, it aims that the real challenge in a workplace is to handle and overcome the obstacles and learn from hard and tough experiences. The problems can be tackled by a person only with positive attitude, with focused mind, and with efforts to overcome obstacles. A person with positive attitude can easily survive in many tough situations of life. Developing positive attitudes helps in overcoming stress, increases self esteem, confidence and makes a person more productive or dynamic.

**Robert Lucas (2009)** in this article entitled the “**Applying Maslow’s hierarchy of needs theory of motivation to training**”, it aims that workplace motivation of employees. From a training or educational perspective, you can use the five levels of motivation that Maslow identified to focus your efforts in encouraging learners to accomplish established learning goals and to reward them for successes.

**Dr.NavitaNathani & Anindita Chakraborty (2010)** in this article entitled the “**Impact of Employee Satisfaction with Compensation on Employee Motivation**”, Vishwakarma Business Review: ( pp. 79 – 87), Year : July 2010. The main objective of compensation administration are to design a cost-effective pay structure that will attract, motivate and retain competent employees and that will also be viewed as fair by these employees. The purpose of this study is to bring out the importance and impact of effective compensation, which can satisfy the employee, so as to attract, retain and motivate them. This research was an attempt to find out the relationship of employee satisfaction with compensation and employee motivation.

**Sakthivel Rani, Kamalanabhan&Selvarani (2011)** in this article entitled “**Work / Life Balance Reflections on Employee Satisfaction** ” states that, the aim of this research is to analyse the relationship between employee satisfaction and work/life balance. This study makes a contribution to join two distinct research streams, namely employee satisfaction, and work/life balance. Findings suggest that high correlation exists between work task and employee satisfaction with a mediator variable namely work-life balance.

**Muhammad Mahroof Khan &Mohsin Bashir (2011)** in this article entitled the “**A Study of Relationship between Satisfaction with Compensation and Work Motivation**”, the current study while

applying the theoretical framework based on expectancy theory examined the relationship between satisfaction with compensation and work motivation. The dimensions i.e. fixed pay, flexible pay, and benefits were examined with regard to satisfaction with compensation. The main findings of the study were: 1) Satisfaction with compensation can be factor of work motivation. 2) Flexible pay is not a motivating factor in the jobs which the employees were holding. 3) Benefits do not have a significant impact on work motivation. employees were holding. 3) benefits do not have a significant impact on work motivation.

**Maria Diana (2018)** in the article entitled the “**Guide to avoiding workaholic**”, if you are bringing work to home and your weekend are becoming less about you and more about your work. Too much work can be unrewarding, unhealthy and unproductive. If you want to be happy, you need to strike the right work life balance. Also, these should be adopting some motivational and retention factors to avoiding workaholic. That should be done through inventing less hours in work, time management, positive attitude, skill of delegation, give importance to the family.

**Susan Saurel (2019)** in his article entitled the “**How flexible schedule influence on productivity on work**”, says that as an employer, offering staff adjustability means creating the perfect work environment. As an employee, receiving personal space means increase productivity and better outcomes. He adds on to it and says that a flexible schedule influences work productivity. A flexible schedule has many benefits for both employers and employees. To increase profits quickly, one’s company must embody the best staff on the market. 87% of professionals think having a flexible job would lower their stress and 97% say a job with flexibility would have a positive impact on their overall quality life.

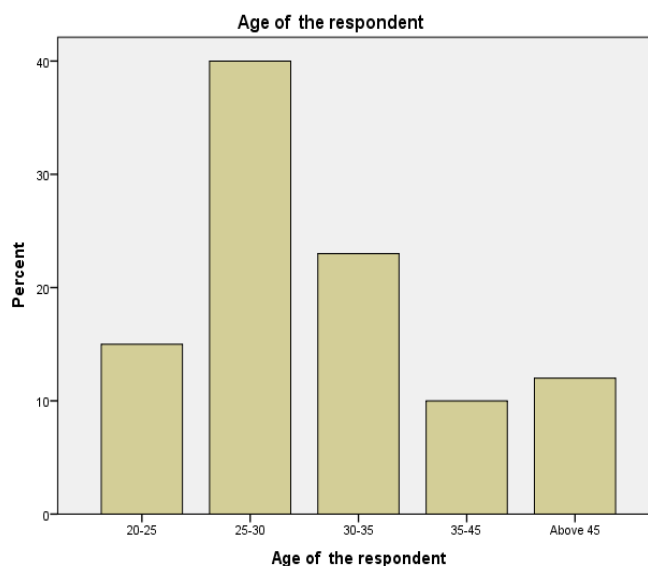
### III. Data Analysis And Interpretation Of Data

**Table 4.1** Age of the respondent

	Frequency	Percent
20-25	15	15.0
25-30	40	40.0
30-35	23	23.0
35-45	10	10.0
Above 45	12	12.0
Total	100	100.0

Source: Primary data

**Figure 4.1** Age of the respondent



Source: Table 4.1

### INTERPRETATION

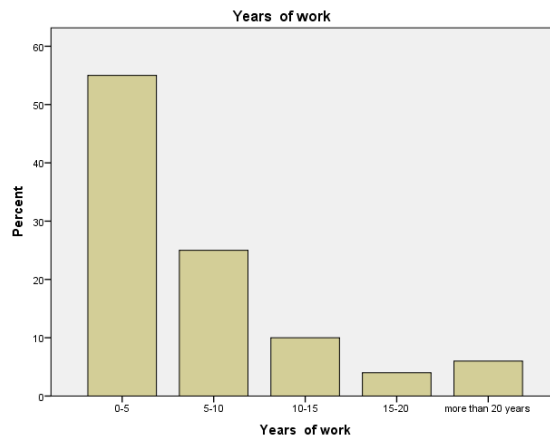
The above table and figure shows the age of the respondents. From the study it could be noted that out of the total sample the majority 40% of the respondents belong to 25-30 age group, 23% of respondents belong to 30-35 age group, 15% of respondents belong to 20-25 age group, 12% of respondents belong to the age group above 45 and 10% of respondents belong to 35-45 age group.

**Table 4.2** Years of experience

	Frequency	Percent
0-5	55	55.0
5-10	25	25.0
10-15	10	10.0
15-20	4	4.0
More than 20 years	6	6.0
Total	100	100.0

Source: Primary data

**Figure 4.2** Years of experience



Source: Table 4.2

**INTERPRETATION**

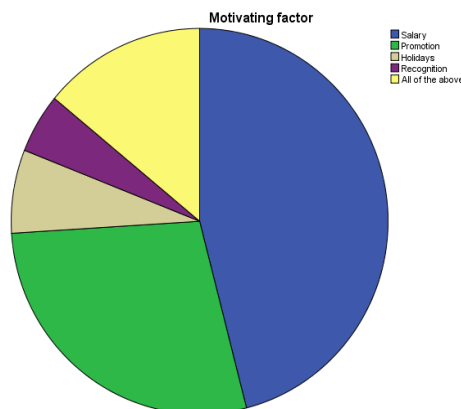
The above table and figure shows the year of working of employees. From the study it could be noted that out of the total sample the majority 55% of the respondents are belong under 0-5 years, 25% of the respondents are belong under 5-10 years, 10% of the respondents are belong under 10-15 years, 4% of the respondents are belong under 10-15 years, 4% of the respondents are belong under 15-20 years, 6% of the respondents are belong to more than 20 years.

**Table 4.3** Motivating factor

	Frequency	Percent
Salary	46	46.0
Promotion	28	28.0
Holidays	7	7.0
Recognition	5	5.0
All of the above	14	14.0
Total	100	100.0

Source: Primary data

**Figure 4.3** Motivating factor



Source: Table 4.3

**INTERPRETATION**

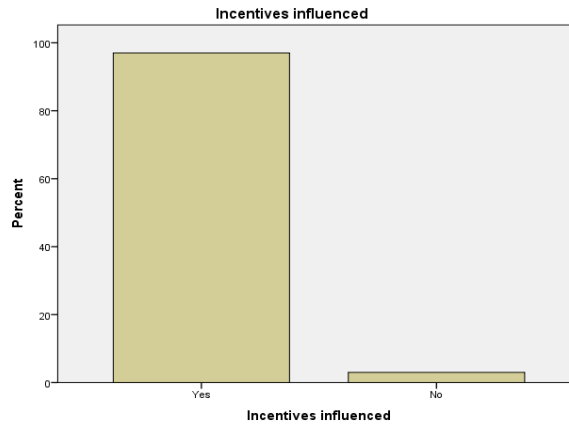
The above table and figure show the factors motivate most. From the study it could be noted that out of the total sample the majority 46% of them give preference to salary, 28% of them consider promotion, 14% of them consider all of the factors, 7% of them consider holidays, 5% of them consider recognition.

**Table 4.4** Incentives influenced

	Frequency	Percent
Yes	97	97.0
No	3	3.0
Total	100	100.0

Source: Primary data

**Figure 4.4** Incentives influenced



Source: Table 4.4

**INTERPRETATION**

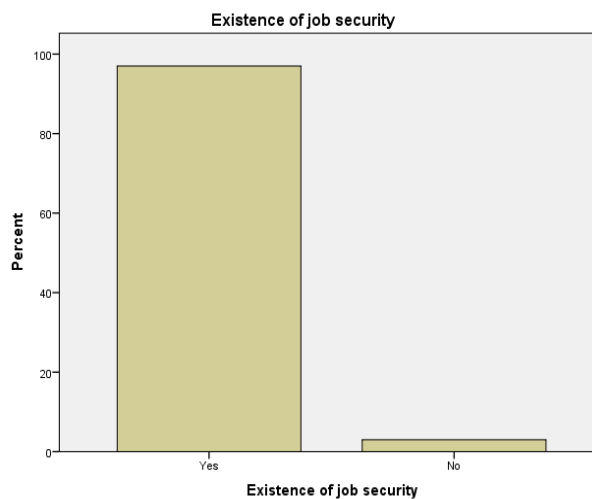
The above table and figure shows about the incentives influenced to the performance of the respondents. Majority 97% of the respondents are influenced by incentives and other benefits and 3% of the respondents are not influenced.

**Table 4.5** Existence of job security

	Frequency	Percent
Yes	97	97.0
No	3	3.0
Total	100	100.0

Source: Primary data

**Figure 4.5** Existence of job security



Source: Table 4.5

**INTERPRETATION**

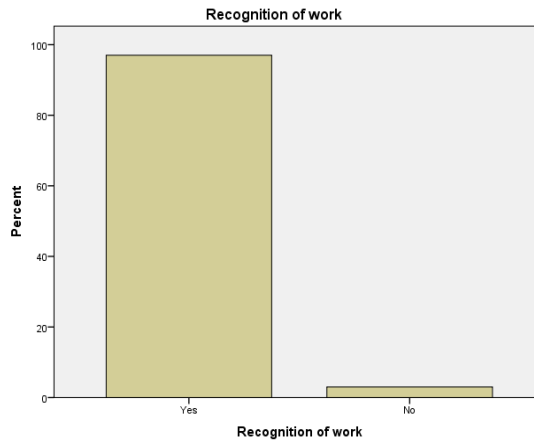
The above table and figure shows about the existence of job security. Majority 97% of the respondents are exist job security and 3% of the respondents are not existed.

**Table 4.6** Recognition of work

	Frequency	Percent
Yes	97	97.0
No	3	3.0
Total	100	100.0

Source: Primary data

**Figure 4.6** Recognition of work



Source: Table 4.6

**INTERPRETATION**

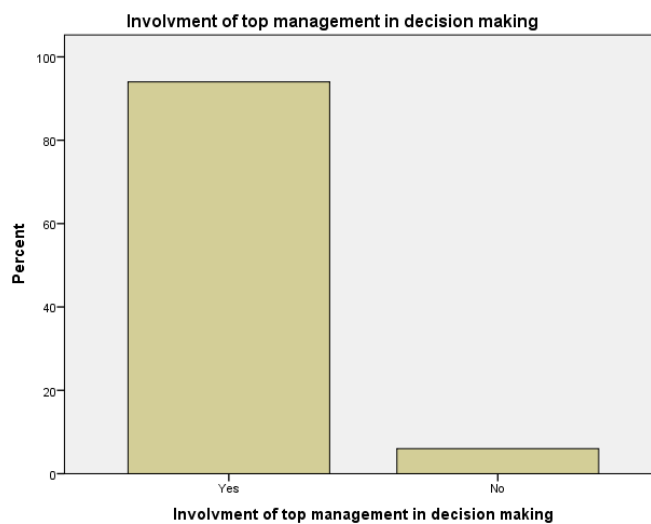
The above table and figure shows about the recognition and acknowledgment of work. Majority 97% of the respondents are recognized and acknowledge the work and 3% of the respondents are not recognized the work.

**Table 4.7** Involvement of top management in decision making

	Frequency	Percent
Yes	94	94.0
No	6	6.0
Total	100	100.0

Source: Primary data

**Figure 4.7** Involvement of top management in decision making



Source: Table 4.7

**INTERPRETATION**

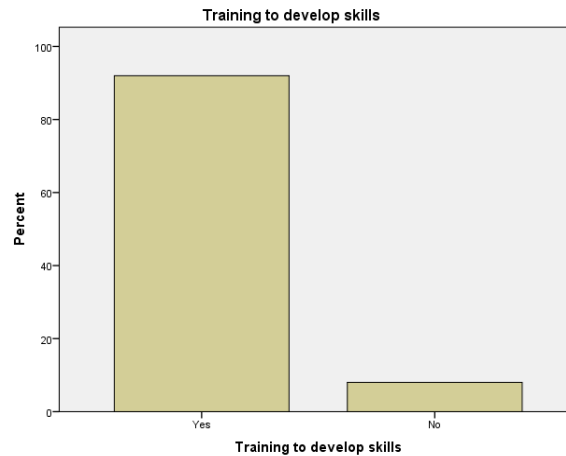
The above table and figure shows about the involvement of top management in decision making. Majority 94% of the respondents are satisfied with the decision making and 6% of the respondents are not satisfied.

**Table 4.8** Training to develop skills

	Frequency	Percent
Yes	92	92.0
No	8	8.0
Total	100	100.0

Source: Primary data

**Figure 4.8** Training to develop skills



Source: Table 4.8

**INTERPRETATION**

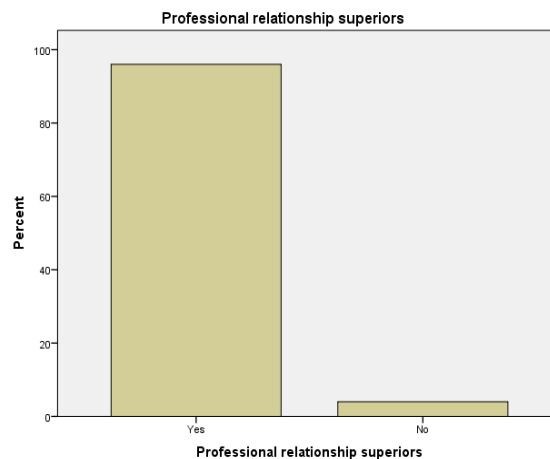
The above table and figure shows about training to develop the skills. Majority 92% of the respondents are satisfied with the training to develop their skills and 8% of the respondents are not satisfied.

**Table 4.9** Professional relationship with the superiors

	Frequency	Percent
Yes	96	96.0
No	4	4.0
Total	100	100.0

Source: Primary data

**Figure 4.9** Professional relationship with the superiors



Source: Table 4.9

**INTERPRETATION**

The above table and figure shows about the professional relationship between superiors and employees. Majority 96% of the respondents are maintain a good professional relationship with the superiors and 4% of the respondents are not maintained.

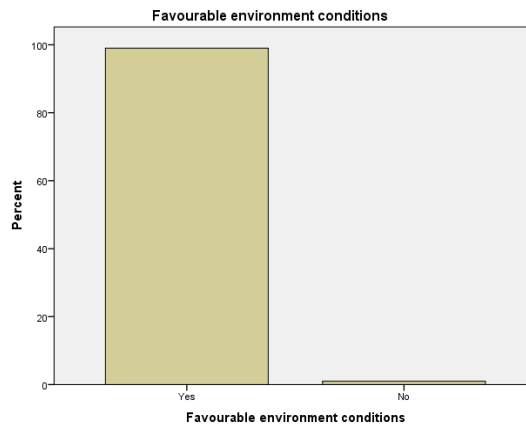


**Table 4.10** Favorable environment conditions

	Frequency	Percent
Yes	99	99.0
No	1	1.0
Total	100	100.0

Source: Primary data

**Figure 4.10** Favorable environment conditions



Source: Table 4.10

**INTERPRETATION**

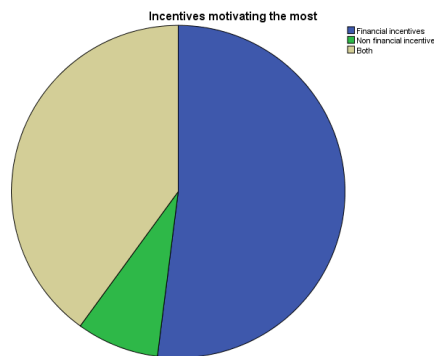
The above table and figure shows about the favorable environment conditions. Majority 99% of the respondents are satisfied with the environment conditions. 1% of the respondents are not satisfied.

**Table 4.11** Incentives motivating the most

	Frequency	Percent
Financial incentives	52	52.0
Non financial incentives	8	8.0
Both	40	40.0
Total	100	100.0

Source: Primary data

**Figure 4.11** Incentives motivating the most



Source: Table 4.11

**INTERPRETATION**

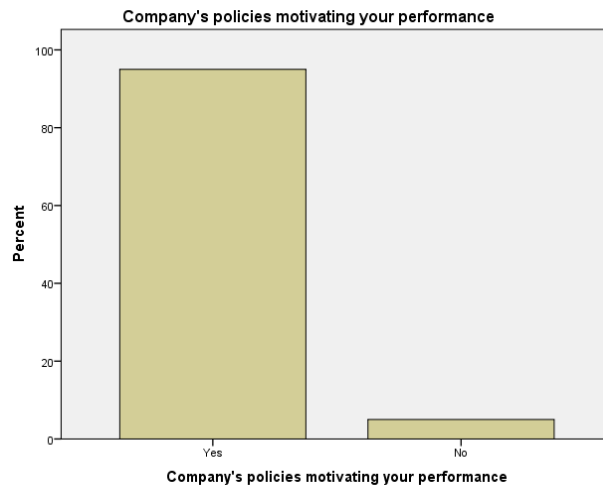
The above table and figure show the most motivating incentive. From the study it could be noted that out of the total sample the majority 52% of them give preference to financial incentives, 40% of them consider both the financial and non financial incentives, and 8% of them consider non financial incentives.

**Table 4.12** Company's policies motivating the performance

	Frequency	Percent
Yes	95	95.0
No	5	5.0
Total	100	100.0

Source: Primary data

**Figure 4.12** Company’s policies motivating the performance



Source: Table 4.12

**INTERPRETATION**

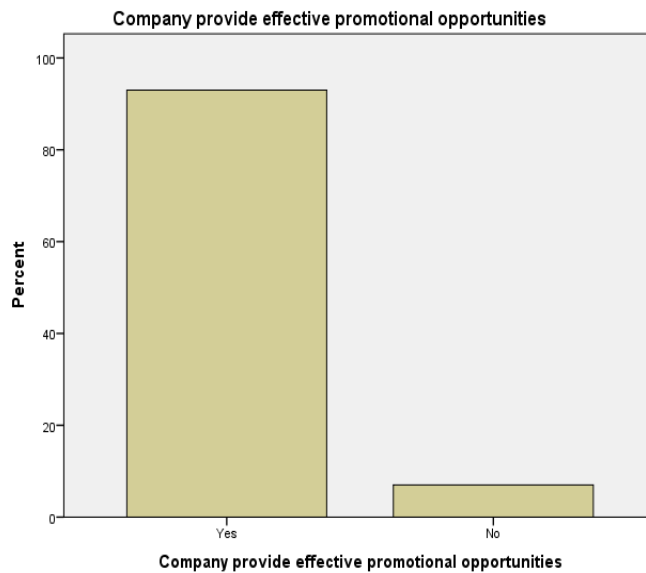
The above table and figure shows about the company’s policies motivate the performance. Majority 95% of the respondents are agreed with the company’s policies by motivating their performance. 5% of the respondents are not agreed.

**Table 4.13** Effective promotional opportunities

	Frequency	Percent
Yes	93	93.0
No	7	7.0
Total	100	100.0

Source: Primary data

**Figure 4.13** Effective promotional opportunities



Source: Table 4.13

**INTERPRETATION**

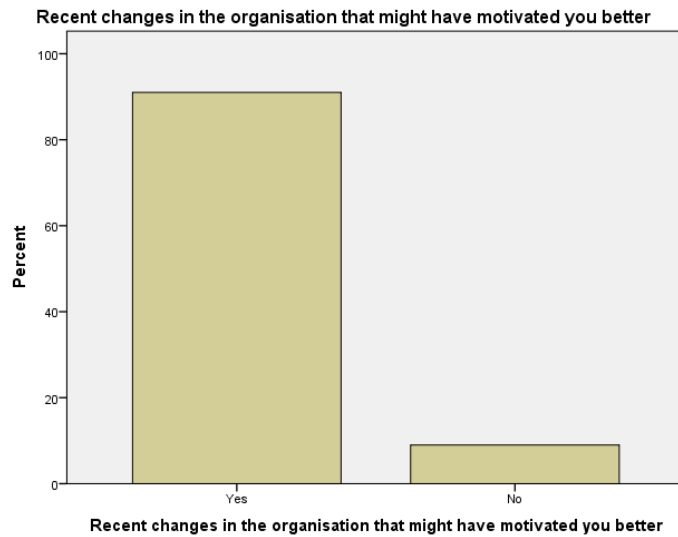
The above table and figure shows about the effective promotional opportunities. Majority 93% of the respondents are satisfied with the company’s promotional opportunities. 7% of the respondents are not satisfied.

**Table 4.14** Recent changes that might have motivated

	Frequency	Percent
Yes	91	91.0
No	9	9.0
Total	100	100.0

Source: Primary data

**Figure 4.14** Recent changes that might have motivated



Source: Table 4.14

**INTERPRETATION**

The above table and figure shows about the recent changes that might have motivated. Majority 91% of the respondents are might have motivated with the recent changes. 9% of the respondents are not motivated.

**Table 4.15** Employees goals and company’s goals aligned

	Frequency	Percent
Yes	98	98.0
No	2	2.0
Total	100	100.0

Source: Primary data

**Figure 4.15** Employees goals and company’s goals aligned



Source: Table 4.15

**INTERPRETATION**

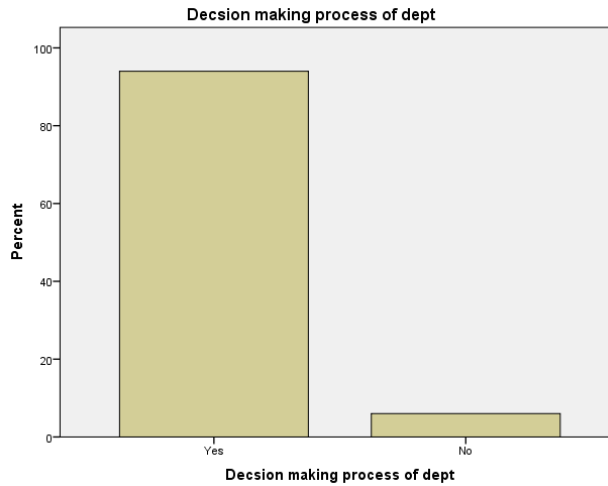
The above table and figure shows about the alignment of employees and company’s goals. Majority 98% of the respondents are agreed with the alignment of goals. 2% of the respondents are not agreed.

**Table 4.16** Decision making process of department

	Frequency	Percent
Yes	94	94.0
No	6	6.0
Total	100	100.0

Source: Primary data

**Figure 4.16** Decision making process of department



Source: Table 4.16

**INTERPRETATION**

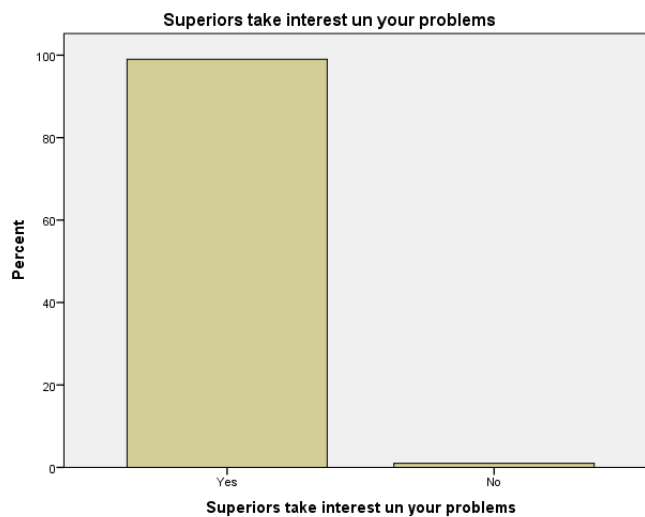
The above table and figure shows about the decision making process of the department. Majority 94% of the respondents are satisfied with the decision making process. 6% of the respondents are not satisfied.

**Table 4.17** Supervisors take interest to the problems

	Frequency	Percent
Yes	99	99.0
No	1	1.0
Total	100	100.0

Source: Primary data

**Figure 4.17** Supervisors take interest to the problems



Source: Table 4.17

**INTERPRETATION**

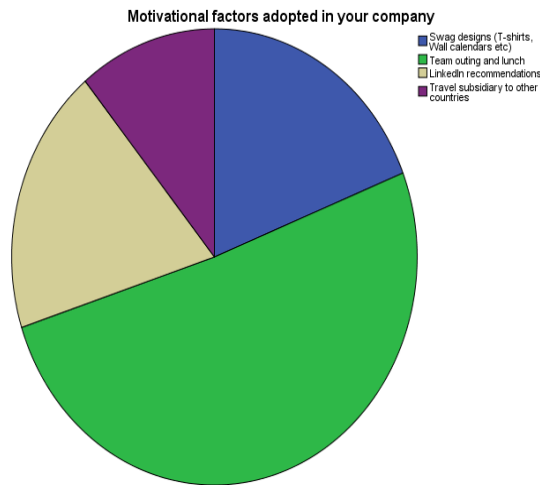
The above table and figure shows about supervisors take interest to the problems. Majority 99% of the respondents are satisfied with the supervisor’s interest to the problems. 1% of the respondents are not satisfied.

**Table 4.18** Recent motivational factors

	Frequency	Percent
Swag designs (T-shirts, Wall calendars etc)	19	19.0
Team outing and lunch	51	51.0
LinkedIn recommendations	19	19.0
Travel subsidiary to other countries	11	11.0
Total	100	100.0

Source: Primary data

**Figure 4.18** Recent motivational factors



Source: Table 4.18

**INTERPRETATION**

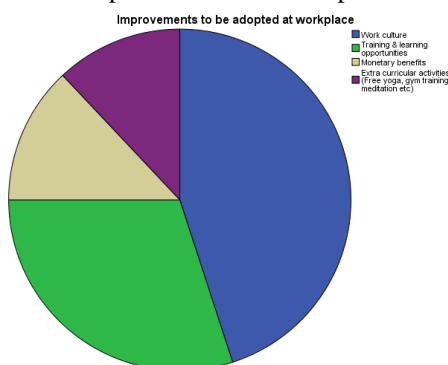
The above table and figure show the recent motivational factor. From the study it could be noted that out of the total sample the majority 51% of them give preference to team outing and lunch, 19% of them consider both the swag designs (t-shirts, wall calendars etc) and LinkedIn recommendations and 11% of them consider travel subsidiary to other countries.

**Table 4.19** Improvements to be adopted at workplace

	Frequency	Percent
Work culture	45	45.0
Training & learning opportunities	30	30.0
Monetary benefits	13	13.0
Extracurricular activities(Free yoga, gym training, meditation etc)	12	12.0
Total	100	100.0

Source: Primary data

**Figure 4.19** Improvements to be adopted at workplace



Source: Table 4.19

**INTERPRETATION**

The above table and figure show the improvements to be adopted at workplace. From the study it could be noted that out of the total sample the majority 45% of them give preference to work culture, 30% of them consider training & learning opportunities, 13% of them consider monetary benefits and 12% of them consider extracurricular activities(Free yoga, gym training, meditation etc).

**Table 4.20** Satisfaction level towards the incentives

	N	Minimum	Maximum	Mean	Std. Deviation
Reasonable periodical increase in salary	100	3	5	4.37	.580
Present salary structure	100	3	5	4.09	.534
Increase in compensation	100	3	5	4.15	.575
Companies benefits as per your needs	100	3	5	4.11	.650
Bonus, commission, allowances received	100	3	5	4.14	.569
Salary as a motivating factor	100	3	5	4.13	.614
Incentives provided	100	3	5	4.19	.615

Source: Primary data

**INTERPRETATION**

The above table shows the satisfaction level towards incentives. From the analysis it can be interpreted that there is high level of satisfaction for the reasonable periodical increase in salary with a mean value 4.37 and it implies that various incentives provided with a mean value 4.19 and also it implies that increase in compensation with a mean value 4.15 and about the present salary structure has less satisfaction with a mean value 4.09.

**Table 4.21** Agreement level towards motivational factors

	N	Minimum	Maximum	Mean	Std. Deviation
Companies policies aims at motivating you	100	3	5	4.22	.690
Effective performance appraisal system existing in the company	100	3	5	4.02	.531
Top managers interest towards motivating you	100	3	5	4.12	.624
Support from colleagues in motivating one self	100	3	5	4.17	.551
Sufficient retirement benefits	100	3	5	4.12	.591
Motivational factors improved commitment	100	3	5	4.15	.592
Welfare schemes aims at motivating you	100	3	5	4.16	.581
Performance appraisal activities motivate one self	100	3	5	4.18	.557

Source: Primary data

**INTERPRETATION**

The above table shows the agreement level towards motivational factors. From the analysis it can be interpreted that there is high agreement level for the company’s policies aims at motivating the employees with a mean value 4.22 and it implies that the performance appraisal activities motivate oneself with mean value 4.18 and also it implies that support from colleagues in motivating employees with mean value 4.17 and about the effective performance appraisal system existing in the company has less agreement level with mean value 4.02.

**Table 4.22** Satisfaction level towards work environment

	N	Minimum	Maximum	Mean	Std. Deviation
Recognize and acknowledge of work	100	3	5	4.30	.595
Working environment improves one's performance	100	3	5	4.16	.564
Work environment as the company's biggest strength	100	3	5	4.10	.595
Working towards companies goals	100	3	5	4.05	.592
Working environment as a key factor in staff recruitment and retention	100	3	5	4.11	.549
Work groups supports towards increasing productivity	100	3	5	4.16	.598
Conditions supporting one's productivity	100	3	5	4.17	.570
Support from the HR department towards working environment	100	3	5	4.10	.577
Working environment	100	3	5	4.25	.575

Source: Primary data

**INTERPRETATION**

The above table shows the satisfaction level towards work environment. From the analysis it can be interpreted that there is high level of satisfaction for the recognize and acknowledge of work with a mean value 4.30 and it implies that about the working environment with a mean value 4.25 and also it implies that conditions supporting one's productivity with mean value 4.17 and about the working towards companies goals has less satisfaction with mean value 4.05.

**TESTING OF HYPOTHESIS 1**

**H0:** There is no significant relationship between motivational factors and working environment.

**H1:** There is significant relationship between motivational factors and working environment.

Relation between motivational factors and working environment			
Test variables		Motivational factors	Working environment
Motivational factors	Pearson Correlation	1	0.813
	Sig. (2-tailed)		0.000
	N	100	100
Working environment	Pearson Correlation	0.813	1
	Sig. (2-tailed)	0.000	
	N	100	100

**Testing Inference**

The above table shows the results of correlation analysis between the variables. There is a strong positive correlation between the variables (0.813). The value 0.000 is less than 0.5 and therefore the null hypothesis is rejected and the alternate hypothesis is accepted. This shows the correlation is significant. So there is a linear relationship between motivational factors and working environment.

**TESTING OF HYPOTHESIS 2**

**H0:** There is no significant relationship between motivational factors and incentives.

**H1:** There is significant relationship between motivational factors and incentives.

Relation between motivational factors and incentives			
Test variables		Motivational factors	Incentives
Motivational factors	Pearson Correlation	1	0.797
	Sig. (2-tailed)		0.000
	N	100	100
Incentives	Pearson Correlation	0.797	1
	Sig. (2-tailed)	0.000	
	N	100	100

**Testing Inference**

The above table shows the results of correlation analysis between the variables. There is a strong positive correlation between the variables (0.797). The value 0.000 is less than 0.5 and therefore the null hypothesis is rejected and the alternate hypothesis is accepted. This shows the correlation is significant. So there is a linear relationship between motivational factors and incentives.

## **IV. Findings, Suggestions and Conclusion Of Data**

### **IV.1 FINDINGS**

The study was conducted with the objective of knowing the employee motivational factors in organization with special reference to the employees of MRF Ltd. Kottayam district.

1. Out of the total sample 40% of the respondents belong to age group 25-30.
2. More than half of the respondents that is, 55% belong under 0-5 years.
3. Out of the total sample 46% of them give preference to salary as a motivating factor.
4. From the study we can analyze that majority 97% of the respondents are influenced by incentives and other benefits.
5. Majority 97% of the respondents are exist job security.
6. Majority 97% of the respondents are recognized and acknowledge the work.
7. Out of the total sample 94% of the respondents are satisfied with the decision making.
8. Majority 92% of the respondents are satisfied with the training to develop their skills.
9. 96% of the respondents are maintaining a good professional relationship with the superiors.
10. Majority 99% of the respondents are satisfied with the environment conditions.
11. More than half of the respondents that is, 52% of them give preference to financial incentives.
12. From the study we can analyze that majority 95% of the respondents are agreed with the company's policies by motivating their performance.
13. Majority 93% of the respondents are satisfied with the company's promotional opportunities.
14. 91% of the respondents are might have motivated with the recent changes.
15. Out of the total sample 98% of the respondents are agreed with the alignment of goals.
16. 94% of the respondents are satisfied with the decision making process.
17. Majority 94% of the respondents are satisfied with the supervisor's interest to the problems.
18. More than half of the respondents that is, 51% of them give preference to team outing and lunch as the recent motivational factor.
19. Out of the total sample 45% of them give preference to work culture as the improvements to be adopted at workplace.
20. Majority of the respondents have an opinion that they are satisfied with the reasonable periodical increase in salary with a mean value 4.37.
21. Out of the total sample, majority of the respondents have an opinion that they are agreed with the company's policies aims at motivating the employees with a mean value 4.22.
22. Majority of the respondents have an opinion that they are satisfied with the recognize and acknowledge of work with a mean value 4.30.

### **IV.2 FINDINGS FROM TESTING HYPOTHESIS**

#### **HYPOTHESIS 1**

**H<sub>0</sub>:** There is no significant relationship between motivational factors and working environment.

**H<sub>1</sub>:** There is significant relationship between motivational factors and working environment.

After testing hypothesis using correlation test it is found that the significant value is less than 0.05, the null hypotheses is rejected and alternate is accepted. Hence there should be strong positive relation between motivational factors and working environment.

#### **HYPOTHESIS 2**

**H<sub>0</sub>:** There is no significant relationship between motivational factors and incentives.

**H<sub>1</sub>:** There is significant relationship between motivational factors and incentives.

After testing hypothesis using correlation test it is found that the significant value is less than 0.05, the null hypotheses is rejected and alternate is accepted. Hence there should be strong positive relation between motivational factors and incentives.

### **IV.3 SUGGESTIONS**

1. Most of the employees agree that the favorable environment conditions are helpful to get motivated, so the company should try to maintain that environment conditions, so that they can improve their performance.
2. Non financial incentive plans should also be implemented; it can improve the productivity level of the employee.
3. Organization should give importance to communication between employees and gain co-ordination through it.
4. Skills of the employees should be appreciated.
5. Better career development opportunities should be given to the employees for their improvement.



6. Managers at all levels are expected to know and enforce safety and health standards throughout the organization. The management has to take care about the atmosphere throughout health seminars, regular checkups etc.
7. The employees will be motivated better has been monetary benefits are improved.

### **V. Conclusion**

The study concludes that, the motivational factors in MRF LTD are found effective. The study was about the concept of employee motivational factors and its effectiveness in organization with special reference to the employees of MRF LTD, Kottayam district. The study on employee motivation highlighted so many factors which will help to motivate the employees. In MRF, employees are the most important and valuable resources and it is the major reason behind the success of MRF. The favorable environment condition really plays a major role in motivating the employees of the organization. It is a major factor that increases an employee's satisfaction level. Only if the employees are properly motivated, then they are work well and only if they work well the organization is going to benefit out it. Steps should be taken to improve the motivational programs procedure in the future. The suggestions of this report may help in this direction. As a conclusion it is conclude that the overall motivation of the employees in MRF LTD is satisfactory.

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