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## **A STUDY ON EMPLOYEE MOTIVATION WITH SPECIAL REFERENCE TO TAMIL NADU ELECTRICITY BOARD, THIRUMAKKOTTAI**

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### **Abstract**

*Employees may be motivated on the job by many things, such as a sense of achievement recognition, enjoyment of the job, promotion opportunities, responsibility and the chance for personal growth. Employee motivation and performance are tied directly to the style of management that applied and to principles of positive or negative reinforcement. Employee engagement is the level of commitment and involvement an employee has towards their organization and its values. An engaged employee is aware of business context and works with colleagues to improve performance within the job for benefit of the organization. It is a positive attitude held by the employee towards the organization and its values. The paper focuses on how employees engagement is an antecedent of job involvement and what should company do to analyze the existing employee engaged. The study is conducted to analyze the existing employee engagement and motivation programs for junior and middle level employees adopted in TNEB, Thirumakkottai.*

**Keywords:** *Employee motivation, Motivation, Organization.*

### **1. INTRODUCTION**

Management is supposed to get the work done by the subordinates towards the attainment of the common goals this is the most important function of the management to inspire and stimulate the personnel with zeal do work the accomplishment of organization objectives

in other words, it is called motivation of people.

Motivation is an organization life blood. Motivation is important to organizations in terms of both performance and manpower retention, HR teams do spend sleepless nights trying to identify the right motivational tool that would

inspire employees to perform better and stay put on. If carefully analyzed it is not about preventing demotivation, when employees are motivated they contribute innovative ideas and the organization succeeds as a whole

### OBJECTIVES

- ❖ To study the socio demographic characteristics of the respondents.
- ❖ To analyze the motivational level of employees.
- ❖ To find the satisfaction level of promotion system.
- ❖ To analyze the training method of employee.
- ❖ To study the satisfaction level of grievances handling procedure.

### SCOPE OF THE STUDY:

The research study reflects about employees on stress at work place towards managing stress of **Tamil Nadu Electricity Board, Thirumakkottai**. Out of this research study, the researcher found the various sensitive factors that influence employee's related motivation.

### IMPORTANCE OF THE STUDY:

- The study is necessitated to evaluate employee's motivational factors provided in **Tamil Nadu Electricity Board, Thirumakkottai**.
- This study is expected to give details about the employee's motivation, that how they have to analyze the method of motivation to the employees.

### SOURCE OF DATA:

#### (i) Primary data

Primary data refer to those data collected by researcher through the study. It is also named as first-hand information. Since the purpose of the study is to collect first-hand information regarding stress of employees, much significance has been given to primary data and its techniques. Here the schedule is used for collecting primary data.

The researcher has used primary data for collecting information and the researchers has used questionnaire as a tool for collection.

#### (ii) Secondary data

Secondary data refers to those that are collected from the organization, Books, Internet, Publications, Journals and Magazines.

#### SAMPLING PLAN:

The sampling plan that is used in the study is probability – sampling method in which is adopted cluster sampling method.

#### LIMITATION OF THE STUDY

- The study has been limited to sample size of 100.
- Limited Time was one of the big constraints.
- Few respondents took more times to answer the questionnaire.
- The researcher had difficult with more of the respondents who were not willing to co – operate with the study as they busy with their work.

#### REVIEW OF LITERATURE

**BAWA (2017)** Employees have several needs which compels them to work and that those needs are coordinated in a hierarchical manner in such a way that lower level needs (physiological and safety) had to be satisfied before the next higher level social need would motivate employees to work hard and increase efficiency. Motivated employees to care about making a positive difference in other people's lives. I introduce a model of relational job design to describe is relatively silent about the sources of this motivation existing research.

**TAYLOR (2018)** Motivation is that workers are motivated by money. He viewed employees not as individuals, but as pieces of a larger workforce; in doing so his theory stresses that giving employee's individual tasks, supplying them with the best tools and paying based on their productivity was the best way to motivate them.

**MUHAMMAD AMINU BAWA (2019)** This section presents a brief review of some of the theories and empirical evidences on the relationship between motivation and productivity. Broadly

speaking the theories of motivation can be classified in to content theories and process theories. The former deals with what motivates and are concerned with identifying people’s needs and their relative strengths and the goals they pursue in order to satisfy these needs.

**EMPIRICAL (2020)** Motivated behaviors are deliberate choices controlled by the individual employee. Organizational leaders are compelled to create a favorable environment which the employee feels trusted and empowered to take decisions in the organizational which leads to enhanced motivational levels of employees and ultimately organization performance is enhanced.

**TABLE 1  
DESIGNATION OF THE  
RESPONDENTS**

S. N O	DESIGNATION	NO.OF RESPONDENTS	PERCENTAGE
1	Workers	60	60
2	Supervisor	10	10
3	Assistant Manager	08	08
4	Managers	02	02
5	Others	20	20
	<b>Total</b>	<b>100</b>	<b>100</b>

*Source: Primary Data*  
**INFERENCE:**

The above table shows that 60 percent of the respondents are workers, 20 percent of the respondents are other categories, 10 percent of the respondents are supervisor, 8 percent of the respondents are Assistant managers and only 2 percent of the respondents are manager categories.

**TABLE 2  
CLASSIFICATION OF THE  
RESPONDENTS ON THE BASIS OF  
EXPERIENCE**

S. N O	EXPERIENCE	NO.OF RESPONDENTS	PERCENTAGE
1	Below 1 year	09	09
2	1-3 years	19	19
3	3-5 years	35	35
4	5-7 years	27	27
5	Above7 years	10	10
	<b>Total</b>	<b>100</b>	<b>100</b>

*Source: Primary Data*  
**INFERENCE:**

It is inferred from the above table that 35% of the respondents are in the experience of 3-5 years, 27% of the respondents are in the experience of 5-7 years,19% of the respondents are in experience of above 7 years and 9% of the respondents are in the experience of below 1 years.

**TABLE 3  
CLASSIFICATION OF THE  
RESPONDENTS ON THE BASIS OF  
SATISFACTION LEVEL OF  
MOTIVATION PROGRAMME**

FEEL ABOUT FACILITIES	NO.OF RESPONDENTS	PERCENTAGE
Satisfied	40	40
Highly Satisfied	24	24
Neutral	33	33
Dissatisfied	03	03
Highly Dissatisfied	---	---
<b>Total</b>	<b>100</b>	<b>100</b>

*Source: Primary Data*

**INFERENCE:**

The table shows the satisfaction of motivation by the company to the employee 40% are satisfied, 33% of the respondents are neither satisfied nor dissatisfied, 24% of the respondents are highly satisfied and 03% of the respondents are respondents dissatisfied.

**FINDINGS:**

- ❖ Majority 81% of the respondents are male
- ❖ Majority 44% of the respondents in the age group of 25-30 years
- ❖ Majority 60% of the respondents are workers
- ❖ 35% of the respondents are experienced on 3-5 years
- ❖ 35% of the respondents are the monthly income Rs.10000 to Rs.150000
- ❖ 86% of the respondents are in the area of urban areas
- ❖ Majority 67% of the respondents are married
- ❖ 43% of the respondents are satisfied the company provide the incentives to the employees

**SUGGESTIONS:**

- Modified work schedule and work redesign must often be undertaken by the organization for maximum productivity.
- The organization should concentrate to provide the special incentives for employees.
- The organization should be maintained proper to reward system to each employees.

- Proper recognition is to be given to the employees based on their knowledge and experience.
- Promotion policies of this organization must be changed according to the performance of the employees.

**CONCLUSION**

There remains much debate about the nature of employees motivation, its determinants and the best way to deal with it an occupational setting. There are no simple answers because we are dealing with individuals and their perceptions and feeling and there are many confounding factors. A further complication is the rate of change in the HR sector, making it more difficult to make any longer term comparisons.

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