

Role of Employee in Introducing Modern Technological Tools for Improving the Productivity

K. Thiagarajan, M. Shanmugapriya, C. Archanapriya

Abstract: *Employee motivation is simply about succeeding in doing something. This provides an indication of job satisfaction and an employee's happiness in the company. My research is to analyze the various motivational factors in employees with respect to the need hierarchy of Maslow, to know the level of motivation in the company's employees, and to provide concrete suggestions for improving the quality of the organization.*

Keywords - *Motivation, commitment, job satisfaction, performance, comfortableness.*

I. INTRODUCTION

Motivation is one of human behavior and performance's most important factors. This is one of the reasons managers attach great importance to organizational motivation. Good instruction contributes to productivity at both organizational and individual levels[1]-[5]. Motivation is an integral part of the process of managing. An organization may have the best materials, machinery and other means of production, but all these tools are worthless as long as they are not used by people who are properly motivated.

II. REVIEW OF LITERATURE

Vuori and Okkonen (2012) claimed that motivation leads to information sharing through an intra-organizational social media platform that can help the company achieve its goals and objectives.

Aguinis et al. (2013) stated that monetary rewards can be a very powerful determinant of employee motivation and achievement that, in turn, can lead to significant performance returns at the company level.

III. RESEARCH METHODOLOGY

A. Methods of Collection:

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Primary sources - The primary data are in the form of "raw material" to which statistical methods are used for analyzing and interpreting purposes. The primary sources are consultation with workers, data collected by questionnaire[6]-[10].

Secondary sources - Secondary statistics are in the form of finished products as they have been handled in some way or other statistically.

B. Question form Asked:

The questionnaire consists of questions that are open ended, dichotomous, score, and ranking[23]-[25].

C. Research variables:

The study's main factor is the motivation of the worker. Indirect variables are rewards, interpersonal relationships, prospects for career development and framework for assessing results.

D. Data analysis:

Evaluation and interpretation is an important part of any type of analysis of inter-data[11]-[14]. The researcher will begin to identify the relationship between various data to help better understand the participants and make better decisions.

IV. RESULTS AND DISCUSSION

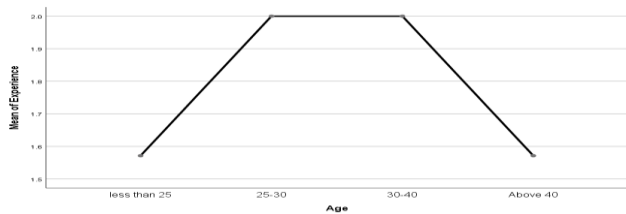
ANALYSIS OF VARIANCE ONE WAY-ANOVA

Null hypothesis (H_0): There is no significance difference between experience level and age of the respondents.

Alternative hypothesis (H_1): There is significant difference between the experience level and age of the respondents.

ANOVA					
Experience					
	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.237	3	.746	1.101	.358
Within Groups	31.143	46	.677		
Total	33.380	49			





The significant value must be less than 0.05 (for 95% significant level). In this significance level is greater than 0.05. Therefore H_0 is accepted. Therefore, there is no significance difference between experience level and age of the respondents [15]-[19].

V. SUGGESTIONS

- Promotion policies can be provided properly which makes employees motivated towards existing job and employee's performance towards the job also gets increased [20]-[22].
- Organisation should provide suitable and sufficient welfare facilities for the well-being of their employees while at work.

VI. CONCLUSION

Motivation may be defined as the work the manager performs in order to induce subordinates to act in the desired manner by satisfying their needs and desired thus, motivation is concerned with how behaviour gets stated, is energised, sustained and directed. Motivation is symbiosis to both employees and employer.

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