

A Study on the Effectiveness of Motivation Process at Eastern Condiments Private Limited in Kerala

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Abstract

Motivation is a highly effective tool in the hands of management. If top management knows, the proper use of motivational techniques, it will be helpful for improving the overall efficiency of the organization. Motivated people put maximum efforts for achieving organizational goals. The untapped reservoirs, physical and mental abilities are tapped to the maximum. Better performance will also result in higher productivity. The cost of production can also be brought down if productivity is raised. The employees should be offered more incentives for increasing their performance. Motivation will act as a stimulant for improving the performance of employees. The study on employee motivation highlighted so many factors which will help to motivate the employees. The study was conducted among 50 employees through the questionnaire. The study helped to findings which were related with employee motivational programs which are provided in the organization. The performance appraisal activities really play a major role in motivating the employees of the organization. It is a major factor that makes an employee feels good in his work and results in his satisfaction too. The organization can still concentrate on specific areas which are evolved from this study in order to make the motivational programs more effective. Only if the employees are properly motivated- they 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.

Keywords: *Motivation, Organisation, Employees, Management, Performance, Efficiency*

1.1 Introduction:

Motivation is a highly effective tool in the hands of management. If top management knows, the proper use of motivational techniques, it will be helpful for improving the overall efficiency of the organization. Motivated people put maximum efforts for achieving organizational goals. The untapped reservoirs, physical and mental abilities are tapped to the maximum. Better performance will also result in higher productivity. The cost of production can also be brought down if productivity is raised. The employees should be offered more incentives for increasing their performance. Motivation will act as a stimulant for improving the performance of employees. This paper is the study about the effectiveness of motivation process in Eastern Condiments Private Limited in Adimali in Kerala. It had different stages namely, primary research, analysis of collected data and forming interpretation and finally preparation of the report. Under primary research framing of questionnaire and collection of primary data were

done. This was done to understand the requirement of the client and the methodologies carried out in the research. Questionnaires were framed to obtain the information from the workers without bias.

1.2 Statement of the problem:

Employee motivation is one of the major issues faced by every organization. It is the major task of every manager to motivate his subordinates or to create the will to work among the subordinates. It should also be remembered that a worker may be immensely capable of doing some work; nothing can be achieved if he is not willing to work. A Manager has to make appropriate use of motivation to enthuse the employees to follow them. Motivation is an integral part of management process.

1.3 Review of the literature:

Mochammad Jasin (2022) Obtained were the influence of motivation (Really in completing work and willing to sacrifice, Responsibility at work, and tenacious attitude, steadfast, honest and consistent in work) towards commitment, it means that the better the motivation, the higher the commitment. Discipline (Effective use of time, adherence to established regulations, and Coming and leaving on time) has an effect on commitment, meaning that better discipline will increase employee commitment. Employee work facilities) towards commitment, meaning that the more conducive the work environment will increase employee commitment. There is an influence of motivation on the performance of human resources, meaning that the better the motivation will improve the performance of human resources. **Maddukuri Maheswara Vishnu Sai (2022)**, find out the majority of respondents believe that the prospect of advancement is a more important motivator at work than monetary compensation. Knowledge workers in the modern day also expect to be able to progress in their careers at work. This group of employees are eager to learn new things. Having a motivated team with increased abilities is an asset that the selected manufacturing unit can cherish. On-the-job training or company-funded technical training might be part of these development prospects. Managers must grasp the concept that a rewarding career is built on a foundation of demanding work. As a result, workers who regularly engage in hard work become more motivated and productive. Employee motivation may be improved at a low cost by creating difficult work and offering advancement chances. **Ankita Agrawal and Himanshu Singhal (2020)** finding out that workers are satisfied and boost their performance and improve their performance by evaluating and promoting productivity and performance. In order to improve employee engagement for

work, appreciation plays the essential role. **Dr. Ankur Jain (2019)** pointed out the motivation is an important aspect within any organization and consequently ought to be overseen appropriately if high profitability in the association is normal. Authoritative administrators should in this manner target impacting positive representative directs through inspiring them to guarantee that they submit their endeavours towards hierarchical achievement. **Wanjau Mary Ngima and Joanes Kyongo (2013)** finds confirm the theories that motivational management is critical if employees are to feel valued and be committed to achieving the organizational goals. Motivation is a process that has to be maintained through proper people management and employees need opportunity to achieve the higher levels of needs. Managers should be concerned with the employee's attitudes as the attitude of the worker determines the level of productivity. A management style that eliminates this fear and meets the employee's desires or satisfies the desires results in synergy harvest, increased motivation, employee performance, organizational performance and talent retention.

1.4 Need for the study:

The study mainly focuses on effectiveness of motivation process in the organization. Human resources are the most valuable asset in organization. They are considered as a part of management. In present scenario, many organization are participating their workers in decision making process. The study is intended to evaluate motivation of employees in the organization and suggest a good motivational programme procedure. This research study examines type and level of employee motivational programme and also discuss with management ideas that can be utilized to innovate employee motivation through this study the research can give some suggestions to the management for further improvement in human resource management and that can influence various factors in this sector. It also enables the researcher to acquire practical knowledge in working of a company.

1.5 Objectives of the study:

1.5.1 Primary Objective

- To study the important factors which are needed to motivate the employees.

1.5.2 Secondary Objective

- To study the effect of monetary and non-monetary benefits provided by the organization on the employee's performance.

- To study the effect of job promotions on employees.
- To learn the employee's satisfaction on the interpersonal relationship exists in the organization.
- To provide the statistical suggestion for the improvement of organization's performance.

1.6 Research Methodology:

Research methodology is the organized structured and purposeful attempt to gain knowledge about something. It starts with an objective for which the researcher has to find the solution. The researcher analyses the various data to derive a solution.

1.6.1 Research Design:

Research design is the specification of methods and procedures for acquiring the information needed. This research is made on the basis of descriptive study. Descriptive research includes surveys and fact-finding enquiries of different kinds. The major purpose of descriptive research is description of the state of affairs as it exists at present.

1.6.2 Sample and Sampling Technique

The sample size for the study was 50 respondents. Convenience sampling was used in this research. This method is used arbitrarily and in an unstructured manner from the frame though almost impossible to treat rigorously. This method is most commonly used in many practical situations.

1.7 Limitation of the study:

- The survey is based on the opinion of the employees, which may be biased.
- There is no measure to check out whether the information provided by the employees is correct or not.

1.8 Hypotheses:

- There is a relationship between experience and Employees satisfaction on incentives and type of incentives
- There is a relationship between experience and level of satisfaction on coordination and cooperation between the departments
- There is a relationship between type of training & evaluation of training and development activities

1.9 Data Analysis and Results

1.9.1 Gender Wise Classifications of Respondents

Table: - 1.1

Gender Wise Classifications of Respondents

		Frequency	Percent
Valid	MALE	24	48.0
	FEMALE	26	52.0
Total		50	100.0

Source: Primary Data

Interpretation: It is inferred that 48% of the employees are male and 52% are female.

1.9.2 Educational qualification wise classification of the respondents

Table: - 1.2

Educational qualification wise classification of the respondents

		Frequency	Percent
Valid	GRADUATION	26	52.0
	PG	24	48.0
Total		50	100.0

Source: Primary Data

Interpretation: Out of 50 respondents it is found that 52% are graduates and 48% are post graduate

1.9.3 Age wise classification of respondents

Table: - 1.3

Age wise classification of respondents

		Frequency	Percent
Valid	20-30	18	36.0
	31-40	27	54.0
	41-50	5	10.0
Total		50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 36% belongs to 20-30 age group and 27% belongs to 31-40 age group and 5% belongs to 41-50 age group.

1.9.4 Employee's satisfaction on working culture of organization

Table:-1.4

Employee's satisfaction on working culture of organization.

		Frequency	Percent
Valid	HIGHLY SATISFIED	12	24.0
	SATISFIED	35	70.0
	DISSATISFIED	3	6.0
Total		50	100.0

Source: Primary Data

Interpretation: the above table shows the employees satisfaction on working culture of organization. Among the selected respondents 24% of them are highly satisfied & 70% of them are satisfied, 6 % of them are dissatisfied.

Inference: It is inferred that majority of the respondents are satisfied with the working culture of the organization.

1.9.5 Top management is interested in motivating the employees

Table: - 4.5
Top management is interested in motivating the employees.

		Frequency	Percent
Valid	STRONGLY AGREE	11	22.0
	AGREE	30	60.0
	NEITHER AGREE NOR DISAGREE	8	16.0
	DISAGREE	1	2.0
Total		50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 22 % strongly agreed on Top management is interested in motivating the employees,60% agreed,16% neither agree nordisagree.20%disagree with Top management is interested in motivating the employees.

Inference: It is inferred that majority of the respondents had favorable opinion regarding with Top management is interested in motivating the employees.

1.9.6 Two way communication system in organization

Table: - 1.6
Two way communication system in organization.

		Frequency	Percent
Valid	YES	45	90.0
	NO	5	10.0
Total		50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 90 % have favorable opinion about two way communication system in organization and 10% have unfavourable opinion.

Inference: It is inferred that majority of the respondents had favorable opinionabout two way communication system in organization.

1.9.7 Employee’s satisfaction on superior-subordinate relationship

Table: - 1.7

Employee’s satisfaction on superior-subordinate relationship

		Frequency	Percent
Valid	HIGHLY SATISFIED	12	24.0
	SATISFIED	35	70.0
	DISSATISFIED	3	6.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 24 % are highly satisfied with Employees satisfaction on superior-subordinate relationship, 70% satisfied and 6% dissatisfied.

Inference: It is inferred that majority of the respondents are satisfied on superior-subordinate relationship.

1.9.8 Level of satisfaction on superior regular feedback

Table: - 1.8

Level of satisfaction on superior regular feedback.

		Frequency	Percent
Valid	STRONGLY AGREE	6	12.0
	AGREE	27	54.0
	NEITHER AGREE NOR DISAGREE	12	24.0
	DISAGREE	5	10.0
Total		50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 12 % strongly agreed on level of satisfaction on superior regular feedback.,54% agreed,24% neither agree nor disagree.10% disagree with 9 level of satisfaction on superior regular feedback..

Inference: It is inferred that majority of the respondents are satisfied with superior regular feedback.

1.9.9 Level of satisfaction on coordination and cooperation between the departments

Table: - 4.9

Level of satisfaction on coordination and cooperation between the departments

		Frequency	Percent
Valid	HIGHLY SATISFIED	9	18.0
	SATISFIED	34	68.0
	DISSATISFIED	6	12.0
	HIGHLY DISSATISFIED	1	2.0
Total		50	100.0

Source: Primary Data

Interpretation: the above table shows the level of satisfaction on coordination and cooperation between the departments. Among the selected respondents 18% of them are highly satisfied & 68% of them are satisfied, 12% of them are dissatisfied and 2% of them are highly dissatisfied on coordination and cooperation between the departments.

Inference: It is inferred that majority of the respondents are satisfied with the coordination and cooperation between the departments.

1.9.10 Opinion of respondents on interpersonal relationship

Table: - 1.10
Opinion of respondents on interpersonal relationship

		Frequency	Percent
Valid	EXCELLENT	5	10.0
	VERY GOOD	16	32.0
	GOOD	22	44.0
	AVERAGE	7	14.0
Total		50	100.0

Source: Primary Data

Interpretation: Out of 50 respondents 10% rated as interpersonal relation in the organization is excellent, 32 % rated as very good, 44% rated as good and 7% rated as average.

Inference: It is inferred that majority of the respondents are satisfied with the interpersonal relation in the organization.

1.9.11 Effectiveness in communicating organization vision

Table:-1.11
Effectiveness in communicating organization vision

		Frequency	Percent
Valid	STRONGLY AGREE	1	2.0
	AGREE	22	44.0
	NEITHER AGREE NOR DISAGREE	18	36.0
	DISAGREE	9	18.0
Total		50	100.0

Source: Primary Data

Interpretation: the above table shows the effectiveness in communicating organization vision. Among selected respondents.2% them highly agree and 44% of them are agree, 36% neither agree nor disagree,18% disagree on the communicating the vision to employees.

Inference: It is inferred that majority of the respondents agree on the effectiveness in communicating organization vision

1.9.12 Opinion of respondents regarding influence of incentives on performance

Table: - 1.12
Opinion of respondents regarding influence of incentives on performance

		Frequency	Percent
Valid	INFLUENCE	21	42.0
	DOSE NOT INFLUENCE	17	34.0
	NO OPINION	12	24.0
	Total	50	100.0

Source: Primary Data

Interpretation: the above table shows the opinion of respondents regarding influence of incentives on performance. Out of 50 respondents 42 says that incentive have influence on performance, 34% incentives does not influence and 24 have no opinion.

Inference: It is inferred that majority of the respondent’s performance influenced by the incentives

1.9.13 Opinion of respondents on motivational factor- Monetary factors

1.9.13.1 Opinion of respondents on salary increase

Table:-1.13.1
Opinion of respondents on salary increase

		Frequency	Percent
Valid	HIGH	36	72.0
	MODERATE	14	28.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 72 % responded that salary increase have high effect on employee motivation and 28% responded that moderate effect on employee motivation

Inference: It is inferred that majority of the respondents have high effect on salary increase and it is motivate them.

1.9.13.2 Opinion of respondents about incentives

Table: - 1.13.2
Opinion of respondents about incentives

		Frequency	Percent
Valid	HIGH	7	14.0
	MODERATE	41	82.0
	LOW	2	4.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 14 % responded that incentive have high effect on employee motivation and, 82% responded that incentive have moderate effect and 4% responded that incentive have low effect on employee motivation.

Inference: It is inferred that majority of the respondents have moderate opinion about incentives

1.9.13.3 Opinion of respondents on allowances

Table:-1.13.3
Opinion of respondents on allowances

		Frequency	Percent
Valid	HIGH	4	8.0
	MODERATE	39	78.0
	LOW	7	14.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 8% responded that allowances have high effect on employee motivation and, 78% responded that allowances have moderate effect and 14% responded that allowance have low effect on employee motivation.

Inference: It is inferred that majority of the respondents have moderate opinion about allowance

1.9.13.4 Opinion of respondents about bonus

Table: - 1.13.4
Opinion of respondents about bonus

		Frequency	Percent
Valid	HIGH	10	20.0
	MODERATE	29	58.0
	LOW	11	22.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 20 % responded that bonus have high effect on employee motivation and, 58 % responded that bonus have moderate effect and 22 % responded that bonus have low effect on employee motivation.

Inference: It is inferred that majority of the respondents have moderate opinion about bonus

1.9.14 Opinion about - Non-monetary factors

1.9.14.1 Opinion of respondents regarding with recognition

Table: - 1.14.1
Opinion of respondents regarding with recognition

		Frequency	Percent
Valid	HIGH	26	52.0
	MODERATE	20	40.0
	LOW	4	8.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 52 % responded that recognition have high effect on employee motivation and, 40% responded that recognition have moderate effect and 8% responded that recognition have low effect on employee motivation.

Inference: It is inferred that majority of the respondents have high opinion about recognition.

1.9.14.2 Opinion of respondents on leave

Table:-1.14.2
Opinion of respondents on leave

		Frequency	Percent
Valid	HIGH	2	4.0
	MODERATE	26	52.0
	LOW	22	44.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 4 % responded that leaves allowed by the organization is high, 52% responded that leave is moderate and 44% responded that leaves allowed by the organization is low.

Inference: It is inferred that majority of the respondents have moderate opinion about leave.

1.9.14.3 Opinion of respondents regardingwith more autonomy

Table:-1.14.3
Opinion of respondents regarding with more autonomy

		Frequency	Percent
Valid	MODERATE	12	24.0
	LOW	38	76.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 24% responded that level of autonomy ofat work is moderate and 76% responded that level of autonomy at work is low.

Inference: It is inferred that majority of the respondents have low opinion about more autonomy

1.9.14.4 Opinion of Respondents about Flexible Schedules

Table: - 1.14.4
Opinion of respondents about flexible schedules

		Frequency	Percent
Valid	HIGH	4	8.0
	MODERATE	35	70.0
	LOW	11	22.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 8% responded that flexible schedule of work is high, 70% responded as moderate and 22% responded flexible schedule of work is low.

Inference: It is inferred that majority of the respondents have moderate opinion about flexible schedules.

1.9.14.5 Opinion of respondent about promotion

Table: - 1.14.5

Opinion of respondent about promotion

		Frequency	Percent
Valid	HIGH	17	34.0
	MODERATE	29	58.0
	LOW	4	8.0
Total		50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 34% responded that promotion is high, 58% responded as moderate and 8% responded that promotion is low.

Inference: It is inferred that majority of the respondents have moderate opinion about promotion.

1.9.15 Level of satisfaction with freedom and flexibility of job

Table: - 1.15

Level of satisfaction with freedom and flexibility of job

		Frequency	Percent
Valid	HIGHLY SATISFIED	12	24.0
	SATISFIED	26	52.0
	DISSATISFIED	12	24.0
Total		50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 24% highly satisfied on freedom and flexibility of job, 52% satisfied and 24% dissatisfied on freedom and flexibility of job

Inference: It is inferred that majority of the respondents are satisfied on freedom and flexibility of job.

1.9.16 Opinion of respondents about the day to day performances in the company

Table:-1.16

Opinion of respondents about the day today performances in the company.

		Frequency	Percent
Valid	HIGHLY SATISFIED	14	28.0
	SATISFIED	32	64.0
	DISSATISFIED	4	8.0
Total		50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 28% highly satisfied about the day today performances in the company, 64% satisfied and 8% dissatisfied about the day today performance in the company,

Inference: It is inferred that majority of the respondents are satisfied on day today performance in the company.

1.9.17 Opinion of Respondents Regarding Mode of Appreciation

Table:-1.17

Opinion of respondents regarding mode of appreciation

		Frequency	Percent
Valid	HIGHLY SATISFIED	13	26.0
	SATISFIED	35	70.0
	DISSATISFIED	2	4.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 26% highly satisfied regarding mode of appreciation, 70% satisfied and 4% dissatisfied regarding mode of appreciation.

Inference: It is inferred that majority of the respondents are satisfied regarding mode of appreciation

1.9.18 Opinion of respondents regarding optimism on future success of the company

Table:-1.18

Opinion of respondents regarding optimism on future success of the company

		Frequency	Percent
Valid	HIGHLY SATISFIED	16	32.0
	SATISFIED	32	64.0
	DISSATISFIED	2	4.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 32% highly satisfied regarding optimism on future success of the company, 64% satisfied and 4% dissatisfied regarding optimism on future success of the company,

Inference: It is inferred that majority of the respondents are satisfied regarding optimism on future success of the company.

1.9.19 Opinion of respondents regarding fulfilment of basic needs of employees

Table - 1.19

Opinion of respondents regarding fulfilment of basic needs of employees

		Frequency	Percent
Valid	HIGHLY SATISFIED	23	46.0
	SATISFIED	23	46.0
	DISSATISFIED	4	8.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 46% highly satisfied regarding fulfilment of basic needs of employees, 46% satisfied and 8% dissatisfied with regarding fulfilment of basicneeds of employee's

Inference: It is inferred that majority of the respondents are satisfied onfulfilments of basic needs.

1.9.20 Opinion of respondents about training programme

Table: - 1.20
Opinion of respondents about training programme

		Frequency	Percent
Valid	YES	43	86.0
	NO	07	14.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 86 % have favourable opinion about training programmes conducted by organization and 14% have unfavorable opinion about training programme.

Inference: It is inferred that majority of the respondents had favorable opinionabout training programme conducted in organization.

1.9.20.1 Opinion of respondent about medical facilities

Table: - 1.20.1
Opinion of respondent about medical facilities

		Frequency	Percent
Valid	HIGHLY SATISFIED	11	22.0
	SATISFIED	36	72.0
	DISSATISFIED	3	6.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 22% highly satisfied on medical facilities provideby the organization, 72% satisfied and 6% dissatisfied on medical facilities

Inference: It is inferred that majority of the respondents are satisfied on medicalfacilities provide by the organization.

1.9.20.2 Opinion of respondent about rest room facilities

Table: - 1.20.2
Opinion of respondent about rest room facilities

		Frequency	Percent
Valid	HIGHLY SATISFIED	7	14.0
	SATISFIED	36	72.0
	DISSATISFIED	7	14.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 14% highly satisfied on rest room facilities Provide by the organization, 72% satisfied and 7% dissatisfied on rest room facilities.

Inference: It is inferred that majority of the respondents are satisfied on rest room facilities provide by the organization.

1.9.20.3 Opinion of respondent about canteen facilities

Table: - 1.20.3
Opinion of respondent about canteen facilities

		Frequency	Percent
Valid	HIGHLY SATISFIED	13	26.0
	SATISFIED	32	64.0
	DISSATISFIED	5	10.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 26% highly satisfied on canteen facilities provide by the organization, 64% satisfied and 10% dissatisfied on canteen facilities.

Inference: It is inferred that majority of the respondents are satisfied on canteen facilities provide by the organization.

1.9.20.4 Opinion of respondent about transportation facilities

Table: - 1.20.4
Opinion of respondent about transportation facilities

		Frequency	Percent
Valid	HIGHLY SATISFIED	4	8.0
	SATISFIED	25	50.0
	DISSATISFIED	21	42.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 8% highly satisfied on transportation facilities provide by the organization, 50% satisfied and 42% dissatisfied on transportation facilities.

Inference: It is inferred that majority of the respondents are satisfied on transportation facilities provide by the organization.

1.9.20.5 Opinion of respondent about recreational facilities

Table: - 1.20.5
Opinion of respondent about recreational facilities

		Frequency	Percent
Valid	HIGHLY SATISFIED	2	4.0
	SATISFIED	25	50.0
	DISSATISFIED	23	46.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 4% highly satisfied on recreational facilities provide by the organization, 50% satisfied and 46 % dissatisfied on recreational facilities.

Inference: It is inferred that majority of the respondents are satisfied onrecreational facilities provide by the organization.

1.9.21 Opinion of respondents about job security

Table: - 1.21
Opinion of respondents about job security

		Frequency	Percent
Valid	HIGHLY SATISFIED	5	10.0
	SATISFIED	34	68.0
	DISSATISFIED	11	22.0
	Total	50	100.0

Source: Primary Data

Interpretation: out of 50 respondents 10% highly satisfied on the job security provideby the organization, 68% satisfied and 22% dissatisfied on job security.

Inference: It is inferred that majority of the respondents are satisfied with the jobsecurity provide by the organization.

Chi-Square Test

Hypotheses 1: There is a relationship between experience and Employeessatisfaction on incentives and type of incentives

Table: - 1.22
Employee’s satisfaction on incentives and type of incentives

		Employees satisfaction on incentives and type ofincentives			Total
		HIGHLY SATISFIED	SATISFIED	DISSATISFIED	
EXPERIENCE	LESS THAN 5 YRS	2	13	2	17
	5-10 YRS	7	12	1	20
	10-20 YRS	3	10	0	13
Total		12	35	3	50

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.305 ^a	4	.366
Likelihood Ratio	5.009	4	.286
Linear-by-Linear Association	1.708	1	.191
N of Valid Cases	50		

The p value obtained is 0.366 which is not a significant value.(0.366>0.05).Therefore we accept the null hypothesis that there is no relationship between experience and Employees satisfaction on incentives and type of incentives. There seems to be a homogeneity in satisfaction with respect to experience.

Hypotheses 2: There is a relationship between experience and level of satisfaction on coordination and cooperation between the departments

Table: - 1.23

Level of satisfaction on coordination and cooperation between the department

		level of satisfaction on coordination and cooperation between the department				Total
		HIGHLY SATISFIED	SATISFIED	DISSATISFIED	HIGHLY DISSATISFIED	
EXPERIENCE	LESS THAN 5 YRS	2	12	2	1	17
	5-10 YRS	4	14	2	0	20
	10-20 YRS	3	8	2	0	13
	Total	9	34	6	1	50

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.839 ^a	6	.829
Likelihood Ratio	3.086	6	.798
Linear-by-Linear Association	.825	1	.364
N of Valid Cases	50		

The p value obtained is 0.829 which is not a significant value.(0.829>0.05).Therefore we accept the null hypothesis that there is no relationship between experience and level of satisfaction on coordination and cooperation between the department. There seems to be a homogeneity in satisfaction with respect to experience

Hypotheses 3: There is a relationship between type of training & evaluation of training and development activities

Table: - 1.24

Type of training & evaluation of training and development activities.

	Evaluation of training and development activities				Total
	EXCELLENT	VERY GOOD	GOOD	AVERAGE	
ON THE JOB TRAINING	4	10	8	1	23
JOB INSTRUCTION TRAINING	3	8	5	1	17
APPRENTICESHIP TRAINING	2	6	2	0	10
Total	9	24	15	2	50

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.497 ^a	6	.960
Likelihood Ratio	1.894	6	.929
Linear-by-Linear Association	.637	1	.425
N of Valid Cases	50		

The p value obtained is 0.960 which is not a significant value.(0.960>0.05).Therefore we accept the null hypothesis that there is no relationship type of training & evaluation of training and development activities .Therefore no training program is found to be superior to any other training programs

1.10 Conclusion

The study is conducted on the topic motivation in Eastern Condiments Pvt Ltd. Adimali Motivation is an effective instrument in the hands of them an argument in inspiring the work force. It is the major task of every manager to motivate his subordinate or to create the will to work among the subordinates. In order to motivate workers to work for the organizational goals, theman agers must determine the motives or needs of the w or k e r s and provide a n environment in which appropriate incentives are available for their satisfaction .If the management is successful in doing so; it will also be successful in increasing the willingness of the workers to work. This will increase efficiency and effectiveness of the organization .There will be better utilization of resources and workers abilities and capacities. The study on employee motivation highlighted so many factors which will help to motivate the employees. The study was conducted among 50 employees through the questionnaire. The study helped to findings which were related with employee motivational programs which are provided in the organization. The performance appraisal activities really play a major role in motivating the employees of the organization. It is a major factor that makes an employee feels good in his work and results in his satisfaction too. The organizationcan still concentrate on specific areas which are evolved from this study in order to make the motivational programs more effective. Only if the employees are properly motivated- they 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.

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