



Motivation and Performance of Employees of Hafele Philippines Inc

Jahzreel P. Guerrero

Marketing Specialist, Hafele Philippines Inc. Taguig City, Philippines

Abstract:

It is legitimate thus to discuss that an organization should possessed good strategic plans regarding on motivating their employees, since motivation is the combination of a person's desire and energy directed at accomplishing stated goals and objectives. On the other hand, Performance is necessary for the organization, since an organisation's success is dependent upon the employee's creativity, innovation and commitment (Ramlall 2008, 128). This article aims to know if there is significant relationship between employee's motivation and performance. It also to obtain an understandings on what motivates an employee to work better for the overall benefit of the organisation.

Index Terms:

MOTIVATION

Push and Pull

Push Motivation is a behavior that an individual force themselves to complete in order to satisfy a need or achieve a goal. Push motivation acts as willpower and people's willpower is only as strong as the desire behind the willpower.

Pull motivation is a behavior that an individual feels drawn towards. Also a type of motivation that stronger and opposite of push motivation.

Self-control

The ability to control oneself in particular situations, emotions and desires. Also it is a quality that allows you to stop yourself from doing things you want to do but that might not be in your best interest.

Drives

It is a starting point of motivation. It is also known as internal motivation or self-motivation. Almost every individual has some level of personal drive which helps him focus on his goals.

PERFORMANCE

Employee Performance

The activity of performance; of doing something fruitfully; by knowledge as famous from simply possessing it; A performance Comprises an event in which normally one group of people the performer or Performers act in a particular way for another group of people.

Productivity

Productivity is that which people can produce with the smallest amount effort Productivity is a ratio to calculate how well an organization or individual, industry, country converts input belongings, labor, materials, machines etc. into goods and services

Working Environment

Stresses, influences, and competitive, situation, civilizing, demographic, profitable, usual, political, regulatory, and environmental factors that affects the survival, operations, and development of an organization.

Knowledge

Skills acquired by a person through experience or education to do or execute something.

Skills

The ability to do something well beyond his/her expertise.

Ability

A skills or capabilities to do something

I. INTRODUCTION

Employee's motivation and performance is considered as muscles that drives the employee toward attaining specific goals and objectives of the organization. One of the main reasons of motivation being a tough job is due to the changing workplace. As employee become a part of their organization they will come up with various needs and expectations too (Richason, 2019). Nowadays it is one of the preeminent issue in organizations. For a manager it is a challenge to understand that different employee are motivated in different ways, since they have different beliefs, attitudes, values, backgrounds and thinking (Hassan, 2014). In addition, majority of organization

compete and handle their business in their most impressive approach to survive in profitable way in highly challenging and competitive global market economy. In fact, performance of the organization and growth of revenue is considered to be a great test by the external and internal operating environment factors (Chaudhary & Sharma, 2012). This article aims to know if there is significant relationship between employee's motivation and performance. This study will contribute to business industry, particularly in Philippine setting. The study provides also an avenue for organization to gather information concerning in better understandings on what motivates an employee to work better for the overall benefit of the organisation.

II. RESULTS

The following listed below are the results from the studies conducted related to this article.

- The results of the study showed that leadership style had a positive and significant effect on employee motivation and performance but was not significant for employee discipline of work. Motivation also has a positive and significant effect on discipline of work and employee performance and discipline of work have a positive effect, but not significant on employee performance.
- It was observed that different factors of the organizational climate affect different aspects of employee performance. The management of the company should ensure effective implementation of those programs in order to enhance the quality of organisational climate and there by employee performance. Importance should be given for enhancing the intrinsic motivation of employees, among the factors of organisational climate. It is suggested to execute effective managerial policies for strengthening and maintaining the relationship between climate and employee performance. The top management should give its support to the employees and make communication with them to create cordial relationship and best work environment. In this study is a useful starting point to gain a deeper insight into organizational climate factors and their influence on the employee performance.
- The results for correlations between variables in this study are illustrated in Table 1.2. The findings show that there exists a moderate significant relationship between recognition and employee retention. This is an indicator that the possibility of retention for Gen-Y employees is higher when the recognition that is given to them is also high.
- This study reveals that organizational performance is associated with the leadership style and they have both a positive and a negative impact on the performance.
- The findings of this study suggest that the relations between leaders and their followers need to be under the official supervision of the highest tiers of management.
- The study reveals that local and small organizations lack development framework and learning culture that adversely impact on their managerial capabilities, therefore poor managerial performance leads towards declining performance. However, there is no direct relation of the size of the organization with managerial capabilities, and performance.
- The results of this study is that no matter how effective the human capital development efforts of Mutual Benefits Assurance Ltd. is, employees still migrate to other jobs taking with them whatever benefits acquired, particularly in the area of training.
- Overall, it is important to ensure strict yet practically flexible compliance, create a cooperative working environment, and apply discipline with regards to the background and interests of different groups of employees in mind.
- The study indicated that Sultan Qaboos University administrative employees were satisfied with their job and with working in a good workplace environment, which made the staff more productive and secure, and thus reducing the turnover rate.
- Overall, librarians are more likely to engage in activities that further enhance their knowledge and performance. The findings of the study may have implications for integrity policies and training.

- We understand that the training and development plans which are being implemented regularly, not only widen their employee's knowledge, abilities and skills, but provide various opportunities, such as: increase in employee job satisfaction, improvement in performance and motivation through multi skilling and commitment to the job and the organization.
- The study indicated that construction SMEs are more oriented towards the use of cost, time, quality, customer satisfaction, project profitability, productivity and team work as measures of performance. It is suggested that construction SMEs should also employ the performance measures which are not currently in use because of the impact of such performance dimensions on firms' performance.
- This study has helped to explain the turnover situation of employees in PHEI. It has found that vigor and the ethical work climate influence the intention to quit of Employees.
- All in all, the profile of work-life balance among different services sectors has an intricate nature, as field specificity acts as a discriminating criterion. Work-related patterns and variables account for finding a good fit between personal and professional commitments and for the reconciliation of work and home so that both roles are fulfilled successfully.
- The results of this study indicate that the TQM framework, as modelled, is a valid and reliable instrument in measuring TQM practices and predicting job satisfaction, organizational commitment, and intentions to stay among R&D center employees.
- Competence affected positively and insignificantly teacher job satisfaction since pedagogical competence, social, personality, and professional had not been applied well. It was different to work motivation in which it affects positively and significantly teacher job satisfaction. Meanwhile, organizational culture affects positively and insignificantly job satisfaction since the role of organizational culture cannot raise job satisfaction.
- Based on the findings above, it can be suggested that encouraging of teachers work motivation can be done through marking up admission, granting a greater responsibility, encouraging teachers creativity, and giving opportunity to expand teacher career. Besides that, setting up the culture to be school competitiveness by maintaining honesty, integrity, identity, and discipline which may create teachers job satisfaction.
- The results show that there was a high degree of awareness of the performance contracting among the employees of the company in terms of performance target settling.
- This study focused on the effect of employee motivation on organizational performance. Research findings indicate that employee motivation has a significant effect on organizational performance. Motivation is not a simple concept; rather, it pertains to various drives, desires, needs, wishes and other forces.
- Study shows that the employee motivation has direct impact on productivity and growth. A highly motivated employee invests his / her best hard work in carrying out each and every aspect of his / her duties and responsibilities. Improved job performances of the employee will add value to the organization itself and to the employee's productivity.
- This study concludes that raining contributes greatly to employee's performance in comparison with other factors like motivation, technology, management behavior, working

environment. There is positive relationship between the employee's performance and training and motivation.

III. SUMMARY

After the rigid review and analyzation of the results obtain from the related studies, articles, and research adapted in this article, the result has shown that: Motivation has a huge impact on the growth and productivity of an employee to have a great performance towards the future success of the company. A highly motivated employee give the best performance to their work. Improved job performance of an employee will add value to the company itself and the employee's productivity. There are many ways/things to improve the motivations of an employee towards to a great performance. For example, giving a reward for the best employee, good compensation, inspired by their bosses or family and some other factors. But it is clearly pointing that company can live and grow by taking care of their employee. Nowadays, companies that which can follow the paying attention on their employee can get the best motivation and performance of an employee at the same time company can live, grow quickly and securely.

IV. REFERENCE

[1]. Yushadi Muhammad Firza, Hubeis Musa, and Affandi Joko, 2019, The Effect of Leadership Style, Motivation and Discipline of Work on the performance of Employee of Bank XYZ in The Jatiwaringin Retrieved from <https://www.researchgate.net/search>

[2]. S.RAJA, Dr.C.Madhavi, Dr.S.SANKAR, 2019, Influence of Organizational Climate on Employee Performance in Manufacturing Industry Retrieved from <https://www.researchgate.net/search>

[3].Zarina Abdul Munir, Nur Eli Shafira Fairuz, Shereen Noranee , VeeraPandiyani KalianiSundram and Rozilah Abdul Aziz, 2018, Securing the Future: Retention among Generation Y Employees, Vol. 2018, Article ID 281654 Retrieved from <http://ibimapublishing.com/articles/JHRMR/2018/281654>

[4]. Ebrahim Hasan Al Khajeh, 2018, Impact of Leadership Styles on Organizational Performance Vol. 2018, Article ID 687849, 2166-0018. Retrieved from <http://ibimapublishing.com/articles/JHRMR/2018/687849/>

[5]. Namshan A Algarni, McLaughlin Patrick, Al-Ashaab Ahmed and Rashid Hamad, 2018, Identifying Factors Influencing the Leadership Performance of Saudi's Healthcare Sector, Vol. 2018, Article ID 683208 Retrieved from <http://www.ijesc.org/articles/JOMS/2018/683208/>

[6]. KaziAfaq Ahmed, 2017 The Influence of Development on Managerial Capabilities and Performance: Empirical Evidence from Pakistan, Vol. 2017, Article ID 164526 Retrieved from <http://ibimapublishing.com/articles/JSAR/2017/164526/>

[7]. LanreAmodu, Philip Alege, Stephen Oluwatobi and Thelma Ekanem, 2017, The Effect of Human Capital Development on Employees' Attitude to Work in Insurance Industry in Nigeria, Vol. 2018, Article ID 683208 Retrieved from <http://ibimapublishing.com/articles/JOMS/2017/494914/>

[8]. PhanThi Phuong Hoa and Nguyen BaoThoa, 2016, A Case Study of Employees' Performance at Prime Group Vietnam,

Vol. 2016, Article ID 498110 Retrieved from <http://www.ibimapublishing.com/journals/JHRMR/jhrmr.html>

[9]. Adel Ismail Al-Alawi, AmalSuliaman Al-Azri and Hisham Naseem Mohammad, 2016, Investigating the Factors Affecting Job Satisfaction and Turnover: Case of Sultan Qaboos University, Vol. 2016, Article ID 301731 Retrieved from <http://www.ibimapublishing.com/journals/JHRMR/jhrmr.html>

[10]. Mad Khir Johari Abdullah Sani, MohdZailanEndin, Mohamad NoormanMasrek, nNoor Zaidi Sahid, Jamiah Baba and YaminKamis, 2016, Integrity and Job Performance: The Experiences of Public Library Leaders, Vol. 2016, Article ID 452256 Retrieved from <http://www.ibimapublishing.com/journal/s/JSAR/jsar.html>

[11]. Antranig TANGOUKIAN, Jennifer ABOU HAMAD and Elie MENASSA, 2016, Advantages and pitfalls of training in a Lebanese manufacturing Company: a qualitative approach, Vol. 2016, Article ID 866941 Retrieved from <http://www.ibimapublishing.com/journals/MENA/mena.html>

[12]. Patience Tunji-Olayeni, Timothy OlusojiMosaku, OlabosipoIshola Fagbenle, Ignatius Owoicho Omuh and Opeyemi Joshua, 2016, Evaluating Construction Project Performance: A Case of Construction SMEs in Lagos, Nigeria, Vol. 2016, Article ID 482398 Retrieved from <http://www.ibimapublishing.com/journals/JIBBP/jibbp.html>

[13]. Sock Lee Ching , Daisy Mui Hung Kee and Cheng Ling Tan, 2016, The Impact of Ethical Work Climate on the Intention to Quit of Employees in Private Higher Educational Institutions, Vol. 2016, Article ID 283881 Retrieved from <http://www.ibimapublishing.com/journals/JSAR/jsar.html>

[14]. Robert Kinanga and Anne CheronoCheruiyot, 2015, Does Downsizing Strategy affect the Retained Employees Performance?, Vol. 2015, Article ID 232566 Retrieved from <http://www.ibimapublishing.com/journals/JHRMR/jhrmr.html>

[15]. Cristina Leovaridis and Elena-MădălinaVătămănescu, 2015, Aspects Regarding Work-Life Balance of HighSkilled Employees in Some Romanian Services Sectors, Vol. 2015, Article ID 969336 Retrieved from <http://www.ibimapublishing.com/journals/JEERBE/jeerbe.html>

[16]. Khalid I. Alshetri, 2014, An Instrument for Measuring Perception Levels on TQM Practices among R&D Center Employees in Saudi Arabia, Vol. 2014, Article ID 473436 Retrieved from <http://www.ibimapublishing.com/journals/CIBIMA/cibima.html>

[17]. H. Muhammad Arifin, 2014, The Influence of Competence, Motivation, and Organizational Culture to High School Teacher Job Satisfaction and Performance, Vol. 8, No. 1; 2015 ISSN 1913-9020 E-ISSN 1913-9039 Retrieved from <http://www.ccsenet.org/journal/index.php/ies/article/view/43874>

[18]. Robert Ong'etaKinanga and Samuel KimnyakPartoip, 2013, Linkage between Target Setting in Performance Contracting Employee Performance. A Kenyan Perspective, Vol. 2013, Article ID 162613 Retrieved from <http://www.ibimapublishing.com/journals/JHRMR/jhrmr.html>

[19]. Abiro MA, 2013, Effect of employee motivation on organizational performance Retrieved from <https://www.researchgate.net/search>

[20]. Muhammad Ikhlas Khan, 2012, The Impact of Training and Motivation on Performance of Employees Retrieved from <https://www.researchgate.net/search>

[21]. Nupur Chaudhary and Dr. Bharti Sharma, 2012, Impact of Employee Motivation on Performance (Productivity) In Private Organization Retrieved from https://www.academia.edu/4990542/Impact_of_Employee_Motivation_on_Performance_Productivity_In_Private_Organization