Abstract:
Employee motivation is the crucial factor to lift up the function of an organization. In the globalization stage, every company needs to stand in the brutal competitive market. Employees are main aspects to manifest the business aims into truth. Therefore, in today's world all organization attempts to manage their human resource department to retain their employees motivated. In that framework some of the administration philosophies have been practicing by them. Business job or their performance in the market place can be valued by evaluate the level of motivation of employees. Motivation can play a chief part to get the professional milestone in each fiscal year in fewer effort way.

Keywords: Business organization, Employees, Governance, Motivation, Outcome, and Performance.

I. INTRODUCTION

ABOUT TOPIC: -
The word “Motivation” has been derived from the Latin term “mover” Which means to Transfer. Motive is that which moves the will to perform in a specific Way. In humble words, motive is that which desires a human being to act in a certain fashion. Motivation means a procedure of inspiring people to deed to complete desired objectives. “Motivation can be definite as a willingness to increase energy to attain goods or prizes.” Motivation intensifies as employees or team associates take desire in one another and struggle not to lease each other down. For motivating employee’s organizations must continuously work to upkeep employees for their sustainability and for their monetary growth. Satisfied and cheerful employees about their work are motivated to work well in an organization. Additional issues also play a vibrant role in motivating employees then pay rates. Therefore, management must do finest to make obtainable an environment of work which rises employee satisfaction even if the market place is in indefinite conditions. Then commercial instabilities would by no means affect organizations employees’ bank. The Hawthorne study shows this point after conducting a research on the employee productivity and its effects on working environment (William M. Pride, Robert J. Hughes and Jack R. Kapoor, 2009). Motivation leads to greater productivity and lengthier sustainability of recognize the approaches in order to motivate employees under commercial instability situations. Therefore, selecting this topic for conducting research will help to learn and experience the applied situations of employees in pecuniary crises.

PURPOSE OF THE STUDY
Research objectives make sketch for the research work. In what way the research should be forgoing that could be done by defining the aims of any research work. The research objective of this paper is analyze the significance of the employee motivation for bring the bulky scale productivity in an organization. Whether the global business performance depends over the employee motivation or depends on other issues will be studied and this is the objective of this research paper.

II. LITRATURE REVIEW

Nnaeto Japhet Olusadum and Ndoh Juliet Anulika conduct a research in 2018. The study purpose is to influence of motivation on employees’ performance using Alvan Ikoku Federal College of Education (AIFCE) as study zone. It is an experiential study whose main source of data was primary source through inquiry form. The key objective is to determine the work manners of employees amongst their motivation. The study accepted reinforcement model as framework of analysis. It is a study research whose data analysis was done quantitatively and hypothesis tested via Chi-square (X2). The study determines that except staff motivation is properly executed, organizations and their executives will always undergo employees’ bad attitude to work.--My Linh Nguyen conducts a research in 2017 The objective of the theory was to catch the outcome of employee motivation on organization effectiveness. The devotion was on scrutinizing the three motivation theories of Maslow’s Hierarchy of Needs, Herzberg’s Two-Factor theory, and Vroom’s Expectancy theory. In accumulation, quantitative method was used in order to obtain data. First, a questionnaire based on chosen theoretical background was created. In supposition, the thesis identified money, personal growth, and work-life balance as the three most dominant motivation factors for employees. Dritan Shoraj and Shyqyri Llaci conduct a research in 2015. The purpose of this study is to examine the effect formed by the motivation of employees on organizational effectiveness. To verify the hypothesis, factual data are used with simply visible values gained from the investigations with 200 bank officers from various banks in Tirana city. Data were encoded and were consequently analyzed. Mean, standard deviation, frequency, and other statistical data will designate the characteristics of sample population, and hypothesis will be verified through chi-square test. The data of this study have been investigated through statistical program spss prepare a questionnaire. The conclusion is that this methodology can motivate an employee to make anactive work. Boamah Richard conduct a research in 2014. The universal objective of the study is to define the Upshot of Motivation on Employees; Diverse methodology, that is questionnaires and interviews were used to collect data and
analysis was done using Statistical Package for Social Sciences (SPSS), and content analysis for qualitative phase. Ghana Education appears to be giving lowest wages and remunerations in the industry. It is consequently suggested that Ghana Education Service (management) should ponder as a matter of urgency, the want to make increasing modification. Somayeh Alibakhshi and Naser Shams Gharene conduct a research in 2010. The objective of research is to motivation analysis and its influence on productivity in clothing entities. Clothing Company as a sample in textile industry was an appropriate background for this study. The numbers of employees who contributed on this survey are about 140. The executive of clothing unit took accountability of allocating the questionnaire. Respondents were certain that the questionnaires would be the matter of research and singular answers would not be revealed. To discover out the association between motivation factors and their effects on productivity 3 statistical tests; Spearman Correlation Coefficient, Cross tabulation, Chi Square are applied. This survey was carried out on the presupposition that the information on motivation among employees will benefit both labor and Industry in general.

III. RESEARCH METHODOLOGY

The methodological stage used for statistics is completed through the qualitative and quantitative i.e through questionnaires and particular talk. The purpose of study to describe motivation level of employee and organization. In this study the people targeted is workers of a precise industry. A simple random sampling method was used to select 100 workers of an industry. A wide range of tools were used for measuring motivation level of employee primarily it contains of questions related to the factual information of workers than following it is related to various dimensions which influence motivation level. A questionnaire which is close ended and rating scale from 1 (almost) to 5 (not at all) was used. 1= almost, 2=mostly, 3=sometimes, 4=rarely, 5=not at all. Statistical method used to analyze the data that we composed from the respondent is statistical package of social science software (SPSS) for the statistical analysis. In this study, the answer and data collected from the study were tasted using statistical techniques such as descriptive analysis and reliability test

HYPOTHESIS DEVELOPMENT

Hypothesis assists a researcher to make supposition earlier proceed with the research explanation. Based on the research hypothesis, the arrangement of the research work can be done.

In that context the hypothesis of this paper are mentioned below:

H1: Motivation of employees plays the central role above the business performance of an organization

H0: Employee motivation is solitary a sub part for conveying the large number of productivity

IV. OBJECTIVES:

➢ To find the factors that motivates the employee.
➢ To find out the motivation level of the employee.
➢ To investigate impact of motivation on work performance

DATA ANALYSIS

Reliability Statistics

<table>
<thead>
<tr>
<th>Cronbach's Alpha</th>
<th>N of Items</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.955</td>
<td>24</td>
</tr>
</tbody>
</table>

Reliability test was taken out by using SPSS software and the reliability measure given above. Cronbach’s Alpha: 0.955, the standard value is 0.5 and over here is highly reliable. So all the questions were found reliable.

V. DESCRIPTIVE ANALYSIS

Que: - Do you enjoy performing your job?

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid Yes</td>
<td>64</td>
<td>64.0</td>
<td>64.0</td>
<td>64.0</td>
</tr>
<tr>
<td>No</td>
<td>36</td>
<td>36.0</td>
<td>36.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>
Interpretation: 64% respondent thinks that they are enjoying their job. 36% respondent thinks that they are not enjoying their job. Thus, the majority employees said that they were enjoying their job to motivate them.

### Que: Is your salary enough according to your work?

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Yes</td>
<td>73</td>
<td>73.0</td>
<td>73.0</td>
<td>73.0</td>
</tr>
<tr>
<td>No</td>
<td>8</td>
<td>8.0</td>
<td>8.0</td>
<td>81.0</td>
</tr>
<tr>
<td>can’t say</td>
<td>19</td>
<td>19.0</td>
<td>19.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

Interpretation: 73% respondents are think that they add salary enough according to their work. 7% respondent are think they not give salary enough according to their work. 19% respondent can’t say the salary is enough or not.

### Que: How do you find the working environment in the organization?

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Friendly</td>
<td>33</td>
<td>33.0</td>
<td>33.0</td>
<td>33.0</td>
</tr>
<tr>
<td>Encouraging</td>
<td>37</td>
<td>37.0</td>
<td>37.0</td>
<td>70.0</td>
</tr>
<tr>
<td>competitive</td>
<td>25</td>
<td>25.0</td>
<td>25.0</td>
<td>95.0</td>
</tr>
<tr>
<td>Cool</td>
<td>4</td>
<td>4.0</td>
<td>4.0</td>
<td>99.0</td>
</tr>
<tr>
<td>Disputed</td>
<td>1</td>
<td>1.0</td>
<td>1.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

Interpretation: 33% respondent are friendly, 37% respondent are uncourtly that they working environment them. 25% respondent are competitively and 4% cool and 1% respondent are disputed that they working environment motivates. Thus, most 99% employee are motivated the condition in organization.
Que: - How often are the reward (such as praise & promotion) given strictly on the basis of valid reason?

<table>
<thead>
<tr>
<th></th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Almost</td>
<td>25</td>
<td>25.0</td>
<td>25.0</td>
<td>25.0</td>
</tr>
<tr>
<td>Mostly</td>
<td>38</td>
<td>38.0</td>
<td>38.0</td>
<td>63.0</td>
</tr>
<tr>
<td>Sometimes</td>
<td>21</td>
<td>21.0</td>
<td>21.0</td>
<td>84.0</td>
</tr>
<tr>
<td>Rarely</td>
<td>16</td>
<td>16.0</td>
<td>16.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

Interpretation: - 25% respondent are almost, 38% respondent are mostly, 21% respondent are sometimes and 16% respondents are rarely that reward given strictly on the basis of valid reason. 80% employees are almost reward given strictly on the basis on the valid reason.

Do you think company is planning your career development programmers?

<table>
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<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Valid</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Almost</td>
<td>39</td>
<td>39.0</td>
<td>39.0</td>
<td>39.0</td>
</tr>
<tr>
<td>Mostly</td>
<td>37</td>
<td>37.0</td>
<td>37.0</td>
<td>76.0</td>
</tr>
<tr>
<td>Sometimes</td>
<td>23</td>
<td>23.0</td>
<td>23.0</td>
<td>99.0</td>
</tr>
<tr>
<td>Rarely</td>
<td>1</td>
<td>1.0</td>
<td>1.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100.0</td>
<td>100.0</td>
<td></td>
</tr>
</tbody>
</table>

Interpretation: 39% respondents are almost, 37% respondents mostly, 23% respondents sometimes and 1% respondents rarely think company is planning employees career development programmes. Majority of 90% employees are almost about that think company is planning employees career development programmes.
FINDINGS
After performing the whole study, it can be assumed that the employee motivation is not solitary an emergent issue in today's domain but also it has some significance over the former years as well. In today's world where we discover global companies with excessive brand value, behind of that the employee motivation existed executed by those organizations. The above-stated study would represent the fact that, employees commonly want to work in their workplace with motivation and trustworthiness therefore the negative question of survey paper have less respondents. Along with that the investigators also said that they get the development in both economic and nonfinancial sectors after taking the initiative to keep encouraging their employee.

VI. LIMITATIONS
Conduction of research work is all the time attended by certain boundaries that at certain topic restrict the conveyance of an in-depth evaluation of the apprehensive topic. However, in concern to the research study on the effect of employee motivation on the work performance there were a few aspects that developed as a restrictive factor for the alarmed researcher

With the implementation of the study on the linked topic the researchers could examine that time and money were the two chief factors that developed as a key challenge for the concerned researcher of the study. it was due to the restricted time and minor budget that limited the researcher to lead the said research work to an advanced version In accumulation to this the virtuous deliberations were also additional factor that imposed the researcher to bound the concerned research study.

The researcher as had designated the primary research method for the date collection process. Therefore, this required approval from the respective consultants which needs aplenty of time. In addition to this the data gathering and assessment required a lump sum amount. This impelled the researcher to perform the research study within a stipulated working area. It was a stimulating situation for the researcher to collect data from the primary sources that could not be definitely accessible without the particular approval. Moreover, it was difficult for the researcher to get the access about the expanding views of a range of other researchers and scholars about the significant impact of employee motivation on the work performance of a firm

VII. CONCLUSION
As a conclusion it can be believed that this paper will highpoint over the sheltered areas which need to be take into deliberation by various departments in order to enhance the business performance. In the stage of anti-globalization period, a company can be effective to accomplish the need of the employees.

Which can support the human resource department to appreciate about the various factors related with the motivation aspects of the workers. Then after doing the entire study it can be concluded that in optimistic and assenting way it is a fact that the motivated employees can bring the desirable success for the various business organization to reach over the targeted breakthrough in unforced manner.

VIII. REFERENCE

APPENDIX
QUESTIONNAIRE
Dear sir/ Madam,
I am Shivani Trivedi student of final year BBA of UKA TARSADIA UNIVERSITY. I have understood research project entitled “To study motivation level among the employees of spectrum pvt ltd. As a part of my curriculum in the 6 sem. I request you to span sometime to consider the following questionnaire. Data are collected for research work and other than this has no other purpose. I hereby request you to fill up this questionnaire that will give me the required information for study. This study is only for the academic purpose & I promise you that information provided by you will never be disclosed to anyone, under any circumstances.

Please Tick ( ) the appropriate option.
- Positive work environment
- Internal relationship
- Proper salary, and reward can also motivate the employee
Demographic Profile:

(A) Name:

(B) Organisation: spectrum dyes & chemical pvt-ltd

(C) Gender:

Male ☐   Female ☐

(D) Age group:

21 – 30 ☐   31-40 ☐

41- 50 ☐   above 50 ☐

(II) Designation: -

1) Do you enjoy performing your job?

Yes ☐

No ☐

1) Do you enjoy to work with your superior?

Yes ☐

No ☐

Can’t say ☐

2) Is your salary enough according to your work?

Yes ☐

No ☐

Can’t say ☐

3) Are you satisfied with the existing working conditions of the organization?

Highly satisfied ☐

Satisfied ☐

Neither satisfied nor dissatisfied ☐

Dissatisfied ☐

Highly dissatisfied ☐

4) How do you find the working environment in the organization?

Friendly ☐

Encouraging ☐

Competitive ☐

Cool ☐

Disputed ☐

5) Do you get clear communication from your superior?

Almost ☐

Mostly ☐

Sometimes ☐

Rarely ☐

Not at all ☐

6) Are you satisfied with the relationship that your colleagues having with you?

Highly satisfied ☐
Satisfied
Neither satisfied nor dissatisfied
Dissatisfied
Highly dissatisfied

7) How often is the reward (such as praise & promotion) given strictly on the basis of valid reason?
Almost
Mostly
Sometimes
Rarely
Not at all

8) Do you think company is planning your career development programmes?
Almost
Mostly
Sometimes
Rarely
Not at all

9) Do you receive the adequate respect/recognition for your extra effort?
Almost
Mostly
Sometimes
Rarely
Not at all