

# Impact of Motivation Factor on Job Satisfaction in Public and private sector banks Intelangana.

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Submitted: 15-07-2022

Revised: 27-07-2022

Accepted: 29-07-2022

## ABSTRACT:

The study includes identifying and debating the variables that affect employees motivation, with particular focus on the distinctions between the motivational constructions of workers in the public and private sectors in Telangana. Job satisfaction and motivation are positively correlated. The greatest influence on an organization's success or failure is its workforce. Employee job satisfaction is significantly increased by motivational factors. Which employees are content that their efforts can contribute to achieving organizational performance. The main goal of this study is motivation because it is one of the most significant aspects that may affect how well employees perform in both the public and private sectors.

**Keywords:** Motivation, Job Satisfaction, public and private sector.

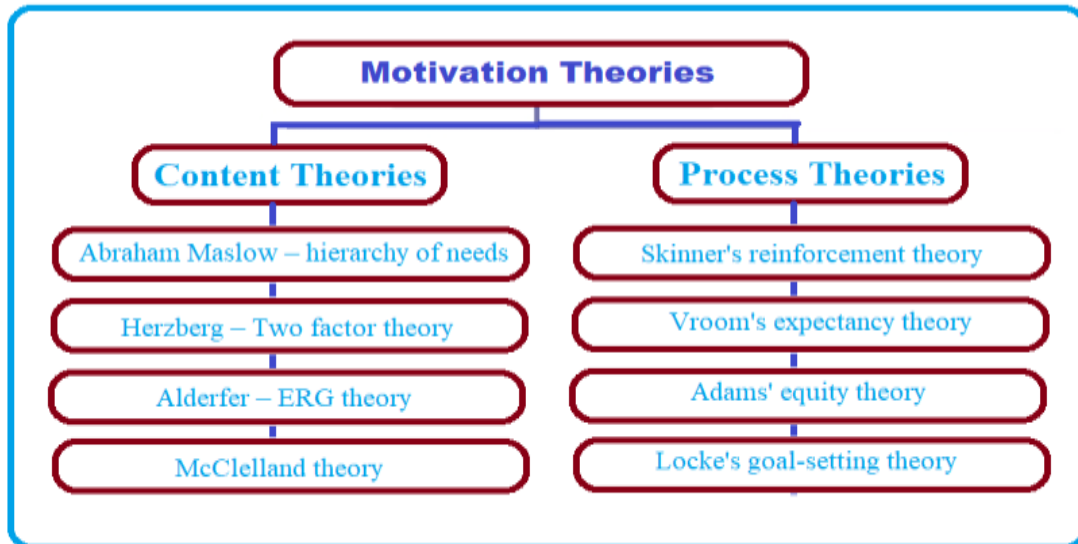
## I. INTRODUCTION:

Motivation as it relates to human behavior and human relationship is a psychological and sociological term. It is the most fundamental and widespread psychological idea. Sweet words are helpful but undoubtedly insufficient for motivation. Fundamentally, human needs, desires, and expectations are related to motivation, next to directing or leading is motivation. Motivating workers entails encouraging them to exercise greater initiative and enthusiasm for the tasks at hand. It is the skill of persuading people to

perform things voluntarily. Motivation promotes peace, togetherness, and a cooperative mindset among workers, preventing conflicts and non-cooperation. Effective communication, a proper appreciation of the effort completed, and encouraging words are required and helpful for this. Because of the favorable climate this fosters, workers show greater interest in their work, take more initiative, and work more effectively.

Motivation is a strategy for generating interest in a position. Motivation is a continual (circular) process that benefits both the company and the workforce. Employees might be motivated to work harder in order to earn more money and produce better results for the organization through motivation. The concept "employees are an organization's human assets" is true. Employee motivation is the duty of the employer. Communication, challenging and interesting work, recognition, and reward for performance are all motivational variables that are advantageous to both the employer and the employee. The study 120 employees selected as sample size in that 60 members private and 60 members public sector banks. The business environment and personal traits both have an impact on employee motivation.

**Flow chart theories of Motivation:**



**Content Theories**

1. Abraham Maslow’s Hierarchy of Needs Theory
2. Herzberg’s Two-Factor Theory
3. Alderfer – ERG theory: Existence needs, relatedness needs and growth needs
4. McClelland – Need for achievement, affiliation and power

**1. Abraham Maslow’s Hierarchy of Needs Theory**

Physiological Needs, Safety Needs, Social and Belongingness Needs, Esteem Needs, Self-Actualization, advocates that once reached a basic level, a person can be motivated to access the next level. Physiological needs are at the bottom of this scale while Self Actualization is at the top. According to Herzberg, positive hygiene factors are accepted as they are by the employees and this can be motivating but not necessarily at all times.

**2. Herzberg’s Two-Factor Theory**

Motivation factor is achievement, recognition, responsibility, opportunity for advancement or promotion, challenging work, and potential for personal growth. Hygiene factor is pay, technical supervision, working conditions, company policies, administration, and procedures, interpersonal relationships with peers, supervisors, and subordinates, status, and security

**3. Alderfer – ERG theory**

Existence needs, relatedness needs and growth needs McClelland’s three types human

needs (Achievement, affiliation, and power) and Clayton Alderfer’s Needs Type (Existence needs, relatedness needs, and growth needs) Expectation to achieve positive results due to improved performance.

**4. McClelland – Need for achievement, affiliation and power**

Theories work similar to Abraham Maslow’s Theory of Hierarchy of Needs satisfying the needs for motivation follows jumping to new level of motivation.

**Process Theories**

1. Skinner's reinforcement theory
2. Vroom's expectancy theory
3. Adams' equity theory
4. Locke's goal-setting theory
5. Lawler-Porter Model

**1. Skinner's reinforcement theory**

As per the theory repeating the behavior according to the result, states that one may repeat the similar behavior thanks to different reasons like needs, goals, being already conditioned to do so. This hints the Management to repeat the behavior to motivate the employee.

**2. Vroom’s expectancy theory**

Valens (Degree of desire to achieve an award as a result of efforts), Expectation that the effort will be awarded theory states that if the expectations are positive for performance growth the employees will be more diligent and work more

intensive with elevated motivation, advocates that if one's valence and motivation is high he will with his own will; use all his knowledge, skills and energy.

### 3. Adams' equity theory

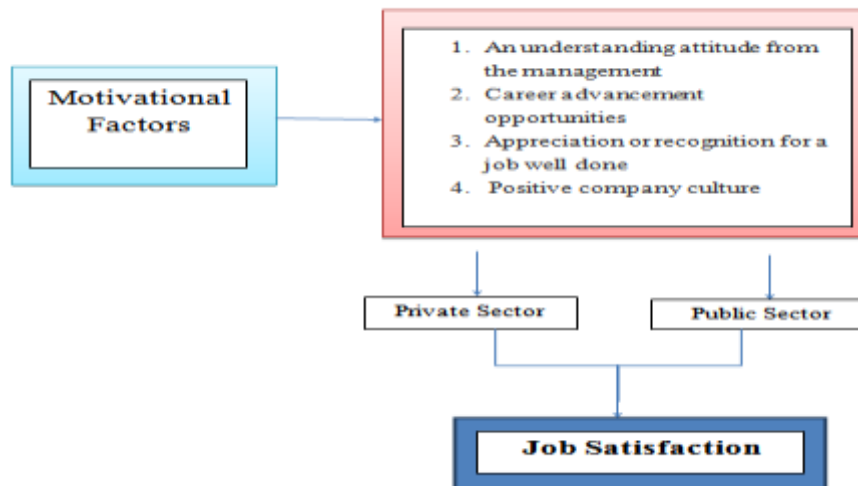
Fair and equal treatment of organization staff suggests that success and satisfaction is in ratio with how equal an employee feels treated in the organization. Lack of this feeling will deprive motivation.

### 4. Locke's goal-setting theory

Degree of achievability of goals, expresses that employees who chase harder tasks and higher goals will perform better and will be more motivated than staff who are settled with less challenging tasks.

### 5. Lawler-Porter Model

#### Concepts:



#### Motivational Factors

Good managerial attitude and understanding are motivating aspects. Opportunities for professional growth, rewards for achievement, a supportive workplace environment, and other factors all help to boost employees' overall motivation to accomplish their job. To boost productivity and enjoyment, company can adopt a variety of various motivational variables for the team. Because everyone is unique, it's crucial to take the time to learn more about what motivates particular groups of employees. The process that directs and maintains behaviors that assist employees in achieving a specific objective

Combination of Valens and expectation with knowledge, skills, and perception of one's organizational role this model in addition to Vroom's Expectancy. Theory lines up, the necessity of one is being awarded according to his task in the organization, his knowledge, and skills, with valence and expectations as essential for motivation and success.

#### Conceptual framework

The Research study is to examine the effect of Motivational factors and the complete status of the banks. The objective of the research paper is to study this article is an attempt to assess the causal impact of Motivation on banks. As a result, theoretical implications for research interested in examining job satisfaction in a higher education context, as well as the practical consequences for professionals working in authoritative posts within Public Sector universities established.

or efficiently completing tasks is referred to as motivation. The most common forms of motivation consist of:

#### An understanding attitude from the management

The manner an employee responds to criticism and other forms of discipline should demonstrate an understanding mindset (tactful discipline). The same is true of showing loyalty to your employees (loyalty from management). Additionally, it would show that a manager or supervisor has considered a certain employee's qualities and talents before to assigning

the assignment if they make their work enjoyable and design a career path for them (interest in work, career progress, good working atmosphere). Every manager or supervisor in this area has a real opportunity, which is found in casual discussion and engagement. An employee evaluates your level of concern and comprehension throughout these circumstances. Are you sufficiently polite, reverent, and enthusiastic. The important thing is how accessible you are to your staff when they have issues that aren't just work-related. Your understanding attitude toward your employees will depend on how you approach work-life balance.

**Career advancement opportunities:**

It's critical to comprehend how to advance yourself within your field. Career progression prospects may result from your capacity to create and implement your professional goals. When there are several options for personal and professional development, employees frequently feel more engaged at work. Giving employees the chance to develop their abilities and become more effective in their jobs fosters a sense of pride and success that serves as a powerful motivator for employees. Additionally, giving staff members the chance to develop their abilities can eventually affect how successful a business is overall, benefiting everyone involved.

**Appreciation or recognition for a job well done:**

Appreciation and rewards are two supreme elements of motivation in a workplace gives compliments and praise to employees not only makes them feel accomplished and valued, but it also reinforces good work and motivates them to keep doing the things that lead to the performance. Employees are more likely to repeat these behaviors and maintain their motivation at work if their actions are more frequently positively acknowledged. Employees should not just feel proud of their efforts and successes when they are recognized. Only a by-product, really. In order to support a specific effort or outcome that benefits the business, we recognize and applaud. An employee will repeat these particular behaviors

more frequently the more often they are noticed. The other reason why we discipline employees is as follows. We do this because we want to discourage certain behaviors that don't benefit the company.

**Positive company culture**

Employee motivation at work can be significantly impacted by a company's culture. When there is a strong company culture that supports employees and regularly brings them together, many employees feel more valued and enjoy their work more. The wellbeing of employees, inclusion and equality among employees, and compassion toward employees are areas to concentrate on when improving the positive company or team culture. To keep yourself motivated, you can also make a meaningful contribution as an employee and engage more with the culture of your business.

**Job Satisfaction**

The extent to which a person has a good attitude toward his or her job, either in general or toward a single dimension, is characterized as the job satisfaction. According to the attitude type of work satisfaction, a person would make an effort to remain in a job that they find satisfying and leave one that they find unsatisfying.

Employees' perceptions of their workplace and expectations of their employment are referred to as job satisfaction. As a result, one's desires or values for a job can be identified as their level of job satisfaction. Different levels of satisfaction result in a variety of goals and actions that flow from various levels of motivation to obtain various levels of rewards. Organizations in the banking industry have established a balance between employee dedication and performance, which leads to worker happiness.

**II. DATA ANALYSIS:**

**Data Analysis:** The study's sampling strategy used random sampling to target employees in the banking industry.

**Conducted Chi-Square and ANOVA test for Employee perception on Attitude of Management**

Table no : 1 ANOVA-- ATTITUDE					
An understanding attitude from the management					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.798	1	.798	.240	.625

Within Groups	391.794	118	3.320		
Total	392.592	119			

**Table no :2**

Chi-Square Tests-- ATTITUDE			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	3.053 <sup>a</sup>	5	.692
Likelihood Ratio	3.832	5	.574
Linear-by-Linear Association	.242	1	.623
N of Valid Cases	120		
a. 6 cells (50.0%) have expected count less than 5. The minimum expected count is .98.			

**Interpretation:**

The table number 1 and 2 indicates that Chi-Square test significant value (P value) is 0.692, ANOVA test significant value (P value) is 0.625, it is more than 0.05. It accepted the Null Hypothesis. It concluded that an understanding attitude from the

management (motivational factor) is not influenced by job satisfaction of employee perception as per intention of bank employees. The study indicates that job satisfaction of employee perception play vital role to rendering the organization services, it not influenced by the job satisfaction.

**Conducted Chi-Square and ANOVA test for Employee perception on Career**

Table no :3 ANOVA-- CARRER					
Career advancement opportunities					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.100	1	.100	.020	.887
Within Groups	579.366	118	4.910		
Total	579.467	119			

**Table no : 4**

Chi-Square Tests--- CARRER			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.779 <sup>a</sup>	8	.987
Likelihood Ratio	2.166	8	.975
Linear-by-Linear Association	.021	1	.886
N of Valid Cases	120		
a. 8 cells (44.4%) have expected count less than 5. The minimum expected count is .49.			

**Interpretation:**

The table number 3 and 4 indicates that Chi-Square test significant value (P value) is 0.987, ANOVA test significant value (P value) is 0.887, it is more than 0.05. It accepts the Null Hypothesis. It concluded that Career advancement opportunities

(motivational factor) is not influenced by job satisfaction of employee perception as per intention of bank employees. The study indicates that job satisfaction of employee perception play vital role to rendering the organization services, it not influenced by the job satisfaction.

**Conducted Chi-Square and ANOVA test for Employee perception on Rewards**

Table no : 5 ANOVA-- REWARDS					
Appreciation or recognition for a job well done					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.450	1	.450	.139	.710
Within Groups	382.875	118	3.245		
Total	383.325	119			

**Table no : 6**

Chi-Square Tests---REWARDS			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.923 <sup>a</sup>	6	.988
Likelihood Ratio	.928	6	.988
Linear-by-Linear Association	.140	1	.708
N of Valid Cases	120		

a. 4 cells (28.6%) have expected count less than 5. The minimum expected count is .98.

**Interpretation:**

The table number 5 and 6 indicates that Chi-Square test significant value (P value) is 0.988, ANOVA tests significant value (P value) is 0.710, it is more than 0.05. It accept the Null Hypothesis. It concluded that Appreciation or recognition for a

job well done(motivational factor) is not influenced by job satisfaction of employee perception as per intention of bank employees. The study indicates that job satisfaction of employee perception play vital role to rendering the organization services, it not influenced by the job satisfaction.

**Conducted Chi-Square and ANOVA test for Employee perception on Culture**

Table no : 7 ANOVA-- CULTURE					
Positive company culture					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.035	1	.035	.009	.925
Within Groups	469.890	118	3.982		
Total	469.925	119			

**Table no : 8 Chi-Square Tests--CULTURE**

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.231 <sup>a</sup>	7	.946
Likelihood Ratio	2.621	7	.918
Linear-by-Linear Association	.009	1	.925
N of Valid Cases	120		

a. 5 cells (31.2%) have expected count less than 5. The minimum expected count is .49.



### Interpretation:

The table number 7 and 8 indicates that Chi-Square test significant value (P value) is 0.946, ANOVA tests significant value (P value) is 0.925, it is more than 0.05. It accept the Null Hypothesis. It concluded that Positive company culture (Motivational factor) is not influenced by job satisfaction of employee perception as per intention of bank employees. The study indicates that job satisfaction of employee perception play vital role to rendering the organization services, it not influenced by the job satisfaction.

### III. CONCLUSION

The Research study is to examine the effect of Motivational factors and the complete statues of the banks employees their job satisfaction. The objective of the research paper is to study motivational factors are affected on job satisfaction. This article is an attempt to assess the causal impact of Motivation on banks. As a result the theoretical implications for research indicate that data analysis motivational theories are influenced by the employees on job satisfaction. High motivation one of edge of High job satisfaction.

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