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Impact of Motivation on Employee Performance (Industrial Sector of Pakistan)

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Abstract

The aim of this study is to investigate the relationship among the reward, training, job satisfaction and employee's performance in Mitchel industry & fruit farm Renala Pakistan. The data was collected through questionnaire on five point Likert scale from 100 respondent conveniently from Mitchel industry & fruit farm Renala (Punjab) Pakistan. Data was collected from the employees of this industry. This is a descriptive study depend upon the target population of Mitchel industry & fruit farm .Simple random sampling techniques was used to collect data and sample size was 100.data collection method was survey and data collection instrument was questionnaire. This study was conducted in (industrial sector) Pakistan. Correlation and regression were used as statistical test of data. Through analysis it was found that reward, training and job satisfaction had a strong positive relationship among employee's performance. Software: SPSS (statistical package for social sciences) was used for data analysis.

Key Words: *Reward, Training, Job Satisfaction and Employee Performance.*

Introduction

Motivation is very importance to expansion and growth of all the businesses. Motivation is the very important and key factor of a successful organization to keep the consistency of the work in the highly

powerful way. Motivating the workers that broad their skill to gain the organizational demands. Each area manager should have the duty to work with the staff to discover their individual needs (Omollo, 2015).

Manager use the motivation tools to increase the ability of an individual employee this will help to increase the productivity and performance of an organization. When staff is motivated than firm run in long run and going toward success. Every organization wants to increase the efficiency of employee and achieve his targets (U.S., 2013).

Motivation is a very important factor to attain the manager for development of organizational employees for achieving his objectives. Through motivation the managers support the employees and check the performance practice. Managing techniques is used for increase the possession and authorize the employees to get responsibility for his performance. Major purpose of the study is to running the quarry that persuade the many type of factors on performance procedure and find out the most important factors that influence on performance (Akbar Ali1, 2012).

Organization needs to formulate the greatest use of their financial and capital assets. Every company wants to increase his share value and profit margin. For this purpose he wants to increase his productivity and performance through employee motivation.

The basic concept of this study to discover those type of factors that influence workers motivation in Pakistan. The impact of workers motivation on workers' productivity and performance involve these factors are employee motivation, employee performance, extrinsic or intrinsic rewards, staff training, and job satisfaction. (Shahzadi, 2014).

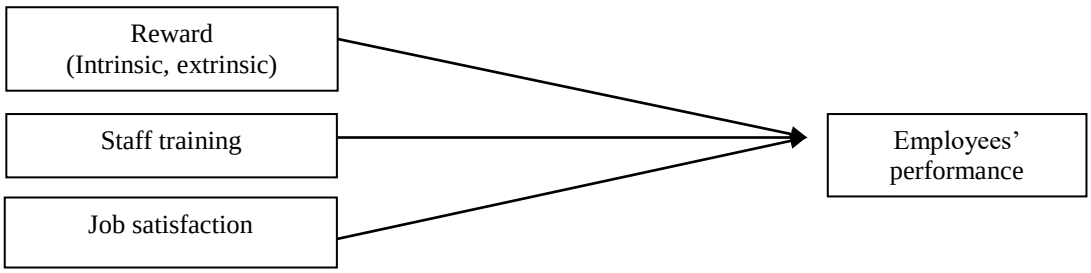
In Pakistan the awareness about the human resource department is increase and workers are also known about his right, duties and responsibility. Organization want to satisfy the employee in every prospectus organization use the different tools to increase the performance through different type of techniques. Reward scheme is most important technique that is apply to gain the basic objectives. Firms use both type of rewards like intrinsic and extrinsic. Intrinsic reward consist of financial reward like wages and bonus and extrinsic reward involve the non financial like respect, designate, pleasure, easy work environment, easy work condition etc.

Major purpose of each companies are better his performance .Training is also an important factors of motivation on employee performance. Training is a learning process for employee. Training is used to increase the abilities and skill of the employee. Through Increase in abilities and Skill Company expand his business and avoid difficult problems these are face by firms in future. The lack of training workers does not run his work properly and not concentrate on his duties.

Through workers training the abilities, skill and specialized development of employees are increased. Every organization best trained his workers against his competitors. Trained workers are pleased from his duty and than they are happy with his working environment they rise in company output and effectiveness. Trained workers complete his work efficiently and quickly (Kum, 2014).

Job satisfaction is also effect on worker performance. Satisfy and unsatisfied workers are different working criteria. Satisfy employee work for organization benefit and unsatisfied employee work for his own benefit. Job satisfaction is a important element for an employee. Job dissatisfaction create a serious problem for a workers and they cannot work properly in a dissatisfy environment. Many elements that affect the employee satisfaction like less salary and bonus, strict working environment, working time etc. Every organization want to satisfy his employee because satisfy employee work efficiently that is beneficial of organization.

Research Model



Research Hypothesis

H1: There is a significant relationship between reward and employees performance.
H2: There is a significant impact of training on employee on performance.
H3**:** There is a significant relationship between job satisfaction and employees performance.

Research Objectives

1. To establish the effect of rewards (intrinsic, extrinsic) on performance.
2. To explore the effect of training on performance.
3. To determine the effect of job satisfaction on performance

Research Questions

1. What is impact of reward (intrinsic, extrinsic) on employee performance?
2. What is impact of training on employee performance?
3. What is impact of job satisfaction on employee performance?

Background of Problem

Employees go away from the organization because they are not satisfied from his work place and salary packages. If the workers are not satisfied than efficiency of work is low and they does not produce more output. When the output is low than the sale of company product also low and when sale are low the profit margin is low. The motive of an organization is a profit seeking and increase his share value. When companies fall in low profit than create a main problem for an organization that is not beneficial for companies.

An organization should be increasing the salary packages and other facilities for workers. Workers feel comfortable environment in an organization otherwise they leave the organization. The management of an organization motivates the workers through reward, training, promotion, incentives, best salary packages, easy working environment, working schedule etc.If the organization uses these factors of motivation than they control the problem that occur related to workers dissatisfaction.

Problem Statement

To determine the impact of reward, training, and job satisfaction on employee performance in the industrial sector of Pakistan.

Significance of the study

The examiner believe the result of this study provide the guideline that help to organization authority to obtain his objectives. The result from this paper is helpful for an organization because according to this research work an organization achieves his target through motivate his workers. This study helps to minimize conflict between workers and upper level authority. Management is in a position to provide facilities to his worker if he works according to those scenarios that is explain in research paper. The organization can remove the problem if he provides the best incentive packages to his workers. The study provides the guidelines through an organization can change the workers attitude. When the workers work honesty than the organization achieve his targets easily. This study more help to HR department and provide flexible environment for the HR officers. This study also help to those people who are prepare the best decision criteria for an organization and his workers.

Literature Review

The objective of this study is to examine the elements that influence the extrinsic and intrinsic rewards and the effect of workers performance. The research is conducted in Pakistan. Facts are collected from questionnaires. Population included 200 bank workers and SPSS software is used. The result is finding that the intrinsic and extrinsic rewards is impact on employee job satisfaction and performance (Ismail Khan1, 2013).

In this study the researcher finds out the impact of financial incentives and reward on employees performance. Random sampling techniques were used to gather data and linear regression was used to examine the relationship between financial incentives and employees' commitment. Results showed positive and significant relationship between financial incentives and employees commitment. The increase in financial incentives increase the employees' commitment and reused turnover and employees can only be loyal when their desires are satisfied (U.S., 2013).

The researcher conducts the study to examine the relationship between reward and employee performance. Objective of study is to create a relationship among them. For data collection questionnaire is used and sample size is one hundred employees of the companies. Regression analysis is used with help of statistical package for social science (SPSS).The result find that reward is used to achieve the organization personal goals. Workers of an organization should also include in reward plans. (Sajuyigbe A. S., 2013).

The researcher identify the effect of training on worker performance of ESCON.Traninig increase the workers skill and abilities that help to also increase the worker performance and in this way the firms achieve his target and objectives. Choose the employee for information through random sampling method. Facts were gathering from questionnaire. The result of study is that through training the performance of workers increased but some person decided that operational activities also helpful for teaching for firms workers. Resources are also a factor that are harden or not in an organization for training from participant point of view ((PhD, 2014).

The researches identify the factor that increase performances are training and development, job training, training design and delivery style. Training increases the performance and in this way firms get his objectives. In an working environment employee learn more through training and practices. The type of training provided to employee related to wants of workers in this way firms gain better outcomes. Training design also an important factor. An organization must be providing an effective design to his employee and ineffective design create a problem and waste of wealth. At the time of deliver training to his workers the trainers maintain concentration of workers. The major data in a research is secondary data. The result that all these factors have positive effect on employee performance. (Raja Abdul Ghafoor Khan, 2011)

The research explores the positive effect of job satisfaction on employee performance. Job satisfaction increased through encourage the workers, flexible working environment, increase salary package ,suitable work timing, and increase the scale of workers. Random sampling techniques information is collected from the workers of the bank. The research is conducted in city of Sri Lanka in Jaffna Peninsula. Questionnaire is used for collection of data. For analysis simple correlation is used.

In this research the researcher shows the strong relationship between reward and its importance on employee performance in an organization. This study is conduct significant relationship between reward and its impact on employees performance. This study is discovered that employee motivation in organization that depend on the provision of incentive. In this study is also shows the financial benefit is give the positive feedback of any organization (Alam Zeb S. u.) This is one of the reason that organization is present time have realized the importance of the reward to get the positive feedback of his employee. In this research the method to conducted the research is quantitative 120 randomly selected the respondent .The data collected using SPSS. The result of this study is significant positive relationship between employees performance (Ngirande, 2014).

The study of the relationship between job satisfaction job performances is one of the most important traditions in organizational or industrial. In this study the researcher motive is to investigate the integrative model of job performed by conceptualization that job performed is influenced by job satisfaction and incentives system. The results indicate that incentives system have an indirect relationship on job satisfaction and prove that job satisfaction is a mediator and locus of control is moderator in this research framework, and prove that job satisfaction is a mediator and locus of control is moderator in this research(Timothy A. Judge, 2001).

In this study the researcher find out the impact of financial incentives and reward on employees performance. Random sampling techniques were used to gather data and linear regression was used to investigate the relationship between financial incentives and employees' commitment. Results showed positive and significant relationship between financial incentives and employees commitment. The increase in financial incentives increase the employees' commitment and reused turnover and employees can only be loyal when their desires are satisfied(U.S., 2013).

In this study shows the relationship between employee motivation and organizational performance .Respondent 103 selected from different 17 manufacturing organization .The researchers suggests to all the firms to increase extrinsic reward to increase the productivity of the firm. The researchers also suggest more research is conducted to create the more relationship between employee and organization both public and private. In this study the descriptive statistics and correlation coefficient was used to test the hypothesis that helps the study (Muthoni M. Muchai, 2014).

In this study shows the relationship between reward and employee performance. Reward help management to obtain the goals or objective of the organization .in this research collected the data from 100 participant and use sampling techniques. The method of collection data is use in this study is Questioner. Researcher of this study use the software of SPSS (Sajuyigbe A. S., 2013).

Organization now at time motivates the employee the employee through reward to create the organization performance. Present day extrinsic reward is a way to motivate the employee or increase the employee performance. The date collected from this study HUAWEI international telecom sector. The data collected in this study 125 employee from each sector top or middle level. Testing the problem in this study use SPSS software (Raghib Manzoor, 2015).

In this study shows the relationship between reward and motivation and its impact on job satisfaction. in this study collect data from public and private utility organization in Malaysia . Total 689 participant are

selected in sector . Regression analysis is used to determine the reward of different level (Khalizani Khalid, 2011).

In this study shows the relationship between organizational reward system and job satisfaction. The researcher conducts at telecommunication sector in Malaysia. A total 327 responded are collect to questionnaire but only 89 % response in return . Now at that time salary or reward is one of the most important factor to motivate the employee to increase the performance of the employee (Rudzi munap, 2013).

Reward system is one of the most important factor organization or job satisfaction. in this study focus on increase job satisfaction awareness . in this study objective to examine relation correlation the job satisfaction and reward system through the qualitative research (Ekaterini Galanou, 2010).

Most of the research is conduct in job satisfaction. in this study also shown the relationship between reward and job satisfaction . The method this study use the questioners 148 respondent are filled the Questioners in this study. Reward and environment is important factor to influence the job satisfaction (Athar Waqas, 2014).

In this study shows the relationship between non-monetary incentive, job satisfaction and employee performance. In this study motivate to increase the non-monetary rewards to motivate the employee. When an organization motivates through non-monetary reward then automatically increases the job satisfaction. In this study use direct simple linear relationship with job satisfaction Wan (2013).

In this research the researcher shows the relationship to influence the productivity level among reward with job satisfaction. In this study the researcher are conducted agriculture sector because agriculture is one of the most important factor in any country.in this researcher the researcher used the software SPSS (Peter Mutua Mutia & Damary Sikalieh, 2013).

This study shows the relation between training and development and its impact on job satisfaction. This researcher is conducted at Pakistan international Airline. The method of collection data used Questioner. The objective of this study develop management style through training (Arif, 2015).

In this study we explore the relationship organization culture and its impact on job satisfaction. in this study the researcher defines the Education system in devolving countries is low as compare as developed countries . The data is collected in this study is city of Lahore. The data collected from 347 respondents which is teachers as Educational institutions. Regression analysis is used to check the effect of organization culture on job satisfaction (Pirzada Sami Ullah Sabri, 2013).

In this study shows the relationship Training and development and its impact on job satisfaction. in this study use the population of Assemblies in Ghana. The collection of data method is directed observes. in this researcher the researcher training and development and its significant impact on job satisfaction.

In this study to explore the relationship effect of training and its impact on employee performance. How a form improve his performance or organizational goals through training .This study of collection data is used as Questioner

Research Methodology

Researcher use descriptive research method to find out the impact of the variables. Quantitative method is applied for the analysis of the data. Researcher collected form population by questionnaire.

Population

Mitchel industry & fruit farm Renala is selected as a population. In which researcher collect data from manufacturing process department employee. Present study consists with the sample size of 100 respondents.

Sampling Technique

Study used probability sampling and convenience sampling technique for collection of data out of population.

Research Instrument

Questionnaires are used as research instrument.

Data Analysis

Researcher use different programs to analyze the data.

These programs are:

- Statistical Package for Social Sciences(SPSS)
- Mini Tab
- AMOS
- E views

Statistical package for social sciences (SPSS) use for analyze the data in this study.

Results and Discussions

Data Analysis

Reliability Statistics

Cronbach's Alpha	N of Items
.644	4

Reliability analysis

Reliability is the form of measure to check the validity of variables. The value of alpha is .644 which is according to standard. It mean all 4 items are reliable and valid to measure employee performance. Cronbach's alpha is used to check internal consistency of variables.

Correlation analysis

Following are the results of correlation of variable.

Results of scatter plot shows that the linear relationship was among the Reward and Recognition, Training and, job satisfaction, and employee performance .so Pearson correlation co-co-efficient was calculated.

Correlations

		Reward and Recognition	Training and development	Organizational comitment	job satisfaction
Reward	Pearson Correlation	1	.517**	.075	.272**
	Sig. (2-tailed)		.000	.461	.006
	N	100	100	100	100
Training	Pearson Correlation	.517**	1	.029	.354**
	Sig. (2-tailed)	.000		.774	.000
	N	100	100	100	100
Job satisfaction	Pearson Correlation	.075	.029	1	-.161
	Sig. (2-tailed)	.461	.774		.110
	N	100	100	100	100
Employee performance	Pearson Correlation	.272**	.354**	-.161	1
	Sig. (2-tailed)	.006	.000	.110	
	N	100	100	100	100

**. Correlation is significant at the 0.01 level (2-tailed).

Correlation analysis are shown in the form of table. The correlation analysis table indicate that how much relationship of Reward training , job satisfaction and employee performance with each other. Reward has no significant relationship with job satisfaction at a value .215 which is more than 0.05. The Training and development has significant relationship with job satisfaction because of value less than 0.05 which is 0.009. Organizational commitment has also significant relationship with job satisfaction because value is less than 0.05 which is 0.04.

Regression Analysis

Regression analysis test is connected on information for getting the results

Entered/Removed

Variables Entered	Variables Removed	Method
Training and d reward and job satisfaction	.	Enter

a. All requested variables entered.
b. Dependent Variable: employee performance

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.410[a]	.168	.142	.65176

a. Predictors: (Constant), Organizationalcomitment, trainginganddevolopment, reward and recognition

The model show that the correlation between the independent and dependent variables represented as R is 0.410.The co-efficient of determination that show how the variables are deviated from the straight line which has value of .168 represented as R square. The adjusted R square value is O.142

Hypothesis	Results
H1: There is significant relationship among Reward and recognition and employee performance.	Accepted
H2: There is positive relationship between Training and development and employee performance.	Accepted
H3: There is significant relationship among job satisfaction and employee performance	Accepted

ANOVA[b]

df	Mean Square	F
3	2.740	6.450
96	.425	
99		

a. Predictors: (Constant), training, reward ,job satisfaction
b. Dependent Variable: employee performance

The results show that there is significant relationship between Reward and recognition, training job satisfaction and employee performance.

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.333	.595		3.923	.000
Reward	.178	.143	.136	1.247	.030
Training	.353	.133	.289	2.653	.009
Job satisfaction	-.089	.047	-.179	-1.919	0.04

a. Dependent Variable: employee performance

The value of F must be greater than 5.In this study the value of F is 6.45 .Results for r analysis also indicate a positive relationship (F=6.450, P<0.05) between independent variables with beta co-efficient for Reward (b=0.136) and Training and development (b=0.289) and job satisfaction (b=0.179).

The results of regression analysis indicate a positive relationship (F=6.45), p<0.05 among four variables 0.215 among Reward and recognitionand 0.009 among the Training and development and 0.04 among the organizational commitment. The level of significance is 0.000 .The value of adjusted R square is .142 .The results of the regression analysis are significant for independent variables for Reward .215 and training a 0.009 and employee performance 0.04.R square is 0.168.The training and development is more significant relationship with beta co-efficient=0.289 and followed by job satisfaction with beta co-efficient=0.179. reward has significant result with employee performance with beta coefficient = .030.

Conclusion

Following are the results of this research. The level of motivation program organized for employees in Mitchel industry & fruit farm Renala (Punjab) Pakistan are enough. Reward are ranked 1st place and training are ranked 2 nd place and job satisfaction are ranked 3ard place .There is a high level of employee's performance in the Mitchel industry & fruit farm .There is a significant relationship among reward, training ,job satisfaction and employee's performance in the Mitchel industry & fruit farm Renala. .

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