



Factor Of Employees Motivation By The Respondents Using Henry Garrett's Ranking Technique

Dr.M. Jeyaprakasam

Head & Assistant Professor – Department of Commerce - Thavathiru Santhalinga Adigalar Arts Science and Tamil College, Perur-641 010

O.Premkumar

Assistant Professor - Department of Commerce - Thavathiru Santhalinga Adigalar Arts Science and Tamil College, Perur-641 010

ABSTRACT

Employees' are backbone of the organization, because their muscular activities support to reach the organization goals. So, the Superior and the Manager to tackle some special keys or task, it may be financial or non financial, those special keys to stimulate employees' inner activities and self drives, such as enthusiasm.

Enthusiasm + Inspirations = Motivation

Activation

Enthusiasm + Inspirations are divided by activation equal to Motivation. Enthusiasm creates new thinks; thinking creates inspiration, inspiration routs to action. Employee can be motivated through two ways i.e. Financial, other one is non financial. Financial benefits such as employee periodically promotion, Bonus, Incentive extra wages, cash voucher, Non Financial vouchers are Employee education, Annual Tour, Physical Safety, security and self esteemed.

Keywords : Employee motivation, Employees Welfare, Appraisal system

INTRODUCTION

This study to analysis of factors influencing the behavior of employees' **Bonus, Promotion, job Training, Security, Safety, Education and Manager Relationship** selected for this study accordingly. The aim of the study to select 175 respondents were selected various industry sector, and different groups such as age wise, gender wise, education qualification, monthly income, and occupation in the organization. There are seven factors were identified for the purpose of analysis such as Bonus, Promotion, Training, Security, Safety, Education and relationship. The primary data were collected by the questionnaire through distributed

methods and bias technique also, during the period from March 2015 July 2015. The respondents were asked to rank the Factor Measures through various Motivation activities by the employees according to their ratio.

MOTIVATION FACTORS

Promotion

An employee promotion activities based on their periodically, also quick promotion will be scrutinized based on their performance and efficiency. Mostly promotion activity creates attitude and more inspiration among the employees'.

Training

Training can be fulfilled employees' barriers and update their knowledge with bridge communication gap of the employees, also leads to become efficiency and improve employee performance in the organization.

Job Security

Employee job security mostly avoids fears of employee and create good attitude, those noble activities avoids fear of future' and leads to develop to built good attitude and perception of the employees'

Safety Measures

Safety measures to intrinsic employee's inspiration and increase job involvement to leads quality production and built employee's pleasure in the organization, because the organization provides fire safety, electric power safety, hazards safety accordingly.

Education

Education under comes non financial activities of employee motivation, fewer of the employee doesn't motivation through promotion activities because they will preference to fencing their children education and theirs benefits can only motivate the employees' motivation.

Relationship

Generally relationship is very essential for human life, without any affectionate there is no relationship, because affectionate builds good relationship, relationship builds good harmony, harmony builds fascinate. So whatever you do with little bit of mercy, it leads to successful and satisfaction of them, An organization may reach it's goal through superior relationship with their subordinate, this motivation factors felt very best among the factors.

Objectives of the study

- To analyze motivation factors in the organization
- To obtain how to motivation created in a job satisfaction to employees'.
- To give suggestion to improve employee motivation in this organization.
- To find employee intrinsic and extrinsic factors.

Research Methodology

Research Methodology is a scientific process and to seeking solution for the particulars tasks, it has been divided such as Research design, population of the study, primary data and secondary data, research design and hypothecation relationship.

Research Design

The study was covered all types of stepping process, and evaluate respondent's size and find various research barriers to eliminate in the Research design.

Primary data

Primary data to be collected, through questionnaire from the respondents.

Secondary Data

It was exists data source such as Magazine, Literature study, books and referrals etc.

Garrett's Ranking

Garrets Ranking Technique has been used to analysis the factor measures through various Motivation activities by the Employees Bonus, Promotion, Training, Security, Safety, Education, and relationship under the Garrett's Ranking Technique and percentage position is calculated by using the following formula.

$$\text{Percentage position} = \frac{100 (R_{ij} - 0.5)}{N_j}$$

Where R_{ij} = Rank given for i^{th} variable by the j^{th} respondents

N_j = Number of variables ranked by the respondents were asked to tank the seven factors identified for the purpose of this study as 1,2,3,4,5,6 and 7 in order to know their satisfaction level about customer care service of mobile providers. The calculated percentage position for the ranks 1,2,3,4,5,6 and 7 and their corresponding Garret's table values are given Table 1

Table I shows Percentage Position and their corresponding Garetts Table values

Rank	Percentage Position		Garett's table value
1	$100 (1-0.5)7$	7.142857	79
2	$100 (2-0.5)7$	21.42857	66
3	$100 (3-0.5)7$	35.71429	57
4	$100 (4-0.5)7$	50	50
5	$100 (5-0.5)7$	64.28571	43
6	$100 (6-0.5)7$	78.57143	34
7	$100 (7-0.5)7$	92.85714	21

Table I shows the percentage position for the ranks 1,2,3,4,5,6 and 7 and their corresponding Garrets table values. For Rank1, the calculated percentage position is 7.14 the table value is 79. This value is given in the Garrets ranking table for the percentage 6.81, which is very near 7.14. As like for all the calculated percentage positions, the table values are referred from Garrett's ranking table.

FACTORS

Table ii shows below the number of respondents ranking the factors as 1,2,3,4,5, 6 & 7 for the factors measured which includes the respondents to;

Salary	2844	1896	3713	2449	1185	1343	395	13825	79
Bonus	4950	3234	1584	462	594	264	462	11550	66
Training	1083	1425	2109	1083	912	1596	1767	9975	57
Security	500	1700	550	1150	2450	1350	1050	8750	50
Safety	473	1161	1075	1935	1204	817	860	7525	43
Promotion	204	306	476	1326	884	1156	1598	5950	34
Manager Relationship	357	105	294	147	567	966	1239	3675	21

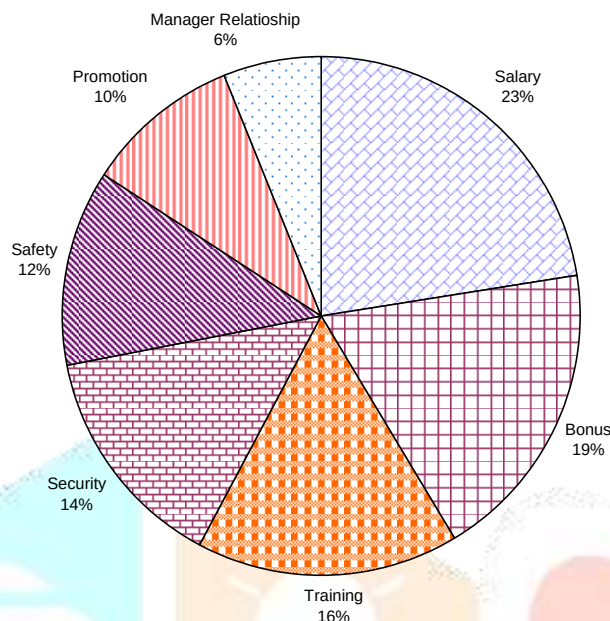
Table : II - Respondent's preference for Motivation factors

S.N	Factor	Rank							Total No. of Respondents	Total score	Mean score	Rank
		R1	R2	R3	R4	R5	R6	R7				
1	Salary	36	24	47	31	15	17	5	175	13825	79	I
2	Bonus	75	49	24	7	9	4	7	175	11550	66	II
3	Training	19	25	37	19	16	28	31	175	9975	57	III
4	Security	10	34	11	23	49	27	21	175	8750	50	IV
5	Safety	11	27	25	45	28	19	20	175	7525	43	V
6	Promotion	6	9	14	39	26	34	47	175	5950	34	VI
7	Manager Relationship	17	5	14	7	27	46	59	175	3675	21	VII

Source: Primary data

Interpretation

The above table calculated through Hendry Garrett's Ranking Technique and rank arrived based on the respondent's opinion. The respondents mostly preferred salary, Bonus, Training, Security, safety, Promotion and Manager Relationship. But majority of the respondents first ranked to their salary among the factors.



CONCLUSION

Various factor analysis of employee motivation through Garret Ranking Techniques, the table clearly shows about employee motivation preference. The Researcher also concluded, according to Hawthorn "organization also one of the best employee motivation factors and during their mistakes the supervisor may minimize their punishment according.

SUGGESTION AND RECOMMENDATIONS OF THE STUDY

At the outset it is understood that employees' basic needs has to be fulfilled with his salary. In these connections if his basic needs are fulfilled he can perform well in his duty which helps in company's development. So the company should concentrate on financial motivation. Secondary the highly experienced people, in other words old employees can be given some recreation in their job, so their work can be lessened so that they can perform and get interest in their job.

Determining Individual Training and Development Needs.

The performance appraisal procedure includes a requirement that individual development plans be determined and discussed, individuals can then make good decisions about the skills and competencies they need to acquire to make a greater contribution to the company. As a result, they increase their chances of promotion and lower their odds of layoff.

Determining Organizational Training and Development Needs. Would the organization be better off sending all of its managers and professionals through a customer service training program or one on effective decision making? By reviewing the data from performance appraisals, training and development professionals can make good decisions about where the organization should concentrate company-wide training efforts.

Providing Legal Defensibility for Personnel Decisions. Almost any personnel decision-termination, denial of a promotion, transfer to another department can be subjected to legal scrutiny. If one of these is challenged, the company must be able to demonstrate that the decision it made was not based on the individual's race or handicap or any other protected aspect.

INFLUENCE ON DIGITIZATION OF HR

Man-made intelligence fueled frameworks can assist with robotizing numerous HR capabilities, including enrollment, onboarding, execution the board, and representative commitment. For example, computer based intelligence can assist with mechanizing the screening and shortlisting of requests for employment, decreasing the time and exertion expected for manual handling man-made intelligence can likewise assist with robotizing the onboarding system by giving customized preparing and advancement projects to recently added team members . Moreover, man-made intelligence can assist with following representative execution progressively, giving information driven bits of knowledge that can be utilized to further develop execution the executives and worker commitment. The effect of simulated intelligence in HR on digitization reaches out past functional productivity . Man-made intelligence can likewise assist with working on the nature of HR choices by giving information driven bits of knowledge that can be utilized to illuminate vital navigation . For instance, artificial intelligence controlled frameworks can assist with recognizing abilities holes in the labor force, empowering HR experts to foster designated preparing and advancement projects to upskill representatives.

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