

Employee Motivation and Performance

Yazeed Alnasrallah

Abstract: Motivation is the process by which managers may influence the behavior of their employees and inspire them to take certain actions. It has been well-established in research that employee motivation has a positive impact on employee performance. The current article establishes this relationship through academic references. Various strategies that may be used by organizations to enhance employee motivation have also been discussed.

Keywords: Employee motivation, Employee productivity, Employee performance



1. Introduction

Motivation is the act of inspiring others to take desired action. In relation to employees, motivation is defined as the process by which managers inspire their employees to work towards their goals and objectives. Motivation has been defined in research literature as an individual internal process that causes a person to act in a particular manner (Pride, Hughes, & Kapoor, 2006). Employee motivation determines his or her attitude towards superiors, colleagues and the organization as a whole. A close relationship exists between employee motivation and performance. The current article will explore this relationship on the basis of relevant academic literature and will also suggest methods to improve employee motivation and therefore employee performance.

2. Relationship between Employee Motivation and Performance

In a highly competitive business environment that exists for

businesses today, it is critical that organizations retain their most efficient employees in order to attain higher efficiency and performance levels. According to research estimates, an organization may lose nearly \$1 million when every 10 managerial and professional employees leave the organization (Ramlall, 2004). Therefore, it is vital that efficient and talented workforce is retained. One of the effective strategies to retain employees is through employee motivation. Research by Drake, Wong, & Salter (2007) has suggested that motivated employees are likely to display superior performance. Another research study by Lazaroiu (2015) has also confirmed a positive relationship between satisfaction of employee needs and their performance in the organization. Therefore, employee motivation and performance are directly proportional to each other.

3. Techniques to Improve Employee Motivation

There are many ways in which employee motivation may be enhanced:

3.1 Social Support

- Author name is Yazeed Alnasrallah currently pursuing master degree in business administration in Clayton State University, Morrow, GA, USA.
E-mail: Ya1988.a@gmail.com

It is known that employee motivation tends to improve with improved support from their superiors (Van Yperen & Hagedoorn, 2003). An organization can motivate its employees intrinsically by providing social support for their jobs that tends to ease off the job related pressure and thus makes them feel better. This strategy may be useful for stressful jobs such as customer care service employees in a large public organization.

3.2 Job Enrichment

Job enrichment may be an effective mechanism to improve employee motivation. Job enrichment techniques may include added responsibilities, tasks, skills set and challenges for employees which makes them feel responsible and empowered at work (Hackman, Oldham, Janson, & Purdy, 1975). Therefore, managers can provide more interesting and skilled jobs to their employees in order to enhance their motivation and commitment towards the organization.

3.3 Leadership Influence

The type of leadership practiced in an organization has a direct impact on employee motivation. Transformational leadership when practiced can help in clarifying organizational goals to the employees and also persuading them to work towards the attainment of these goals (Wright, Moynihan, & Pandey, 2012). Therefore,

transformational leadership can help in enhancing the motivation of employees within an organization. It is recommended that transformational leadership is encouraged in current organizations in order to effectively lead employees.

3.4 Employee Training and Development

Human resource strategies such as employee training and development can play an important role in motivating existing employees in an organization (Tabassi, Ramli, & Bakar, 2012). Organizations therefore need to design effective employee training and development programs which make employees empowered and motivated towards their work and result in better performing teams within the entity.

4. Conclusion

On the basis of the above analysis, it is clear that employee motivation has a positive impact on employee performance. Higher employee motivation increases the productivity as well as employee retention for an organization. Various techniques may be used by organizations to boost employee motivation such as training and development, social engagement and leadership. These techniques are expected to enhance employee motivation and eventually employee productivity and retention.

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