

A Study on the Impact of Motivational Benefits on Employee Productivity in Public Sector

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Abstract. The most valuable asset of every group is its ability to court process delight human resources. They serve as the foundation of every running facility. A company's ability to effectively manage its staff and retain quality employees is correlated with its ability to: recognize the contribution of each and every individual Motivation is one of those factors that influence our actions and artwork. This study was conducted to determine the effect of praise and acknowledgment, joy with supervision and focuses on the enjoyment of the process. This analysis's results demonstrate the relationship between employee motivation and performance is significant and beneficial. Next, the motivation of artists was also examined.

Keywords: Reward Recognition, Work Life Balance, Work Environment & Reward and Recognition.

1 Introduction

1.1 Background of the study

The Latin verb motion, from which the English word motivation is from, simply means to move. The name might be interpreted as the condition of being persuaded to take an action. Over time, interest in education in the field of motivation has grown as a result of the need to boost productivity as well as any organization's strong work culture. The ability of the promotion to function was something that the authors were very interested in understanding. The management of academic and social professionals is now concerned with motivation. Every company, whether it is public or private, has goals and makes every effort to fulfill these goals and objectives. The ability to create enough value (motivation) to offset the load

placed on employees is therefore necessary for any organization to record any degree of benefit and to be successful in pursuing one's goals and dreams. To your pleasure, staff members need to be paid or motivated to increase productivity through training policies, resources, or pay such edge benefits, promotions, status, etc. If coordination and cooperation occur at the same time, which may be done successfully through motivation, goals can be attained. From the perspective of a company's reputation and goodwill, worker stability is crucial. Only when employees feel involved in the management will they continue to be loyal to the company. Employees as well as employees will always benefit from the talents and productivity of employees. This will result in a positive market reputation, which will draw capable and qualified individuals to a company. In our fast- paced, globally interconnected world, businesses constantly work to train and inspire their staff members so they can contribute to improved performance. Businesses frequently utilize reward management systems to help them reach their objectives.

1.2 Scope of the study

What elements affect job satisfaction? How can we encourage staff to complete their tasks? Many academics and parishioners continued to be primarily interested in these questions. The explanation is that motivation and job satisfaction both have a significant impact on output. This study was carried out in order to determine the effects of reward and recognition, satisfaction with supervision, and the nature of the task itself on job satisfaction. The employer can provide inspiration or employees can do it themselves. When managers involve staff members in the management process and show a genuine interest in their well-being, the degree of motivation among the workforce increases. While involvement fosters a more productive workplace, control undermines drive. If workers perceive that they are receiving fair treatment and respect, this attitude will return and favorably influence their conduct. They must be content and enthusiastic about their activity in order to be motivated. Work in the military, training, and employee stakeholder committees may be of interest to employees. Programs, outdoor educational opportunities, newsletters, contests and congratulatory messages from management. s and skills. Motivation is the direction and intensity of effort, or psychological characteristic that drives an organism to act towards a desired goal. Organizations use training practices that directly or indirectly influence employee motivation as well as their commitment to the organization. The purpose of training is to improve employee satisfaction with their jobs, and satisfied employees provide their customers with improved performance. Employees who are committed to learning are more satisfied with their work and ultimately perform more positively than others. He asserted that the learning generated from training has a positive impact on employee performance and is a necessary element for achieving organizational goals. Research shows that business performance is influenced by many factors, of which employee motivation is the main factor. If employees are more motivated, organizational performance will also improve.

2 Literature Review

These are the following previous studies:-

Human resources are the main factor that provides competitive advantage by bringing their knowledge, skills and capabilities to the organization. Existing literature shows that human resources within the organization can be optimally preserved and utilized by inspiring them through various strategies, such as working conditions, leadership influence, training and development, learning culture, organizational reputation and awards[1]. The main reward for performing the work is paid, many employers also offer reward packages of which wages and salaries are only a part. Packages typically include bonuses, retirement plans, health insurance, assigned cars, cheap loans, subsidized meals, profit sharing, stock options, and more[2]. Rewards play a vital role in increasing employee pay and changing the behavior of disgruntled employees. He also explains that a fair compensation system could increase job satisfaction and productive behavior among employees. The compensation system helps improve the performance of the organization and meets other goals such as legal compliance, labor cost control, perceived equity towards employees and improving employee performance to achieve a high level of productivity and customer satisfaction [3].

In a flat world where access to technology and finance is not a distinctive advantage among companies. Human resources become the most powerful competitive tool when they have an efficient and skilled workforce and are an essential part of a successful organization [4]. As an amazing asset, manpower should be used appropriately and efficiently to benefit the organization. A effective labor factor system directly affects an employee's motivation and job satisfaction. A well- structured human resource management (HRM) system could improve organizations Performance and increased profitability and productivity [5]. A strong relationship between employee performance and organizational performance, consisting of personal productivity and organizational commitment [6]. The essential factors of work and the classification of these factors depend on the context and the characteristics of the industry of each country. Therefore, some related studies have suggested that various work-related factors may influence the outlook of workers in recent years [7].

Productivity with the important assumption of quantifying the relationships in terms of product changes caused by the motivation among employees to maintain the confidentiality and security of confidential data. The study concludes that changes in productivity such as profitability gains are significantly related to the level of motivation at all three levels of organizational structures [8].

Managers need to work efficiently and effectively in an organization. At a lower level, the greatest need is for technical and human skills, and at a higher level, a manager's effectiveness largely depends on human and conceptual skills. At the highest level, conceptual skills become the most important for successful governance. The three skills above play an important role in increasing efficiency and effectiveness in an organization [9].

Motivation is a multi-faceted process within individual and organization all managerial implications .Motivation is not what the employer presents, but rather a set of environmental issues surrounding the job [10]. Motivate employees in the organization 28 key drivers were identified and approximately 1,230 respondents were asked to rank their top 10 motivating factors in their respective organizations. The results of the study show that the top 5 motivating factors in organizations are image, job security, compensation, good relationships and teamwork [11].

Employee turnover occurs when an employee leaves and need is to be replaced. Replacing existing employees will be costly to the organization and under mining service delivery. It is therefore imperative for management to minimize the frequency of absentee is from employees, especially those who are essential to their operations. Employee retention is a voluntary step by an organization to create an environment of long-term employee engagement [12]. The primary goal of retention is to prevent the loss of qualified employees from the organization, as this can adversely affect productivity and service delivery. However, retaining high performers becomes more difficult for managers, as this type of employee frequently moves from job to job as they are attracted to multiple organizations at the same time [13].

Organizations have lost productivity and social capital and suffer customer burn out when a productive employee leaves. The knowledge, skills and contacts that an employee leaves the organization will be a huge loss. In most cases, these attributes are lost to a competitive organization that can use them to gain a competitive advantage [14].

The following factors should be highlighted as causes of employee churn in organizations: hiring procedures, management style, lack of recognition, absence of a competitive remuneration structure, and toxic work conditions. Confidentiality and the protection of private information. According to the study's findings, motivation levels across all three tiers of organizational structures are highly correlated with changes in productivity as well as increases in profitability [15].

The fundamental abilities required of managers to function effectively and efficiently in a company. A manager's effectiveness depends heavily on both human and conceptual talents at higher levels than it does at lower levels, where the main needs are for technical and human skills. Conceptual abilities become more crucial for successful administration at the highest level. The three abilities mentioned above are crucial for increasing an organization's effectiveness and efficiency [16].

Motivation is a multifaceted process having consequences for management styles and organizational structures. The factors that surround a work affect motivation more than the actions of the employer [17].

3 Research Methodology

3.1 Objectives

1. To examine the impact of management policy on the productivity of public education sector.
2. To assess the impact of incentives schemes and benefits on the productivity of public sector employees.

3.2 Hypothesis

H1: There is a significant relationship between management policy and the productivity of employees.

H2: There is significant relationship between intrinsic reward and employee motivation.

H3: There is significant relationship between -perceived Employee training and employee motivation.

3.3 Research gaps

HR Manager focuses on strategic employee retention and talent development. Motivation is an effective tool in the hands of managers to inspire employees and build trust. By motivating the workforce, management creates the willpower needed to achieve organizational goals. This research will highlight how Motivation can address the challenges of workplace diversity, such as motivating employees through profit sharing and executive information systems by properly planning, organizing, guiding and controlling one's workforce.

3.4 Rational of research

This study aims to evaluate the role of motivation on employee performance in the public sector. Monetary rewards and a supportive work environment are preferred forms of employee incentives. The effects of low motivation on job performance in the organization are absenteeism, low performance, and high turnover.

3.5 Research design

The core of any study is the research design, which may be described as a strategy of investigation with a plan, a roadmap, and a blueprint (Kothari). A descriptive survey design was employed for the investigation. Descriptive surveys are used to gather specific information describing an existing phenomena. The research model's concepts serve as the foundation for the collection of data and the testing of hypotheses. Because it used a questionnaire to determine the effect of employee motivation on organizational performance, this study is a descriptive survey.

3.6 Population

Employees of Delhi NCR's public educational institutions make up the study's population (in IPU management colleges). Employees at educational institutions are split into two major groups. (1) Faculty members (2) Non-teaching (administrative staff). The population of this study was restricted to teaching personnel.

3.7 Sampling

The non-probability convenience sampling method was used for this study.

A convenience sample is a kind of non-probability sampling technique that is utilized to collect data from a group of people who are simple to get in touch with or reach. The target number of responses was 70 (n=70). As study subjects, workers who could be approached simply and at random were chosen.

3.8 Variables Operationalization

Job Satisfaction

- Are you satisfied with your organization?
- Are your job satisfaction helps in increasing your productivity?
- Do you enjoy our company's culture?
- Do you feel connected to your coworkers?
- Do you feel valued for your contributions?

Reward and Recognition

- Do you feel that you are rewarded fairly for the work that you do?
- What type of recognition and rewards do you want most
- Do you receive enough recognition from your senior management?
- Do you feel that rewards are handled in the same way for all employees? If not, please explain why.

Autonomy

- Do you feel you have enough control over the way you do your work?
- Where or in which situations do you feel most in control of your performance?
- Do you feel your decisions are respected and followed?

Work Environment

- How would you describe your workplace culture in three words?
- Do you feel respected by your team?
- Do you have a healthy work-life balance?
- Do you feel listened to and able to contribute ideas to the organization?

Work Life Balance

- What makes you motivated to work at this organization and complete your task?
- Do any of your responsibilities feel too difficult and time-consuming to complete?
- What inspire you to be successful in your role every day?
- What do you enjoy the most about your organization's culture?

4 Data Collection Procedure

4.1 Survey Instrument

The study intended to collect data from the teaching staff of different IPU management colleges in Delhi through a questionnaire survey. In total 70 approx. questionnaires were distributed to target respondents. Total respondents were 53.

4.2 Data analysis tool and technique

For the examination of the research topics, descriptive statistics like frequencies, percentages, and graphs are employed, and Spearman Rank Correlation Coefficient was used to test the

hypotheses. The analysis was carried out using SPSS (Statistical Package for Social Sciences) computer software.

4.2 Data Presentation

Table: 4.1

AGE	% of Responses
23-28	37.7%
29-34	22.6 %
35-40	20.8%
40-45	7.6 %
45 and above	11.3%

From the above data it can be interpreted that maximum number of professors perception towards motivation as a tool impact of motivational benefit on employee benefit in education public sector was higher for age group 23-28 years while minimum age group was 40-45 years.

Table: 4.2

Income	% of Responses
Below 35000	18.9%
35000 - 45000	13.2%
45000 - 55000	30.2%
Above 55000	37.7%

From the above data it can be interpreted that income in public sector the maximum professors got paid above 55000 per month and minimum 35000 to 45000.

Table: 4.3

Designation	% of Responses
Professor	31.4%
Associate Professor	21.6%
Assistant Professor	47.1%

From the above data it can be interpreted that mostly sample unit of the study were assistant professors and lesser are associate professors.

Regression

Table 4.4: Variables Entered/Removed

Model	Variables Entered	Method
	4. Do you feel connected to your coworkers?	Enter
	2. Are your job satisfaction helps increase your productivity?	
	3. Do you think you enjoy your Organization 's culture?	

Dependent Variable: 1. Are you satisfied with your organization?

Table 4.5: Model Summary

	R	R Square	adjusted R Square	Std. The error of the Estimate
1	.464a	0.216	0.168	0.639

- a. Predictors: (Constant)
- Do you feel connected to your coworkers?
 - Are your job satisfaction helps increase your productivity?
 - You think you enjoy your Organization's culture?

Table 4.6: ANOVA

	Model	Sum of Squares	df	Mean Square		Sig
1	Regression	5.511	3	1.837	4.493	.007b
	Residual	20.036	49	.409		
	Total	25.547	52			

Dependent Variable: 1. Are you satisfied with your organization?

- a. Predictors: (Constant),
- Do you feel connected to your coworkers?,
 - Are your job satisfaction helps increase your productivity?,
 - You think you enjoy your Organization's culture?

As per the ANOVA table , significance value is greater than 0.5 meaning the scheffe's test won't find any significant post test, other multiple comparison tests can find significant differences (sometimes) even when the overall ANOVA showed no significant differences among groups.

Table 4.7: Coefficients

Unstandardized Coefficients		Standardized Coefficients		T	Sig.
B	Std. Error	Beta			
(Constant)	1.610	.430		3.745	<.001
Are your job satisfaction helps increase your productivity?	-.042	.114	-.061	-.369	.713
You think you enjoy your Organization's culture?	-.150	.111	-.228	-1.360	.180
Do you feel connected to your coworkers?	.322	.122	.341	2.644	.011

a. Dependent Variable: 1. Are you satisfied with your organization?

A p-value less than 0.05 (typically ≤ 0.05) is statistically significant. It indicates strong evidence against the null hypothesis, as there is less than a 5% probability the null is correct (and the results are random).

A statistically significant test result ($P \leq 0.05$) means that the test hypothesis is false or should be rejected. A Pvalue greater than 0.05 means that no effect was observed. In the above table it is 0.01, which is lesser than a significant value of coefficient.

Table 4.8: Variables Entered/Removed

Model Variables Entered		Variables Removed	Method
1	.Does incentives and other benefits. an employee's performance? , Is management interested in motivating employees? Is performance appraisal activating helpful in motivating?		Enter

- a. Dependent Variable: What types of incentives motivate the employees more.?
- b. All requested variables entered.

Table 4.9 : Model Summary

R	R Square	Adjusted R Square	Std. Error of the Estimate
.259a	.067	.009	.343

- a. Predictors: (Constant),
- Does incentives and other benefits an employee's performance?
 - Is management interested in motivating employees? ,
 - Is performance appraisal activating helpful in motivating

Table 4.10: ANOVA

Sum of Squares		df	Mean Square	F	Sig.
Model					
Regression	.406	3	.135	1.150	.339b
Residual	5.651	48	.118		
Total	6.058	51			

Dependent Variable: What types of incentives motivate the employees more.?

Predictors: (Constant),

- Do incentives and other benefits an employee's performance?
- Is management interested in motivating employees?
- Is performance appraisal activating helpful in motivating?

Table 4.11 : Coefficient

Model		Standardized Coefficients B	Std . Error	Standardized Coefficients Beta	t	Sig.
1	(Constant)	.765	.264		2.900	.006
	.Is management interested in motivating employees?	.078	.058	.224	1.344	.185
	Is performance appraisal Activating helpful in motivating?	.020	.060	.058	.332	.741
	Does incentives and other benefits an employee's performance?	.003	.068	.007	.051	.960

a. Dependent Variable: 5. What types of incentives motivate the employees more.?

A p-value higher than 0.05 (> 0.05) is not statistically significant and indicates strong evidence for the null hypothesis. This means we retain the null hypothesis and reject the alternative hypothesis. You should note that you cannot accept the null hypothesis, we can only reject the null or fail to reject it. In this table the value of coefficient is more than its significant value, it is 0.06.

5 Conclusion Discussions and implications

5.1 Result Interpretation and discussion

According to the results of the study's three predictive variables, 45% of the difference in job satisfaction may be explained by them. For Reward and Recognition, Supervision, and Work Itself, the values of the coefficient of determinations were determined to be 0.713, correspondingly. The fact that the t values for all of the independent variables remained higher than 2.900 indicates that the coefficients have a strong degree of relatedness and predictive power. Regression analysis reveals that Reward & Recognition, Supervision, and the Work Itself account for 45% of employee job satisfaction, with the remaining 5% dependent on variables not included in this study. The findings indicate a strong correlation between supervision and job satisfaction. Unlike the other two independent variables, Work Itself and Job Satisfaction stayed at 0.43, which is also considerably high. Satisfaction is lower than the association seen between the other two independent factors and the dependent variable, in contrast to prior studies' relationship between Work Itself and Job.

5.2 Theoretical and practical Implications

The goal of this study was to determine how rewards and recognition, supervision, and labour itself affected employees' job satisfaction and that of their jobs. Satisfied with an employee's internal motivation. The outcomes are very consistent with our hypotheses. Although there are various aspects to work and job satisfaction, they all lead to intrinsic drive as a result. However, our research demonstrates that labour itself, supervision, and reward and recognition all have favourable effects on job satisfaction. A strong correlation between rewards and recognition and job satisfaction shows that if the system is transparent, it fosters devotion to the organization such that teachers see the issues with the organization as their own. Rewards and recognition serve two purposes. The institution's teachers are first encouraged to strive more toward predetermined targets through this. Since attractive awards have the potential to both directly and indirectly affect employees' levels of motivation and performance. Secondly, it encourages the wide domain of individuals to put in their best and work harder to feel a sense of achievement. Work itself is also concluded highly related to job satisfaction. Work Itself is the third best source of teacher's According to research, when employees are given assignments that match their areas of expertise and interests; they begin to treat their jobs like hobbies. This increases their contentment with their institution. Due to the fact that even a small increase in workload would result in teachers at the institution being extremely satisfied, management should make the best use of employees' talents, especially those working in educational institutions.

5.3 Business Recommendations

Some respondents claimed that art, design, or architecture might be workable motivating forces, but they did not expressly claim that these forces directly affect motivation. Although most respondents claimed that these three concepts had an effect on motivation because they enhance the workplace's physical environment, the argument made was that by improving the physical workplace, employees' well-being, attitudes, and motivation will improve, which in turn will have an effect on motivation. Due to their lack of interest in the physical

surroundings, some respondents did not affirm this assertion. Employee motivation, employee performance, intrinsic reward, and employee perception of training success are pertinent variables in this study. Using a collection of multi-item instruments based on earlier empirical research, the dimensions of these variables were captured. The study gathered pertinent data from school's teaching staff. They were given training courses, but they didn't use them in their regular lessons because they thought they were unproductive, according to their comments. They were dissatisfied with the instruction they received, which had an impact on their desire to teach.

5.5 Limitation of the study

- a. This study is applicable to the public educational institutions of Delhi NCR only. The sampling frame was limited to public educational institutions therefore the results cannot be generalized to entire educational institutions.
- b. Convenience sampling method was used. This has the inherent disadvantage of representativeness
- c. The questionnaire method was used which may be supported by focus group discussion, interviews, and panel discussion to come to more concrete results

5.6 Future Scope of the study

This research has demonstrated the connection between a theory-building approach to integrating organizational aesthetics, organizational culture, and branding capability provides an evolving theory and conceptual model that proposes how components of an organization's physical environment can influence organizational culture, dimensions, and perhaps have implications for employee service delivery.

5.7 Conclusion of the study

The study's objectives were to investigate the effects of compensation and acknowledgment, the actual labour, and supervision on job satisfaction and to examine intrinsic motivation as a result of that satisfaction. A close association between independent and dependent variables in several aspects of job satisfaction and work motivation has been demonstrated through analysis. When compared to supervision, rewards, and recognition, workers are not as satisfied with their work as they are with these three factors. It is therefore very important for management of organizations to put adequate measures in place to enhance motivation as it helps to induce employees and increase organization's productivity Teachers may become more brave and excited about working in the Institution if they are involved in decision-making and receive performance recognition. When jobs are assigned to workers based on their competence, employee satisfaction and motivation may be high. Management should pay particular attention to a fair, open, and competitive remuneration structure. Periodic wage increases, bonuses, and other rewards given at set times each year keep employees' spirits high and increase their motivation and satisfaction. (Ajmal et al., 2015; Van Eerde, 2015; Younas et al., 2018). There was not enough literature that has demonstrated what motivation factors have impacted employee performance the most. The study's findings can increase awareness for upper management about the factors contributing to motivation to enhance employee performance (Imani et al., 2020; Wasseem et al., 2019).

The study's generalizability is subject to some restrictions or limits, such as taking inflation and unemployment into account. In creating the interaction between instructors and their respective management in the local environment, the research is crucial. According to Motivation and employees' increased performance are like two sides of one coin.

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