



A STUDY ON IMPACT OF EMPLOYEE MOTIVATION ON INDIVIDUAL PERFORMANCE AMONG SELECTED EDUCATIONAL INSTITUTIONS IN BANGALORE.

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ABSTRACT

This study is based on motivation and how it relates to individual performance. Motivated employees generally are quality oriented and they always look for better ways to do job. Highly motivated workers are more productive than apathetic workers. Every organization requires human resources, in addition to the need for financial and physical resources of it to function. People must be attracted not only to join the organization but also to remain in it. A comprehensive understanding of the way in which organization functions requires that increasing attention be directed towards the question of what motivate people behave as they do on the jobs. Motivational factors for employees among educational institutions include salary, promotion, incentives, awards, working culture of the organization, etc., A study has been conducted among employees of selected educational institutions to understand the impact of employee motivation on individual performance, prevailing work culture, satisfaction level of the employees, factors that motivate them and finally the effectiveness of motivating factors in the work place. It has been found that the employees are satisfied with the work culture and 'Incentives and Rewards' found to be the most preferred motivating factor among the employees of the educational institutions. Factors like organisational policies, training programmes, job security, proper and human resource planning also have to be paid attention to by the management so as to get the high performance output from the employees.

Key words: Motivation, performance, salary, incentives, promotions, job security, organisational policies, training programmes.