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A DESCRIPTIVE STUDY ON THE IMPACT OF EMPLOYEE MOTIVATION TOWARDS THEIR CAREER GROWTH AND DEVELOPMENT

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ABSTRACT

It is obligatory on training and development professions to design implement and evaluate the effectiveness of their program in reducing the quarrel in workplace performance. This study aims to determine the career growth and development in order to satisfy the employees in their job. This study focused on the motivation of employee, so that the employees feel comfort and get satisfied, which results in better performance. Today's employees are more career conscious than ever. They are demanding more in terms of personal growth and development. Organizations that fail to allow employees to meet their individual needs will be losing its valued employees. The objectives of this study were to assess career advancement after training, identify constraints to career advancement, assess the level of motivation among trained personnel, and establish strategies to minimize constraints to career advancement and assess the effect of career advancement through motivation. The study also revealed that the career advancement had a highly significant effect on motivation.

KEYWORDS

motivation of employee, career growth, effectiveness, career advancement.

INTRODUCTION

anagement is nothing more than motivating other people”

-Le Iacocca

Motivation represents the reasons for people's action, desire and needs. Today organization can easily change their material, needs, goods and services. But the one resource which is not easily exchangeable is human resources. Human resource is the very important asset which cannot be exchangeable. So the motivation is main factor that affects and influence the human resources of the organization. In this competitive business world, it is not only important for an organization to fix objective in terms of earning more profit but also to see the welfare of an employee. Act of retaining an employee is not so easy until an organization provides them with intrinsic/extrinsic rewards and opportunities for career goals.

An organization should concentrate on everyone's performance in order to strengthen them the desirable thoughts and also to weaken them the undesirable thoughts by taking effective strategy. Managers have to identify the employee's objectives, what they want for their career, their knowledge, skills and abilities so that they can train them accordingly, help them in identifying long and short term goals. Career development is directly linked with employee's satisfaction in a way the employees feel value from their supervisors and organization as their goals are being focused and achieved, they get recognized because along with their objective the organization objective has been achieved and gets satisfied.

OBJECTIVES

The main objective of the study is to analyze the impact of employee's motivation on career growth and development. The sub-objectives of the study are:

- To determine the factors that increase employees' motivation.
- To examine the relationship between employees' motivation and career growth.

DISCUSSION

In every organization the career development looks at:

- How individuals manage their careers within themselves and between organizations.
- How organization structures the career progress of their members, it can also be tied into succession planning within most of the organizations. In today's world, more employers are looking for the ways to facilitate career development and encourage their employees to drive their own careers.

FACTORS INFLUENCING EMPLOYEE MOTIVATION

EMPLOYEE MOTIVATION

Employee performance fundamentally depends on many factors like performance appraisal, employee motivation, employee's job satisfaction, compensation, training and development, job security and other, but the area of study is focused only on employee motivation as this factor highly influences the performance of employees.

A proposition assumed as a premise in an argument is as follows:

In an organization motivation can be done through different leadership style, their reward system, their organization climate and the structure of the work.

LEADERSHIP STYLE

Leadership is about getting things done the right way. Motivation is purely and simply a leadership behaviour. Leadership and motivation are active processes. Different leadership style is the key factor which determines how employees feel about their concern and how they are motivated. Change in leadership style affects the psychological climate of the concern and in returns affect the whole performance of an employee inside the organization. The appropriate leadership style depends on the goals and objectives of an organization the people within the company and the external environment. Leadership style in an organization should be in unity and centralized. Some of other leadership styles that have been identified are telling, selling, persuading and participating. Each of these styles is appropriate depending on whether the employee is new or experienced and whether there is sample time or emergency in completing the task. Sometimes, the manager is required to use different leadership style for different people under differing circumstances.

REWARD SYSTEM

In an organization the motivation has been done also by reward system. Based on the performance of an employee an organization should get prepared to give monetary/non monetary rewards. So that better performance results. Some of the monetary reward factors are salaries, wages, bonus and special individual incentives. Some of non-monetary reward factors are working conditions, job status, job security and job enrichment.

Reward system should not be based on favourism and on estimating the employee over physical appearance. It should fully concentrate on the skills and knowledge of an employee.

ORGANIZATION CLIMATE

The organization climate is deliberately created and maintained by management in order to satisfy the employees. Respect for the individual was adamantly enforced at every level of the organization both nationally and internationally. Improvement in organization climate makes an employee happiest, most productive and creative people in their concern

The employees inside the organization should get satisfied with the environmental comfort. Goal organizations are always trying to structure the work so as to match the nature of the work with the nature of the employee to make the work as interesting and enjoyable as possible.

EFFECTIVENESS

Effectiveness is doing right things. Effectiveness can be achieved only when the employees get satisfied with their performance. The motivated employee work best in the interest of the organization which leads them towards growth, prosperity and productivity. Thus the employee motivation and organizational effectiveness are directly related. Leadership must ensure that employees understand how their individual's effort will contribute to the organization's overall strategy and direction. People want to be part of a winning team. Employees will take pride and be engaged in their work if they understand how their efforts impact the organization.

Mentoring can be valuable for employees seeking sounding boards for challenges they may be facing. Organization has to support mentoring internally or encourage employees to join outside groups. These types of groups can help individual feel supported and more capable of dealing with tough issues. Once new ideas are identified, engage a cross-functional team to develop solution. Individuals focused on business success use their energies to focus on improvements vs worries about restructuring. During, unsettled times, employees take on additional responsibilities. It's important for managers to recognize these increased efforts with a simple "thank you" or "great job". These meaningful words acknowledge efforts, built loyalty and encourage people to work even harder.

CONCLUSION

Motive is something a need or desire that cause a person to act. Motivated employees are efficient, creative and can help increase overall profitability and bottom line results. Motivation bridges the gap between organization effectiveness and employee career growth and development. Management should evaluate employee suggestion scheme and use the feedback from the workforce to improve the organizational environment and fulfill their needs and skills. People are different and they are motivated by diverse needs, such as physiological needs, safety requirements and self-actualization needs.

Thus, focusing on employees at every level of the workforce and analyzing each department of the organization will provide detailed accurate information regarding the needs of employees. A motivated and qualified workforce is essential for any company that wants to increase productivity and customer satisfaction. In this context, motivation means the willingness of an individual to do efforts and take action towards organizational goals. Employee participation and empowerment do not only enhance efficiency, growth and innovation but they also increase employee motivation and trust in the organization. If employees feel appreciated for their work and are involved in decision-making, their enhanced enthusiasm and motivation will lead to better productivity and loyalty

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