

Impact of Employee Motivation on Organizational Performance

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Abstract: *Employee motivation has always been an important factor in determining how well an organization performs. When employees feel motivated, they usually put more effort into their work, stay committed to their responsibilities, and contribute more effectively toward organizational goals. Because of this, motivation is often seen as one of the key drivers of productivity and success.*

This study explores the impact of employee motivation on organizational performance by looking at several factors such as salary, incentives, recognition, promotion opportunities, job security, and the overall work environment. To gain a better understanding of the topic, both primary and secondary sources of data were used. The primary data were collected through questionnaires distributed among employees working in different organizations, while secondary information was gathered from books, journals, and previous studies.

The collected data were analyzed using statistical techniques including percentage analysis, correlation analysis, and regression analysis. The findings suggest a strong positive relationship between employee motivation and organizational performance. Employees who feel valued and motivated tend to show higher levels of productivity and job satisfaction. In fact, many respondents indicated that recognition and growth opportunities were almost as important as financial rewards. While the sources of motivation varied among employees, the findings consistently indicated a positive relationship between employee motivation and organizational performance

The study concludes that organizations should pay closer attention to employee motivation and adopt strategies that encourage both personal and professional growth. Doing so can improve performance, strengthen employee commitment, and support long-term organizational success..

Keywords: Employee Motivation, Organizational Performance, Job Satisfaction, Productivity, Employee Engagement, Human Resource Management