

Impact of motivation on employees

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Abstract- The connection between the employee and the manager is the most important in creating motivation, and the manager is responsible for increase of employee motivation level. Motivating employees is not easy, but it is necessary if they want to progress and be satisfied with their work. Motivation is what makes people work harder, be more productive and, after all, stay in the organization in which they work. With all that in mind, it must be mentioned that there is no single strategy that will magically motivate employees and keep their motivation at a high level. Every employee is unique, has unique attitudes and ideas, and if all employees are to be successfully initiated, managers will need to implement strategies to encourage each employee individually.

Index Terms- connection, reward, stimulation, acknowledgement.

I. INTRODUCTION

The best way to motivate employees when it comes to paying attention to an individual is to commend the job done properly. Not only will that individual feel valued, but other employees in the organization will start to do the same. However, paying attention to each individual is not limited to praise. If someone works below their capabilities, in that case they need to be better informed, help to overcome obstacles and do a better job. Paying attention to each employee individually is very important - Although teamwork is also important for the company's success and although grouping employees contributes to creating a sense of community and building a team mentality, nothing is better for motivating employees than when managers pay attention to each individual. This is especially true for large companies where employees may feel unimportant and isolated from other employees. That is why it is important to set aside time to talk to each employee separately, because it means a lot to them and makes them feel valuable.

II. THE MOTIVATION PROCESS IS CHANGEABLE

Motivating employees for advancement - When their job is always reduced to the same action or when the job is at one point, it starts to suffocate employees. The same job, the same position, without any indication or chance of advancement can demotivate even the most ambitious. However, if management offers them the opportunity to advance, employees will be motivated to work harder and be more productive. However, promotion does not

always mean a raise and a new position. Improvement can also be in the form of trainings and courses. On the other hand, it is also necessary to motivate employees by offering them the opportunity to develop their skills and improve their knowledge.

Get to know your employees and take an interest in their lives - It's not enough for executives to be interested in their business progress. It is important to motivate employees by showing them and proving that they are encouraged to enjoy their private life as well. Showing interest in their careers - It's just amazing how much energy an employee gets when he feels that his superior really cares about how his career is progressing.

Respect for their private life - It is important that the manager respects this balance between business and private life. It is necessary to understand if they have family obligations, scheduled medical examinations and so on. If the manager shows that he has understanding, they will appreciate it more and in turn will be more productive at work. Small gestures can make a big difference.

Supporting new ideas is a great motivation for employees - When they come up with a new idea or solution that they believe is good for the project, it is important that they are supported. It is a sign that they care about the success of the company and the project. If the idea is good, adopt it. This will be a great motivation for all other employees in the organization. By supporting the employee's idea, he is given the opportunity to show himself and that will motivate him for further work. Whether his proposal succeeds or not. Motivating each employee by acknowledging their work - After all, each person contributes. Recognition of their individual work motivates and inspires employees to strive to succeed in their work, regardless of their role in the project.

It is necessary to find a way to break the monotony. Organize competitions or have another employee meet every week. These are some of the easiest ways to start a team.

No matter how many employees there are, it is important to try to mark everyone's personal achievement. It doesn't have to be a business achievement like five years of working in an organization, it can be someone's engagement or birthday.

Socializing as an additional motivation for employees - Most try to keep their private and business lives separate. And that is smart in most cases. Not everyone can be a friend in private. But that doesn't mean they shouldn't talk about things that aren't business-related. A friendly relationship with employees strengthens the bond between everyone and encourages teamwork. The job then looks less mechanical and everything seems like a

natural consequence of teamwork. It is necessary to listen to their problems.

If he lets the employees know that they are trusted and trusted, they will do everything to justify that trust. Trust motivates employees.

It is necessary to motivate employees with positive energy - Managers must be enthusiastic and let that enthusiasm infect employees and serve as motivation.

Set clear goals and share feedback - Employees will be more motivated to work if they know exactly what is expected of them. Clearly explain the company's goals and vision, and inspire and motivate employees to put them into action. Then reward them when they achieve that goal. Give them a free afternoon or throw a party.

Some additional ways of motivation

An additional motivation for employees is the fact that everyone will have some of it if they work hard. In addition to setting clear and feasible goals, it is important to motivate your employees by providing feedback. Just as success is to be commended, it is also necessary to draw attention to mistakes and failures. By no means by punishing, but by reaching a common solution for overcoming obstacles and managing crises in the future.

The bigger picture to motivate all employees - It is important that everyone sees the bigger picture. This is important because then they will realize that what they are doing contributes to meeting the ultimate goal. And that serves as a great force for motivating every employee. When they are given tasks and responsibilities within the project, it is important that they understand how their share fits into the bigger picture.

To be open to new approaches – the age of the internet is constantly changing our lives. We cannot all keep up with all the changes. Therefore, instead of avoiding, adopt new techniques, methods and approaches.

Employee motivation also depends on the business environment - Employee motivation depends to a large extent on the business environment. Use the company's culture to motivate your employees. However, there must be no negativity if you want the success of projects and companies. A positive work environment depends solely on the superior.

Give them a reason to come to work - Coming to work five days a week with the attitude to exceed everyone's expectations requires a level of loyalty that can only be achieved with high motivation to work.

Techniques for employee motivation

There are other techniques and methods of employee motivation, some of which are as follows: 1) "adequate job design, 2) employee participation, 3) goal management, 4) flexible working hours and 5) other competencies and motivation strategies."

Business design

"The pronounced division of business activities and specialization in work can lead to negative consequences that result in the emergence of employee monotony. This phenomenon has served as a basis for developing various motivation strategies through the design of work performed by the individual. Some of

the best-known strategies are: job rotation strategy - this strategy includes activities aimed at changing highly specialized jobs from time to time according to a pre-established plan.

Job Expansion Strategy - This strategy includes job expansion where a specific individual is assigned multiple similar, interrelated jobs. Enrichment strategy - this strategy includes activities in which the worker is given more freedom in deciding how to work. This strategy gives the employee a sense of personal responsibility for the task, encourages interaction among employees, obtaining better feedback, etc.

Employee participation

This strategy includes employee participation in decision making. The feature of this strategy is that the participation of employees can be organized in two ways, namely: Participation in problem solving - this activity is applied to small groups working in teams. Characteristically, all team members are involved in identifying problems. Participation in goal-based management is a method by which leaders and employees participate together in setting goals, then creating plans for achieving goals, monitoring and evaluating goals, analyzing achieved goals, and taking any corrective action. This strategy aims to make employees as motivated as possible to realize the plans and goals they have created. "

"**Empowerment** - Empowerment is one of the latest strategies for intangible employee motivation. It is a process of sharing power with others through the decentralization of structure, roles and responsibilities and through the delegation of work inherent in authority. " The main goal of this strategy is for employees to create a greater personal sense of responsibility, by being aware of the fact that they have been given admiration, which results in further motivating them to invest more effort and effort in achieving organizational goals. This strategy is especially applied to younger and more educated staff, to give their maximum through the activities of this strategy.

Flexible working hours

Flexible working hours are such a schedule during the day where employees are given the opportunity to vary their working hours within certain limits. "Also, they are left with the possibility of overtime working hours, on the basis of which, after a certain number of collected, they can ask for a day off. Flexible working hours have two positive effects, both for the employees and for the organization itself. The positive effects for employees are reflected in the form of more free time, more job satisfaction, and even some kind of responsibility because they organize their work schedule themselves. The positive effects for the organization itself are reflected in a reduced absenteeism rate, greater commitment of employees, greater commitment to the organization, and thus improved performance and better results. On the other hand, the disadvantage of flexible working hours is that it is not applicable to all jobs.

Additional motivational techniques

In addition to the listed activities of the strategy towards employees, there are other tools used to motivate employees:

- Recognition of success - is one of the key factors of motivation. In practice, it occurs in material form, but it

is equally important when it comes to acknowledging success in the form of praise and gratitude.

- Rewards - this type of motivation is most often found in practice after certain business successes (conquering new markets, increasing income, etc.) or after certain years of service. They are usually given in cash, gifts, oral or written acknowledgments. In practice, there are two types of rewards: standard rewards (bonuses, salary supplements) and situational rewards. "Their forms differ according to hierarchical levels. At lower levels these are e.g. free day, paid vacation, etc., and at higher levels it is a luxury company car, a better office, etc.
- Praise and rebuke - these tools of motivation are a strong work impulse because they affect a person's need to affirm their own identity in front of themselves and others. Punishments and reprimands are in practice associated with the person who carried them out, and not with the act that led to it, so instead of being a regulator of behavior, in practice they often disrupt interpersonal relationships. Reprimands and punishments can damage the reputation of individuals or groups in their work environment.
- Interpersonal relations - they show the situation in the entire socio-economic life. "Forms of interpersonal relations in the organization that have the greatest motivational, ie. demotivating effect are: Competitions - individuals are prone to various forms of competition because of prizes, awards, prestige, but also because of the feeling of their own satisfaction and success in something; Cooperation - is a form of collective behavior in which there is a coordinated effort of all members of the group or collective, with the aim of achieving mutually shared goals.
- Feedback - comes to the fore in cases of work performance of an individual or group. "The lack of such information, when the employee does not know whether he did his job well and whether he did what is expected of him, can have a negative impact on his work performance. The existence of feedback encourages desired behaviors, enables professional development, contributes to the establishment of open relationships and trust in the organization and shows employees that their work is monitored and appreciated. "
- Self-motivation - each individual or group should play an active role in raising their own motivation. "It leads to career advancement and development, achieving personal ambitions and professional goals. For self-motivation, it is important that employees acquaint their managers with what they would like to achieve, that is, open and two-way communication between employees and their managers is very important. "
- Harmonization of relations in the organization - is such an activity of motivation that results in the removal of status differences between employees of different functions in the organization. "The ultimate goal of harmonization is the elimination of all differences based on the status of workers. Hence the term "single status", which means that all employees of an organization have the same status and can be reduced to the same structure.

The importance of leaders in motivating employees

Increasing motivation and performance is a challenge for managers who are constantly looking for new tools to stimulate their teams, accurately identify and eliminate recurring challenges, and help employees solve their problems with empathy. Much of a leader's responsibility is to provide structure, guidelines, and regulations. However, many studies in the workplace point to the fact that the most important measure of a healthy work environment is not a strong external framework of work processes, but the ability of team leaders to encourage internal motivation in members.

From the aspect of organization, the motivation of employees is extremely important, and as managers are aware that people are not divided into motivated and unmotivated, the essence is that they are motivated by different things. Using the theory of motivation, the following 3 ways have been identified that influence employees to be more motivated, engaged and productive.

Employee connectivity

Employees in an organization often cannot see how their efforts contribute to broader strategies. "One study shows that only 47% of employees can establish a connection between their daily duties and the company's success. That is why successful team leaders let employees know that they appreciate their work and initiatives because the organization benefits from their engagement. In addition, they communicate that it is important to them that employees are satisfied, not just productive. No significant contribution comes without personal sacrifices for the one who does it. Whether they are sacrificing time with family, taking mental effort to learn something new, or taking visible risks for the project, let people know that you understand the price it took to achieve a particular achievement. "If executives acknowledge the challenges they face confronted, makes gratitude credible and employees more confident to remain honest when faced with difficulties.

Inspirational model

"Given the fact that a leader inspires more with his actions than with his words, there are three ways in which employees are encouraged to work more efficiently: 1) Continuous consistency and commitment to work; 2) Focus on tasks and 3) Encourage the team.

Encouraging creativity

Supervision does not mean controlling every step of an employee. This means ensuring that all organizational activities are carried out at the highest level. Give employees the freedom to find unique ways to solve problems. Challenge them to think outside the box. The best way to do this is to give people a chance to experiment while solving problems that really matter. Involving employees in decisions in which their contribution is valuable, creates a sense of satisfaction and additional motivation among employees.

Giving employees some autonomy in the way they do business will have a strong impact on their motivation. In today's business world, the job of a great leader is to collaboratively set the goals of the individual and the team, but also to allow the team or individuals to determine how they will achieve those goals. All

it takes is trust. But if the leader starts to trust his team, he will be able to give them more autonomy. Or better yet, he will give them autonomy first and then see how much he trusts them.

Designing work tasks

In addition to the above, there are other categories when motivating employees, namely: "Designing work tasks and work is a very complex task of management and already in that phase different motivational potential is built into the work itself. Motivation to perform comprehensive, meaningful and challenging tasks that provide autonomy, special contribution and constant information on the quality of performance will be higher than with narrow, routine tasks that do not leave room for their investigators to express themselves further. The goals to be achieved and the control standards must be clear and precise, but also challenging in order to guide work behavior. The way in which goals are set (from above "autocratically or in cooperation and together with employees, participatory) significantly determines motivation.

Encouraging quality task execution

Such as the organization of work and the means used, resources that include knowledge and information are needed, not just material and objective resources such as raw materials and the like. The lack of the necessary objective assumptions about work behavior and performance can significantly reduce work motivation. It is achieved through the introduction of various motivational factors in the work environment. A very important task of managers is to monitor the needs and preferences in terms of the reward they want to receive for their work and what is important to them. In order to really work on increasing motivation, they must know and analyze what employees want, because people's needs and motives are a dynamic category. " "Work efficiency management is an idea developed to coordinate goals, training, evaluation and compensation - all for the purpose of achieving effectiveness. The work efficiency cycle includes three key aspects of effective work that as such can be used as steps towards achieving employee performance:

- Work planning - Work efficiency planning includes a unified view of the expected performance of managers and employees, which is reflected in the traditional job

description, key responsibilities, work standards, specific goals and core competencies.

- Support in achieving results - the role of managers is to enable the achievement of set goals to their associates. They must count on unforeseen obstacles related to them, on situations that will require re-examination of the results, as well as on the exchange of internal, no matter how sensitive, information.
- Continuous review of the results achieved includes a joint insight into how the other side is progressing and what can be done to help each other. " "The essence of work efficiency management is the idea that the employee's efforts should be directed towards achieving goals. On the one hand, the manager should evaluate the employee based on what his results are if the specific standards set for him are taken into account. On the other hand, the manager needs to make sure that the goals and standards set for him are in line with the broader corporate goals. "

III. CONCLUSION

"Getting the best out of the workforce has always been the most important task of management, including the period that preceded the development of scientific management methods. Psychologists dealt with motivation and leadership, biotechnologists separated and reconstructed every aspect of the physical work environment, industrial relations experts studied power relations and rewards, while sociologists discussed organizational design and its social structure, and operational experts sought ways to plan process improvements. When we talk about the factors that affect the effectiveness of employees, we must separate those who have understood what it is that they value highly in their lives from those who are not. "

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