

# **THE EFFECTS OF MOTIVATION ON WORKERS PERFORMANCE (A CASE STUDY OF PANAS PHARMACEUTICALS Pvt. Ltd., GANAPUR, BANKE)**

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## **ABSTRACT**

The main focus of this research is to find out the effects of motivation on workers performance in Panas Pharmaceutical Pvt. Ltd. An effort have been made to evaluate the existing workers motivational policies in Panas Pharmaceutical with a view to examine the effects of motivation on worker productivity increase and also to identity the variable that are directly or indirectly responsible for workers performance, while assess how motivation come into play in Panas Pharmaceutical Pvt. Ltd. The researchers however, observed that most of the motivation Policies in the company were not adequately function and the little policies that are function were inconsistent and irrelevant for workers needs and desired in Panas Pharmaceutical. In making these findings possible, thirty (30) respondents were presented with questionnaires, out of sixty (60) work force of the company and translated their responses into tables using simple distribution and percentages. Therefore, it has been proved that motivating workers sufficiently with relevance incentives as the only alternative towards workers performance to achieve goal and objectives of the organization. On the basis of these findings, implications of the findings for future study were highlighted.

## **KEYWORDS**

Effects, Motivation, Workers, Performance

## **INTRODUCTION**

One of the most difficult aspects confronting management of most organization today is how to make their workers become efficient. This aspect of organization has led most industries to employ strategies by which to motivate their work force. To addendum to this latency, most literature of organization study, Mitchell (1983) is of the view that for an organization to be successful, its members must be both willing and able to perform their jobs competently. This implies that the performance of organization members is jointly determined by the Members

“Motivation” (The extent to which they are willing to perform well) and by their ability (the extent to which they possess the skills and abilities necessary to perform well). Feldman and Daniel (1983) are jointly determined by both motivation and ability. This is important since it implies that beyond a certain level, lack of ability cannot be compensated for high motivation and conversely lack of Motivation cannot be compensated for high level of ability. Both Motivation and ability are necessary components of effective performance in organizations. This perhaps led researcher like Nadle et al (1989) to arrive at conclusion that man anger’s Job is not to Manipulate his subordinate rather must be sensitive to the difference in needs and desires and recognize the extent of what motivate them.

There has been a lot of research conducted by social science scholars and managers to demonstrate concern on the infinite dwindling productivity performance in an organization for over a decade Yet no steady effort has been made to produce positive result despite many policies and programmes had been implemented in an attempt to arrest the perennial problems that hindered the realization of organization goals and objectives which are currently experience a serious low productivity performance.

Since increase in productivity performance is necessary and cardinal objective of every meaningful organization and for that standard to be achieved, workers must be adequately satisfied to stimulate motivated behavior to attain organizational goals. This brings us questions like what measure shall be taken to improve the condition of Panas Pharmaceutical with regard to productivity performance. Which Motivation Policies are relevant and consistent for workers needs and desires? How does the Motivation affect workers performance in Panas Pharmaceutical Pvt. Ltd and what motivate and de-motivate workers. Answer to the above stated questions serve or remain as the research problems of the study.

## **OBJECTIVES OF THE STUDY**

- (i) To examine whether motivation is determinant factors influence influencing workers performance.
- (ii) To determine the extent by which motivation affects performance in Panas Pharmaceutical.

## **HYPOTHESIS**

- (i) That workers performance is a function of the inducements advanced by workers

## **METHODOLOGY**

*RESEARCH DESIGN:-* The survey research design method was used in this study. It involves using a self-designed questionnaire in collecting data from the respondents. This method was chosen in order to make reference to phenomena as they exist in real life and it is relatively economical in terms of time and resources. Instruments of Data Collection: - Both Primary and

Secondary Sources of data collection were used to collect the information. These involved series of consultation of related dossiers and records while other source used in this study was a close ended questionnaire purposely designed by the research. The questionnaire comprises of two (2) sections: "A" and "B". Section "A", contained or seeking for Demographic data of the respondents and section "B", sought to generate information on relationship between motivation and performance, and to what extent motivation facilitate workers performance in Panas Pharmaceutical Pvt. Ltd.

*PROCEDURE OF DATA COLLECTION:-* The respondents were given the questionnaire in their place of work. Instruction on how to fill the questionnaire was given. Confidential treatment of information was assured. With regard to the scoring of responses, the first section of the questionnaire needs no score attached to it, since the information required are only bio-data of the respondents. The second sections were arranged in the following simple pattern.

1. Yes
2. No

## **SAMPLES AND SAMPLING STRATEGIES**

The study is undertaken at Panas Pharmaceutical Pvt. Ltd. The population of this study comprises senior and junior workers drawn from the all functional departments of the company including QA, QC, R&D, and Production etc. A purposive sampling was employed to this study in order to make adequate representation of the study population.

The study population is sixty staff (60) made up of Junior and senior workers. A sample size of thirty (30) respondents were adopted for the whole study, out of which twenty five (23) were randomly started within the Junior staffs spread across the department, while five (7) questionnaire were administered randomly to the senior staffs within all functional department of the Panas Pharmaceutical Pvt. Ltd without discrimination with regard to sex and age.

## **METHODS OF DATA ANALYSIS**

The data collected from the field were analyzed based upon the research hypothesis and objectives of the study identified.

A statistical technique of simple frequency distribution and percentages was used to comprehend and analyze the data to differentiate responses and test the hypothesis of the study.

## RESULTS AND HYPOTHESIS TESTING

This section deals extensively with the statistical testing of the hypothesis formulated for this study with four (4) strong question advance to support the hypothesis and interpreting the results using the said simple frequency distribution and percentages. A single hypothesis was chosen in the study but is subject to accept or reject. Hypothesis I: - The hypothesis states that workers performance is a function of inducements advanced by workers. In order to test the hypothesis, four (4) related question were advanced to represent the hypothesis with the help of tables.

**Table 1:** Does motivational incentives encouraging you to perform efficient and effectively toward achieving the company goals and objectives?

S. No	Respondents	Frequency	Percentage
1	Yes	30	100%
2	No	00	00%
	<b>Total</b>	<b>30</b>	<b>100%</b>

Source: Field survey (2012)

The Table one shows that all employees of Panas Pharmaceutical Company, comprises of seniors and junior were of the believe and consensus that motivation is a unique vehicle or tool that can energize them to be productive and committed. The study revealed that out of the 30 workers sampled, 100 percent of the respondents said yes which confirmed that our hypothesis is upheld by the workers responses showing the effectiveness of motivational incentives from the workers perception.

To further support the hypothesis and the question, the following auxiliary table is initiated to prove the genuinely or otherwise of their statement and understand the variety of the incentives needed on their sides.

**Table 2:** Which of the below rewards would you prefer your efforts?

S. No	Respondents	Frequency	Percentage
1	Money	6	20%
2	Promotion fairness	15	50%
3	Recognition	3	10%
4	Security	4	13%
5	Prestige	2	7%
	<b>Total</b>	<b>30</b>	<b>100%</b>

Source: Field survey (2012)

The response of the Table two has clearly shows the majority views and interest in respect of rewards expected to have enjoying in their company. The majority who are 15 in number with 50 percent proof the significance of promotion and fairness in promoting workers performance, while 20 percent who are 6 in number resort to money likewise, 13 percent for security, 10 percent and 7 percent also subscribe for recognition and prestige respectively.

**Table 3.** Is lack of incentives/motivation generating poor performance?

S.No	Respondents	Frequency	Percentage
1	Yes	30	100%
2	No	00	00%
	<b>Total</b>	<b>30</b>	<b>100%</b>

**Source: Field survey (2012)**

Table three shows that all the respondents who are 30 in number which constitutes a 100 percent have strongly upheld the hypothesis position that lack of motivation affects workers performance.

Addendum support to the hypothesis and the question another table is made to further vindicate the claimed of the worker in respect of lack of motivation undermine performance and establish absenteeism and turnover.

**Table 4:** Do you believe that lack of motivation contribution to employees’ absenteeism and turnover?

S. No.	Respondents	Frequency	Percentage
1	Yes	25	83%
2	No	5	17%
	<b>Total</b>	<b>30</b>	<b>100%</b>

**Source: Field survey (2012)**

The Table four like other table interpreted in this study, vehemently support the hypothesis with 83 percent respondents who are 25 in number agreed that lack of motivational incentive no doubt generate absenteeism and employees turnover, while 17 percent who are only 5 in number disagree with the position of the majority.

## **DISCUSSION**

The hypothesis, which states that workers performance is a function of the inducement advanced by workers of Panas Pharmaceutical Pvt. Ltd. was accepted. This shows that motivational incentives given to workers in an organization has a significant influence on the workers performance. This is in line with equity theory which emphasizes that fairness and equality in the distribution of the company incentives package tends to produce higher performance from workers.

The Findings also agrees with the works of Berjum and Lehr (1964) in Ajila and Abiola (2007) which showed that workers who received incentives performed better than those who did not receive. And workers exhibited productive work behavior when motivational incentives were made contingent upon performance. The work of Akerele (1991) can also be said to have corroborated the findings of this study. He observed that poor motivation in relation to profits made by organization, were differentials between high and low income earners among others things contributed to low morale, lack of commitment and low productivity.

Another work that these findings can be said to have corroborated is the work of Eze (1985) whose investigation on personnel management shows that 90 percent of managers in his sample regarded their work as a means to end. And this ends was interpreted to include money, material possessions etc and the reason may be that workers need to take care of themselves, their families and other dependents and provide themselves other basic needs of life. Addendum to the Eze findings, Afanjo (2002) emphasized the significant of careful selection of motivational incentives by workers so as to guide, lead and energize their perception and ability towards achieving the set goals and objectives, hence it is their choice.

The above discussed scholars views strongly upheld the hypothesis and the auxiliary questions that workers performance is a function of inducement advanced by the workers in any organization and vis-a-vis emphasize a support for freedom of incentives package selection content in planning and initiating workers motivation packages. (Afanjo, 2002)

## **CONCLUSION**

It is worthy to note that motivational incentives playing a very significant role in the day to day performance of workers in every organization. Therefore, it is clear that workers performance of any sort is a function of incentive obtain from the organization and thereby improve and increase productivity. In view of that workers motivation matters a lot and should be concerned for both employers and the employees.

The results obtained from the hypothesis revealed that workers performance does not depend on the behavior of other workers in the company but on the motivation policies available in the company. It should also important that prompt promotion, fairness and equality practice in management increase workers performance and make them stay in the organization longer to retirement schedule

Others results also placed much emphasis for the management to consider workers wishes, needs and what he/she ought to be seen best among the motivational incentives packages meant for them. Therefore, this study is equally a call for managements to put in place a appropriate incentive plan suitable for workers desire and productivity.

## **RECOMMENDATION**

Based on the study, the following recommendation is made in order to improve organization productivity and workers performance.

1. Management should standardize the workers motivation policies to reflect the desire and needs of the workers.
2. Workers salaries and wages should be carefully handled to reflect modern day package.
3. Management should reward their workers always with promotion and practice fairness in managing a organization affairs.
4. It is suggested for management to conduct more study for further clarification of the finding and the studies is restricted for generalization due to limited time and scope of the study; hence it was carried out on one organization.

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