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## A STUDY ON FACTORS CONTRIBUTING TO EMPLOYEE MOTIVATION IN ACCESS HEALTHCARE

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### ABSTRACT

Employee motivation plays a crucial role in an organization's success, as motivated employees are more likely to be productive, engaged, and committed to their work. This study titled "A study on factors contributing to employee motivation in Access Healthcare" aims to explore the factors of motivation among the employees at Access Healthcare Pvt Ltd, allowing for a comprehensive examination of various factors of motivation. A sample size of 111 employees was selected through a rigorous filtering process from an initial pool of 120 employees. Data were collected from both primary and secondary sources, with primary data obtained through a structured questionnaire distributed among employees and secondary data sourced from relevant websites and other sources.

**Keywords:** Motivation, productive, factors, comprehensive examination.

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### 1. INTRODUCTION

In today's dynamic and competitive business landscape, the significance of employee motivation cannot be overstated. Organizations recognize that fostering a positive work environment and ensuring employee well-being are paramount for sustainable growth and success. "A STUDY ON FACTORS CONTRIBUTING TO EMPLOYEE MOTIVATION" seeks to delve into the intricacies of this crucial aspect by examining the factors that contribute to or detract from employee satisfaction within our organization.

Motivation, often regarded as the cornerstone of productivity and organizational effectiveness, constitutes a fertile ground for scholarly inquiry and practical application. At its essence, motivation encapsulates the intricate interplay between individual aspirations, organizational culture, managerial practices, and external stimuli. It encompasses a spectrum of psychological, social, and economic factors that drive individuals to initiate, sustain, and channel their efforts toward achieving organizational goals.

Against the backdrop of burgeoning research in organizational behavior and human resource management, this study embarks on a journey to explore the myriad dimensions of employee motivation. By synthesizing insights from empirical studies, theoretical frameworks, and real-world practices, it seeks to offer a comprehensive understanding of the determinants, mechanisms, and outcomes of motivation in diverse organizational settings.

### 2. REVIEW OF LITERATURE

**"The Role of Leadership in Employee Motivation Publication Date: 2023, John Smith.** This study examines the impact of leadership styles on employee motivation. It reviews various leadership theories, such as transformational, transactional, and servant leadership, and their effects on employee motivation levels. The study identifies key leadership behaviors that positively influence motivation, including empowerment, support, and recognition.

**"Employee Motivation and Organizational Culture", Publication Date-2022, Emily Johnson.** This meta-analysis synthesizes findings from multiple studies on the relationship between organizational culture and employee motivation. It explores how organizational values, norms, and practices shape employee motivation. The study highlights the importance of a supportive and inclusive organizational culture in fostering high levels of motivation among employees.

**"Intrinsic and Extrinsic Motivation: Implications for Employee Engagement" Publication Date-2021, David Brown.** This research paper explores the concepts of intrinsic and extrinsic motivation and their impact on employee engagement. It reviews theories such as self-determination theory and expectancy theory to understand the underlying mechanisms driving employee motivation. The study discusses strategies for leveraging both intrinsic and extrinsic motivators to enhance employee engagement and performance.

**"The Role of Job Design in Enhancing Employee Motivation, Publication Date- 2020, Author, Sarah Lee.** This systematic review examines the relationship between job design factors and employee motivation. It identifies key job characteristics, such as autonomy, variety, and feedback, that influence motivation levels. The study provides insights into how organizations can redesign jobs to enhance employee motivation and satisfaction.

**"Recognition and Rewards: Impact on Employee Motivation and Performance", Publication Date- 2019, Author: Michael Clark.** This study investigates the effects of recognition and rewards programs on employee motivation and performance. It reviews empirical research on the effectiveness of various types of recognition, including monetary incentives, awards, and praise. The study highlights the importance of timely and meaningful recognition in fostering a motivated workforce.

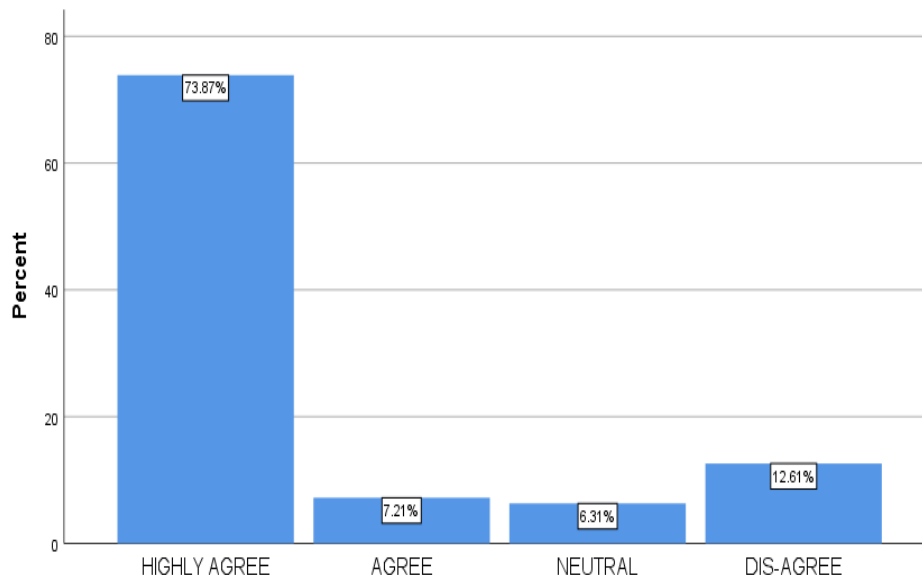
### 3. METHODOLOGY

The study "A study on factors contributing to employee motivation in access healthcare" adopts a descriptive research design to investigate various factors of employee job motivation. With a sample size of 120 employees, filtered from an initial pool of 111, the research utilizes stratified random sampling techniques for data collection. Primary data is gathered through structured questionnaires distributed among employees, while secondary data is sourced from the website and other pertinent sources. employing statistical tools REGRESSION (ANOVA), CHI-SQUARE and WEIGHTED AVERAGE, the study aims to achieve several secondary objectives. These objectives include whether the effects of monetary and non-monetary benefits provided by the organization impact employee performance, study the effects of job promotion on employee motivation, and identify the factors contributing to job motivation. Through comprehensive analysis and interpretation of the gathered data, the study endeavors to offer insights vital for enhancing employee satisfaction and organizational performance at Access Healthcare Pvt Ltd.

### 4. ANALYSIS

#### 1. PERCENTAGE ANALYSIS OF MONETARY AND NON-MONETARY BENEFITS MOTIVATES THE EMPLOYEE

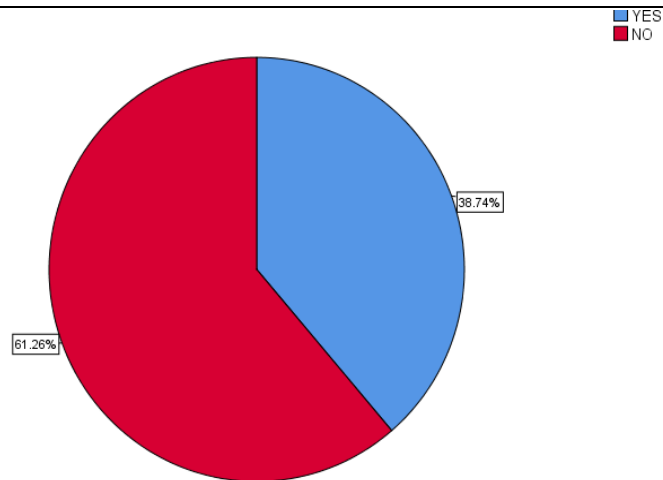
	Frequency	Percentage
HIGHLY AGREE	82	73.9
AGREE	8	7.2
NEUTRAL	7	6.3
DIS-AGREE	14	12.6
Total	111	100



INFERENCE: Respondent thinks both monetary and non-monetary benefits contribute to your overall employee performance and motivation, highly agrees with a percentage of 73.87%.

#### 2. PERCENTAGE ANALYSIS FOR WEATHER PROMOTION BOOSTS YOUR MOTIVATION LEVEL

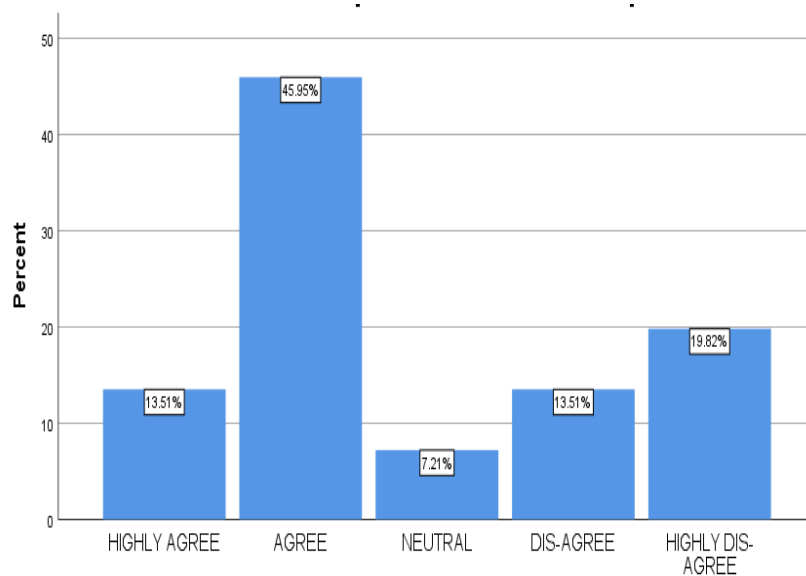
	Frequency	Percentage
YES	43	38.7
NO	68	61.3
Total	111	100



INFERENCE: With 61.26% of respondents accepted that promotion is interconnected with motivation.

### 3. PERCENTAGE ANALYSIS OF RECOGNITION AND APPRECIATION IN THE ORGANIZATION

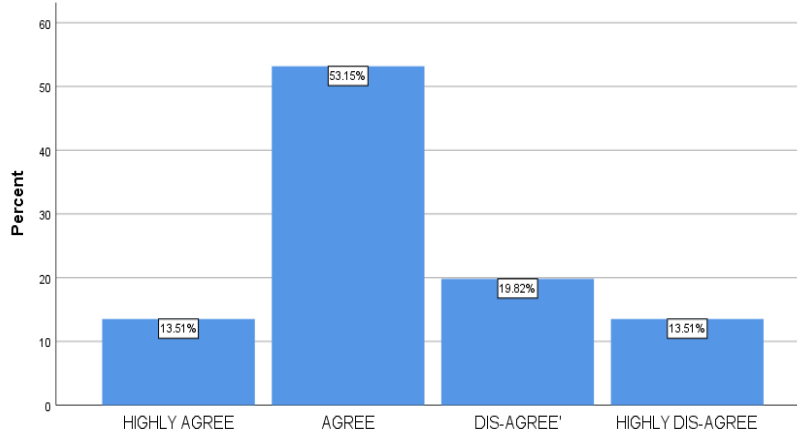
	Frequency	Percentage
HIGHLY AGREE	15	13.5
AGREE	51	45.9
NEUTRAL	8	7.2
DIS-AGREE	15	13.5
HIGHLY DIS-AGREE	22	19.8
Total	111	100



INFERENCE: With 45.95% most of the respondents accept that they are recognized and appreciated.

### 4. PERCENTAGE ANALYSIS OF OPPORTUNITIES FOR ADVANCEMENT IN THE ORGANIZATION

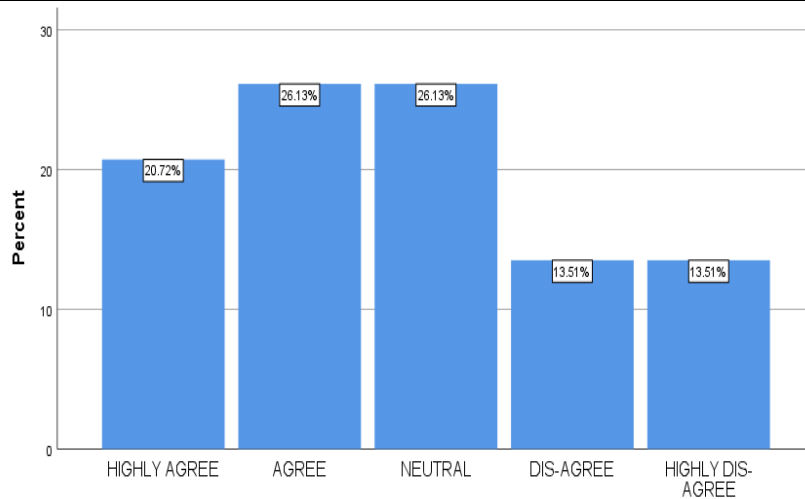
	Frequency	Percentage
HIGHLY AGREE	15	13.5
AGREE	59	53.2
DISAGREE	22	19.8
HIGHLY DIS-AGREE	15	13.5
Total	111	100



INFERENCE: The organization provides opportunities for advancement agreed to 53.15% of the respondents.

#### 5. PERCENTAGE ANALYSIS OF COMPETITIVE COMPENSATION IN THE ORGANIZATION

	Frequency	Percentage
HIGHLY AGREE	23	20.7
AGREE	29	26.1
NEUTRAL	29	26.1
DIS-AGREE	15	13.5
HIGHLY DIS-AGREE	15	13.5
<b>Total</b>	<b>111</b>	<b>100</b>



INFERENCE: 26.13% agree and neutralize that organizations provide competitive compensation compared to other organizations.

#### 6. REGRESSION ANALYSIS

##### NULL HYPOTHESIS

H0: There is no impact of monetary and non-monetary benefits on employee motivation  
ALTERNATIVE HYPOTHESIS

H1: There is an impact of monetary and non-monetary benefits on employee motivation

ANOVA						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	32.530	2	16.265	19.292	.000 <sup>b</sup>
	Residual	91.055	108	.843		
	Total	123.586	110			

**INTERPRETATION:**

From the regression analysis, it is found that the calculated 0.00 is lesser than the table value of 0.05.

Therefore, the alternative hypothesis is accepted.

That there is an impact on monetary and non-monetary benefits for employee motivation.

**7. CHI – SQUARE TEST**

To find the association between promotion and motivation toward employee

**NULL HYPOTHESIS**

H0: There is no association between promotion and motivation.

**ALTERNATIVE HYPOTHESIS**

H1: There is an association between promotion and motivation.

<b>promotion boosts your motivation level</b>			
	Observed N	Expected N	Residual
YES	48	55.5	-7.5
NO	63	55.5	7.5
Total	111		
<b>Promotion within the organization</b>			
	Observed N	Expected N	Residual
YES	48	55.5	-7.5
NO	63	55.5	7.5
Total	111		

	Test statistics	
	Promotion within the organization	promotion boosts your motivation level
Chi-Square	2.027 <sup>a</sup>	2.027 <sup>a</sup>
df	1	1
Asymp. Sig.	0.155	0.155

**INFERENCE:**

From the CHI-SQUARE test, it is found that the calculated value is 0.155 which is lesser than the table value of 0.05

Therefore, the null hypothesis is, that there is an association between promotion and motivation

**8. WEIGHTED AVERAGE**

QUESTION/OPTIONS	HIGHLY SATISFIED (5)	SATISFIED (4)	NEUTRAL (3)	DISSATISFIED (4)	HIGHLY DISSATISFIED (5)	TOTAL	WEIGHTED AVERAGE
1) RECOGNITION AND APPRECIATION	15*1 =15	48*2 =96	15*3 =45	12*4 =48	21*5 =105	309	309/15 = 20.6%
2) OPPORTUNITIES FOR ADVANCEMENT	14*1 =14	56*2 =112	0	19*4 =76	22*5 =110	312	312/15 = 20.8%
3) COMPETITIVE COMPENSATION	21*1 =21	28*2 =56	28*3 =84	12*4 =48	22*5 =110	319	319/15 = 21.27%
4) POSITIVE WORK ENVIRONMENT	42*1 =42	28*2 =56	15*3 =45	26*4 =104	0	247	247/15 = 16.47%
5) WORK-LIFE BALANCE	49*1 =49	21*2 =42	21*3 =63	20*4 =80	0	234	234/15 = 15.6%

#### INFERENCE:

From the above table, the most accepted factor is competitive compensation (21.27%) and the least with work-life balance 15.6%.

### 5. FINDINGS

Among 111 respondents, highly agreed with 73.9%, agreed with 7.2%, neutral 6.3%, and disagreed 12.6% that monetary and non-monetary benefits motivated the employee. Among 111 respondents says that yes (38.7%) and no (61.3%) that promotion boosts the motivation level of the employee. Among 111 respondents who highly agree (13.5%), agreed with 45.9%, neutral with 7.2%, disagree with 13.5%, highly disagreed with 19.8% that they are recognized and appreciated in the organization. Among 111 respondents who highly agree 13.5%, agree 53.2%, disagree 19.8%, highly disagree 13.5% that the employees are given the opportunity for advancement in the organization. Among 111 respondents they highly agree that 20.7%, agree 26.1%, neutral 26.1%, disagree that 13.5%, highly disagree 13.5% that the organization gives competitive compensation to the employees. From the regression analysis, it is found that the calculated 0.00 is lesser than the table value of 0.05. Therefore, the alternative hypothesis is accepted. That there is an impact on monetary and non-monetary benefits for employee motivation. From the CHI-SQUARE test, it is found that the calculated value is 0.155 which is lesser than the table value of 0.05 Therefore, the null hypothesis is, that there is an association between promotion and motivation. From the above table, the most accepted factor is competitive compensation (21.27%) and the least with work-life balance 15.6%.

### 6. SUGGESTIONS

Based on the data collected, it seems that the majority (61.3%) of respondents believe that promotion does not help them get motivated. However, a significant portion (38.7%) feel that promotion does indeed contribute to their motivation. Given this split in opinions, it might be beneficial to explore the reasons behind these responses further. For those who feel that promotion helps with motivation, it could be interesting to delve into what aspects of promotion they find motivating, such as increased responsibility, recognition, or financial rewards. On the other hand, for those who don't feel motivated by promotion, understanding their perspective could provide insights into potential areas for improvement in the promotion process or alternative methods of motivation within the workplace.

Some of the other factors that take into consideration Meaningful Work Employees are motivated when they find their work meaningful and aligned with their values and goals. Autonomy and Empowerment Providing employees with autonomy to make decisions and empowering them to take ownership of their work can boost motivation. Inclusive Culture Fostering an inclusive workplace where diversity is celebrated and all voices are heard can enhance motivation by creating a sense of belonging among employees.

### 7. REFERENCE

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