

The Influence of Motivation on Performance of Public Sector Employees

Dr. Saira Baloch¹

Medical Research Centre, Liaquat University of Medical & Health Sciences (LUMHS)
Jamshoro, Sindh, Pakistan
saira.baloch@lumhs.edu.pk

Mr. Mohsin Shafi²

Liaquat University of Medical & Health Sciences (LUMHS)
Jamshoro, Sindh, Pakistan
mohsin.memon@lumhs.edu.pk

Mr. Mohsin Ali Baloch³

Faculty of Pharmacy, University of Sindh,
Jamshoro, Sindh, Pakistan

Mr. Ahsan Shafi Memon⁴

University of Sindh,
Jamshoro, Sindh, Pakistan

Ms. Hina Fatima⁵

University of Sindh,
Jamshoro, Sindh, Pakistan

Abstract— The objective of present research is to examine the relationship between performance and motivational dimensions & influence of motivation on performance of public sector employees. The study is different from earlier research done on the performance of job of employees; it extends to examine the relationship between performance and motivational dimensions of public sector employees. The outcomes of the present study indicate that there is a +VE (positive) relationship between performance and higher salary of employees, moreover, the vital motivational factor has been found to be the annual salary progression in a public sector organization. From the results, the authors suggests that the strategies for management of performance of employees can be devised according to the level of motivation of the employees.

Keywords: Public Sector Employees; Motivation; Performance

I. INTRODUCTION

Motivation means to progress or convince to do something for fulfilling a demand [1]. Motivation is an arrangement of processes apprehensive by kind of potency which strengthen performance through it towards a particular purpose. Several studies have been articulated motivation as aimed at performance [2]. A person, who is motivated, knows how to achieve the specific goals and he/she makes efforts accordingly for an achievement of the goals [3, 4]. As the motivated person is completely aware of the assumptions of the goals, therefore he/she is best fit [5, 6]. In case the roles of the managers are clearly defined for the guidance of employees, the same can help to achieve the goals and objectives of the organization; it is necessary to teach and comprehend the undertakings that cause stimulation, determination, the persistence of voluntary actions and psychological processes [7,8].

The present study is emphasizing that how motivation may gather the challenges of a place of work variety. The present

study is aimed to investigate the relationship between performance and motivation amongst public sector employees.

II. OBJECTIVE OF THE STUDY

The objective of the present research was to investigate the relationship between performance & motivational dimensions and influence of motivation on performance of public sector employees.

III. LITERATURE REVIEW

Implication of the performance of administration function is very important; the numerous earlier studies of administration paid attention to predict job performance between government employees or personal Aspects supposed to narrate. The employees are the backbone of every organization and are human capital, the performance of employee is directly proportional to every company/organization leading to failure or success. The key element for success of a company/organization also depends on the optimum utilization of the resources [9]. The other key element in the performance of employees is motivation. An employee, who is motivated, is always conscious of the objectives and goals of the organization to be achieved and he or she tries to achieve the same by his or her efforts. A study was conducted by Habibah and Moran [10] in Malaysia with following four objectives with the sample of 82 excellent employees:

- To define the job performance and motivation
- To classify key elements of motivation of employees
- To compare the factors of motivation in consideration of gender and work category of respondents
- To enlighten the performance of job regarding motivation.

Performance of job was measured through New Enumeration System (NES). According to the system, the respondents that are evaluated favorably by higher authorities shall get more than one annual increment with bonuses and be considered as performed employee. In the meantime, the motivation of job was examined and measured with the help of multidimensional 40-item instrument designed by Stuart Wijono [11]. The results of their research indicate that there is no significant relationship between overall-job performance and motivation. Hence the employees having low accomplishment and high accomplishment possess same level of performance. The findings of above research have been supported by Silvester, Patterson, and Ferguson [12].

IV. METHODOLOGY

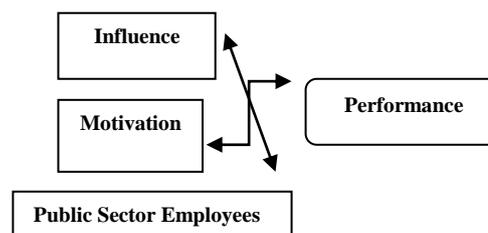
The present study aspires to examine the relationship between performance and motivational dimensions & influence of motivation on performance of public sector employees. The study is different from earlier research done on the performance of job of employees; it extends to examine the relationship between performance and motivational dimensions of public sector employees. To determine association and classify influence of employee's performance, some techniques or statistical tools have been used to data analysis through SPSS software. The author has adopted a descriptive type of research in the present study. The questionnaire was designed to collect the data from Respondents, while drafting the questionnaire the factors which influenced the motivation of employees were considered accordingly. In 1st section of the questionnaire was consisted of demographic information like Designation, Qualification, Marital Status, Job Gender, Age, Experience, etc. Whereas the second section of questionnaire contains the information regarding various statements and factors of motivation in order to find out the level of motivation of employees. The data was collected from two following public sector Universities from their main campuses situated in District Jamshoro during the period from September 2015 - January 2016:

1. University of Sindh (UoS), Jamshoro
2. Mehran University of Engineering & Technology (MUET), Jamshoro.

In present study, random sampling method was adopted with 95% Confidence Interval Level and 5% Margin of Error. The sample was consisted of only non-teaching staff with sample size of four hundred eighty-six (486). Descriptive statistics based on graphs and frequency tables has also been applied in the present study. The SPSS-20 and Microsoft Excel were used to analyze the data.

A. Conceptual Framework

The conceptual framework for the assessment which dispenses in the form scheme reflecting the association among aspects causes the onset of the problem and the problem itself.



V. RESULTS

From the total sample of 486 Respondents, 31.07% & 29.63% were Male from UoS and MUET respectively and 19.55% & 19.75% were Female from UoS and MUET respectively. The majority of the respondents in the study are Male. The Table No.01 and Figure No.01 indicate the gender wise distribution of respondents.

Table No.01
Gender-Wise Distribution of Respondents

	Gender	Respondents	Percent
UoS	Male	151	31.07%
	Female	95	19.55%
MUET	Male	144	29.63%
	Female	96	19.75%
Total		486	100.00%

Note: UoS = University of Sindh, Jamshoro, MUET= Mehran University of Engineering & Technology, Jamshoro

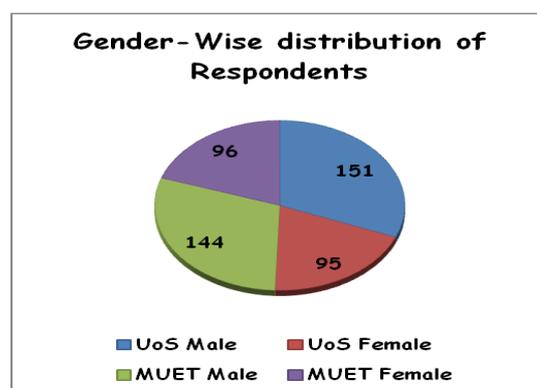


Figure No.01 Graphical representation of Gender-wise distribution of respondents

The respondents have been selected having a different level of experience as well as the qualification from two different public sector Universities. The majority of respondents possesses Master Degree and possesses 11-15 years of experience; their detail has been highlighted in Table No.02.

The Figure No.02 shows the influence of motivation of performance of the respondents of the various organizations. The assessment indicate that the motivational level of 50% of participants is average, 10% is below average, 10% is above average, and 10% is excellent whereas 20% is recognition feel motivated in an enhancement of the organization superficially.

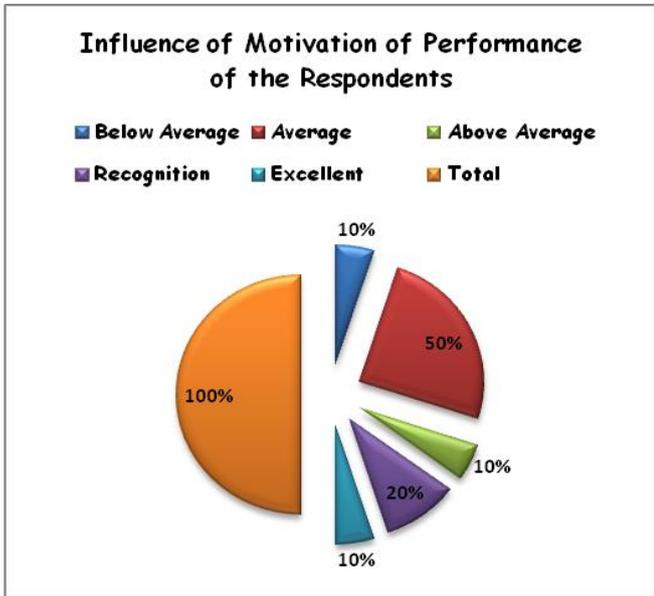


Figure No.02 Influence of Motivation of Performance of the Respondents

The Figure No.03 shows the level of performance of employees. The results indicates that 40% are unsatisfied & 15% are less motivated, 25% are highly motivated & 20% are motivated.



Figure No.03 Level of Motivation of Organization of Respondents

Table No.02 Detail of Experience and Qualification

		UoS		MUET		Grand Total
		Freq:	%	Freq:	%	
Years of Exp:	05-10 yrs	57	28.93	48	25.4	155
	11-15 yrs	95	48.22	81	42.86	199
	> 15 yrs	45	22.84	60	31.75	132
	Total	197	100	189	100	486
Quali:	Bachelor	66	33.5	111	58.73	187
	Master	116	58.88	69	36.51	215
	M.Phil	15	7.61	9	4.76	84
	Total	197	100	189	100	486

The Figure No.04 shows the factors which affect the performance of employees leading to de-motivation. The results indicate that the inadequate system, Boring job schedule, lack of mandatory training for employee and Poor working conditions affect performance of a job.

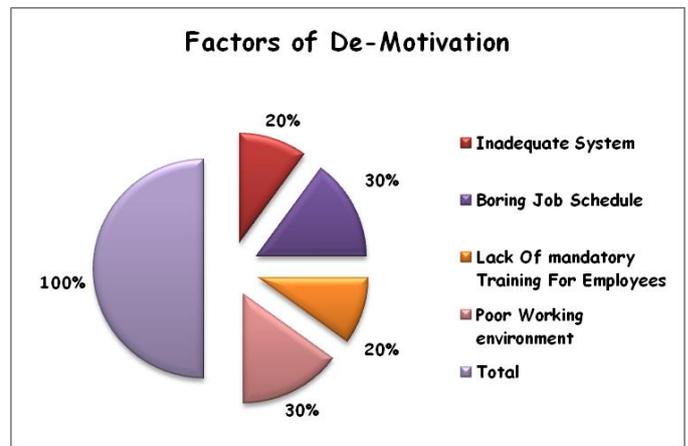


Figure No.04 Factors of De-Motivation

VI. DISCUSSION

Motivation plays an important role in performance of every employee [13]. This research stipulates that there is an affirmative link between performance and motivation of employees. Each employee, who is motivated, will have sufficient knowledge about the objectives and goals of the organization [14]. So, there is a close association between performance and motivation. The performance of employees is co-related with motivation, and it is an important push factor. The output and performance of employees are affected by poor motivation [15].

In order to achieve the goals & enhance the performance, the first step is job motivation. The motivation generates the mental efforts that drive skills & knowledge. In the absence of Motivation, the talented employees are unable to work hard. Hence, the motivation is the key element for the success of every organization as the motivation stimulate the employees to work with more attention leading to accomplish the objectives and goals of organization [16]. Employees are the key resources that increase the interest about work motivation in the growing industry and worldwide struggle [17]. The success of every organization is directly proportion to the performance of employee; it is very essential to have committed, innovative, and creative employees leading to achieving goals and objectives of the organization. That is lead to increase goods available, increase salaries, improve life standards, and stabilizing the economy. An individual employee performance is very important to all the society as argued by some researchers [18].

The present study reveals that there is a significant influence on the performance of employees due to poor motivation, for longstanding survival of every organization, it is proposed that the motivational factor must be taken up for consideration on top priority, which not only can lead to achieving targeted goals of the organization but will also provide satisfaction to its employees.

It is suggested that every organization should conduct research/survey continuously in order to search the factors/issues which are affecting employee's performance in their organization. Such feedback and information arrived from above research will assist to evaluate the needs and wants of the employees for their motivation in order to encourage them to work with hard-work, dedication, and commitment for the long-term benefit of the organization and achievement of organizational goals and objective.

VII. CONCLUSION

The outcomes of the present study indicate that there is a +VE (positive) relationship between performance and higher salary of employees, moreover, the vital motivational factor has been found to be the annual salary progression in a public sector organization. From the results, the authors suggests that the strategies for management of performance of employees can be devised according to the level of motivation of the employees.

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Authors' Profile

1. **Dr. Saira Baloch**, First Author, is working as Assistant Professor in **Liaquat University of Medical & Health Sciences Jamshoro, Sindh, Pakistan** since 2012 and possess extensive research experience. 54 publication are at her credit in various reputed national & international journals.
2. **Mr. Mohsin Shafi**, Second Author, is working in **Liaquat University of Medical & Health Sciences Jamshoro, Sindh, Pakistan** on a middle level managerial position since more than three years and possess extensive experience in employee management.
3. **Mohsin Ali Baloch**, Third Author, is a Final Year Student at **University of Sindh, Jamshoro, Sindh, Pakistan**.
4. **Ahsan Shafi Memon**, Fourth Author, is a M.Phil Scholar at **University of Sindh, Jamshoro, Sindh, Pakistan**.
5. **Hina Fatima**, Fifth Author, is a M.Phil Scholar at **University of Sindh, Jamshoro, Sindh, Pakistan**.