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The major factors which influence the employees' motivation are (i) salaries and compensation, (ii) incentives and rewards, (iii) work-life balance, (iv) promotional opportunities for growth, (v) praise and recognition, (vi) organization's culture, (vii) employees' empowerment and assigning of the responsibilities, (viii) impartiality and transparency in employees' related decisions and employees' related organizational policies, and (ix) effective and transparent communication .

## Employee Motivation and Organizational Performance | IspatGuru

performance. The literature shows that factors such as empowerment and recognition increase employee motivation. If the empowerment and

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Recognition of employees is increased, their motivation to work will also improve, as well as their accomplishments and the organizational performance. Nevertheless, employee dissatisfactions caused by monotonous jobs and pressure from clients, might weaken the organizational performance.

Employee motivation and organizational performance Individual or employees could be motivated through the rewards, leadership, incentives etc. Employees performance and motivation depend on the factors like performance appraisal, employee satisfaction, training and development, job security, compensation, organizational structure etc. Employee's motivation is highly

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influenced by employee performance, for getting the desired outcomes, an organization needs to design motivation programs effectively (Dobre, 2013).

## Impact of Employee Motivation on Organizational Performance

An initial step to overcoming the deterministic nature of the Lawrence and Nohria (2002) and Nohria et al. (2008) comprehensive "human drives" theory on employee motivation, organizational levers and organizational performance is to understand the "level of influence" of the organizational levers. Reward systems, job design, and performance-management and resource allocations processes are microscopically focused levers that organizations can use to fulfill each respective drive, as ...

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Understanding employee motivation and organizational ...

**2 EMPLOYEE MOTIVATION** Many factors like environment, capital and human resources influences how organization performs. Though human resources is seen as having the most influence on the performance of organization. It is legitimate thus to debate that an organization needs to motivate its employees in order to accomplish

## EMPLOYEE MOTIVATION AND PERFORMANCE

This paper attempts to identify the impact of motivation on employee performance in order to address problems arising from motivational approaches in organizational settings in Mogadishu, Somalia.

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(PDF) Employee Motivation and  
Organizational Performance ...

Motivation is necessary as human nature needs some sort of inducement, encouragement or incentive in order to get better performance. Motivation of employees offers many benefits to the...

## Impact of Employee Motivation on Performance (Productivity)

The survey revealed that, among the top ten critical factors (teamwork, work based on contract, supervision based on leadership by example and provision of equipment) had great effect on motivation...

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Motivation can be a key-contributing factor in employee performance. It is of great importance to an organization to recognize ways in which it can use employee motivation to positively affect employee performance. The methods used by organizations to motivate its employees are essential in determining how they affect employee performance.

The relationship between employee motivation and performance

**Abstract** The subject matter of this research; employee motivation and performance seeks to look at how best employees can be motivated in order to achieve high performance within a company or organization. Managers and entrepreneurs must ensure that companies or organizations have a competent personnel that is capable to

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handle this task.

## Organizational Performance

### EMPLOYEE MOTIVATION AND PERFORMANCE

Impact of Employee Motivation on  
Performance (Productivity) In Private  
Organization

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on Performance ...

motivation leads to reduced  
productivity which is harmful to  
organizational performance and  
continuous success. Jennifer and  
George (2006) defined employee  
productivity as the level of effort put  
forth by the workforce of an  
organization towards achieving  
organizational goals and objectives.

### EFFECT OF EMPLOYEE MOTIVATION ON ORGANIZATIONAL

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## PRODUCTIVITY

Motivation of employees is one function which every manager has to perform along with other managerial functions. A manager has to function as a friend and motivator of his subordinates. It is an integral part of management process itself. Doing Business all over the world is very challenging.

Article: Impact of employee motivation on job performance ...

Employee Motivation revolves around Initiation, Enthusiasm, Intensity, Dedication, Perseverance, and Productivity through which an organization motivates its employees to work with wholeheartedness and commitment to optimizing the performance and revenues.

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What Is Employee Motivation?  
Importance Of ... - Marketing91

The performance of organizations and employee motivation has been the focus of intensive research effort in recent times.

The Influence of Motivation on  
Employees' Performance: A ...

In such realities, companies need to focus on other factors that contribute to better performance apart from strategic profit planning dimensions, like employee motivation and invest more in staff development to enhance their organizational performance.

Strategic Profit Planning and  
Organizational Performance ...

The role of motivation on employees work performance in public organization has been developed

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throughout the world during the era of human resource management as a tool which proposed to promote the organization's efficiency and performance. Motivation plays a key role in employees' job performance in any organization Calder (2006).

## THE ROLE MOTIVATION ON EMPLOYEES WORK PERFORMANCE IN ...

Employee motivation is a critical aspect at the workplace which leads to the performance of the department and even the company. Motivating your employees needs to be a regular routine. There are companies that sadly fail to understand the importance of employee motivation.

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