

Examining The Relationship Between Employee Motivation Theories and their Implication for Industrial Psychology

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Abstract:

This research study is to identify the impact of employee motivation theories on industrial psychology. Industrial psychology that includes some employees training, developing job performance standards, individual behaviors, measuring job performance, employee motivation, match individual to specific roles, improve individual performance and health at the same time benefiting the organization as a whole. Industrial peace is very important role for any developing industries and with the help of good motivational skills and theories to maintain industrial peace and improve industrial psychology positively. Therefore, organizations implement various motivation policies and use the number of motivation theories and methods to motivate these employees aiming improve performance and psychology. But how for this motivation method contribute to the employee performance and positive industrial psychology, individual behavior, workforce diversity.

Keywords: Industrial psychology, motivation theories, individual behavior, job satisfaction.

Introduction:

Motivation has been variously defined by scholars. Usually, one or more of these words are included in the definition- desires, wants, aims, goals, derives, motives and incentives. Motivation is a Latin word, meaning “to move”. Human motives are internalized goals within individuals. So, the motivation is a process of creating organizational conditions which will impel employees to strive to attain company goals. Hills observes:” It is stimulation of any emotion or desire operating upon one’s will and prompting or driving is to action.” Motivation consists of the three interacting and interdependent elements of needs, derives and goals.

Industrial organizational psychology is the branch of human psychology. Its apply psychological theories and principles. Relates to the human behavior. The industrial psychology focuses on increasing workforce productivity and related issues such as the physical and mental well-being of employees. Some other functions industrial side of industrial psychology include. Employees training, developing job performance standards, and measuring job performance, individual behavior, leadership programs and employee motivation.

Objectives of the study:

- The prime objectives of this research article how motivation theories relate industrial psychology.

- Explanation to provide good motivational skills improve employee productivity.
- Different motivational techniques are utilized for different human psychology
- To coordination between individual behavior and motivational skills with the help of different theories and thinkers under the organizational environment
- Explanation to provide good motivational skills maintaining coordination between employer and employee relations making healthy organizational environment mentally and physically industrial peace and improving job performance standards.
- Good motivational skills to promote quality of work life with the help of total quality management.
- The research article objectively provides highly training and development programs with the help of modern motivational techniques.
- The empirical objectives define various types of motivational techniques are used upon the different situation under the organization, not only single types of motivational skills under the induction.
So, we used the rule of different level and methods of thoughts and thinkers our organizational behavior.

Research Methodology:

Under the Research methodology sampling process or technique of choosing a sub-group from a population to participate in the study under the process of selecting a number of individuals selected represent the large group from which they were selected. We have use two major sampling procedures in research. These include probability and non-probability sampling relates motivational skills. In research work used four basic types of sampling procedures associated with probability sampling. Which include simple random, systematic sampling. Stratified and cluster.

In this process diversity of employee sampling upper middle and lower level of employee and other fourth group of management (employer) and non-probability we have use convenience sampling based on proximity purposive sampling, quota sampling. And procedure study about three manufacturing industries Gwalior Chambal division like Jamuna auto, J.K. tyre industries, surge Roshni. Three layers of employee, upper, middle and lower level and other non-probability sampling procedures involving employer and top level of management.

Hypothesis:

H₀-Traditional theories of motivation not caused by good industrial psychology is fear and punishment carrot and stick approach.

H₁- Financial incentive of employee encourage employee motivation.

H₂- Some time modern motivational skills to encourage developing job performance standards reinforcement good setting.

H₃- Good motivational factors to improve quality of life in a work place and productivity.

Data Analysis and interpretation:

H₀: This approach was introducing during the industrial revolution by English philosopher Jrmey Bentham, he believed the key to motivating employee is to reward them with things such as money promotions and other financial and non-financial benefits whenever they perform efficiently or exhibits desired behavior and punished them when they do not perform as expected.

In some cases, managers revert to the old carrot versus stick approach to motivation providing a carrot as an incentive and a stick as a consequence.

Unfortunately, this approach is not very effective any organization because its sole focus is on extrinsic motivation rather than intrinsic motivation.

So we can say the carrot and stick approach need to be sure that the incentive and penalties are powerful to get people to enough to change up their behavior. If they are not the motivation to increase their performance will be weak. It is remembering that there will be individual difference in the employee's reactions to the concept of carrot and stick approach some employees respond strongly to incentive and do work hard for them while others are more psychologically motivated by loss or by scarcity.

So the hypothesis ho are right traditional theories of motivation are not properly used for motivation the employees and maintaining good industrial relation only they can short term use for maintaining industrial place not long term maintaining peace not good industrial relations.

H₁: It say that the financial incentives of employee encourage to employee motivation the influence of material incentives on motivation has a significant influence where the higher incentives given the company the higher motivation of his work.

Financial incentive is one of the company's financial compensations beyond the basic salary that employees receive on their performance like.

1. pay and allowances
2. productivity linked wage incentive
3. Bonus
4. Profit sharing
5. Co-partnership / stock option
6. Retirements benefits such as provident fund pension and gravity
7. Perquisites some of fringe benefits such as car allowance, housing medical, education for children etc. Provided by the companies over and above the salary also help in motivating the employees.

In presently socioeconomic condition money has become a very important part of our life we need money to satisfy almost all our needs as it has purchasing power. Thus, financial incentive refers to those incentive which are direct monetary.

Financial incentive of employee can be provided on an individual or group basis and satisfy the monetary and future security needs of individuals the most commonly used financial incentive is group financial incentive like production linked wage incentive profit sharing and bonus these are may be individual of group level financial incentives.

But same times group financial incentive not improve individual performance of employee because the group financial not identify the individual performance of the employee so they are negative impact to the individual performance of the employee.

H₂ – Analysis some time modern motivational skills to encourage developing job performance standards with the help of explain of reinforcement theory by B.F. skinner and clerk L. Hull. Behavioral psychologist B.F Skinner was instrumental in developing modern ideas about reinforcement theory. Clark Leonard hull was an American psychologist who sought to explain learning and motivation by scientific care of behavior based on this idea hull suggested that all motivation arises as a result of these biological needs in this theory hull used the term derive to refer to the state of tension arousal caused by biological or physiological needs thirst hunger and the needs for warmth are all examples of drives. A

drive creates a pleasant state a tension that needs to be reduced in order to reduce this state of tension humans and animals seek out ways to fulfill these biological needs.

Same as the way of industrial situation this reinforcement increase the likelihood that the same behavioral occur again in the future when the same need arises in orders to service in its environment an organism survival must behave in ways that meet those survival needs in a stimulus response relationship when the stimulus and response are followed by reduction in the need it followed repetition of the task increase the job performance same response again in the future.

Clark hull given example of hunger girl and hunger cat to proof our theories of reinforcement like this type of theories and concept implement of employee his employee to improve motivation his and increasing job performance.

In 1957 B.F Skinner an American psychologist at Harvard university the modern reinforcement theory of motivation he says behavior which is reinforcement to be repeated behavior which is not reinforced tends to die and repeated of your skills and behavior increased job performance and motivated to employee goal setting theory of motivation was present by Edwin lock in the 1960 in this theory that a persons task performance is directly based on specific goals and the feedback he receives in pursuit of those goals he further adds that a persons desires to work toward a specific goals is the main source of this motivation the goal setting theory is used to increase an employee incentive to meet the established goals and increasing interest for performing task and increasing job performance standard.

Other modern theory of motivation William Ouchi Z theory this theory was focuses on increasing employee loyalty to the company by providing a job for his life and focusing on the employee as well being job performance and it encourage group work and social interaction to motivate employees in the work place.

H₃ : Good motivation factors to improve quality of life in a workplace and productivity two factor theory, expectancy and equity theory that define good motivational factors to improve quality of work life in a work place and productivity Herzberg's view of satisfaction and dissatisfaction define two hygiene and motivation and improve the productivity in a work place some hygiene factors are pay of employee company policies and administrative policies fringe benefits physical working conditions status interpersonal relation and job security they are required to avoid dissatisfaction those factor are describe the job environment and relation between managers and employee so if those factor are positively implement in any organization have positive impact of employee performance and negative impact arises dissatisfaction.

On the other hand same motivational factors these factors are called satisfied employee find those factors intrinsically rewarding the motivators symbolizes psychological needs that well received as an additional benefit include are—recognition sense of achievement growth and promotions opportunities responsibility meaningfulness of work provided by the employee to the employee feel satisfaction and do work hard for want some type of benefits so result is that improve productivity at the workplace so we can say two factor theory provide good environment under organization both maintenance and hygiene protect quality of work life and improve motivation and in addition together here with the theory of expectancy and equity relates two factor theory because the theory of expectancy relates three term of employee valance X Ex potency X instrumentality says efforts— performance relationship.

Performance–reward relationship:

reward–personal, goals relationship defines the individual wants and their working- conditions.

Same as the Adam's equity theory also known as the equity theory of motivation, was developed in 1963 by John Stacey Adams, a workplace behavior psychologist. Equity theory is based on the idea that employee is motivated by fairness of result.

Adams equity theory defines state that individual don't just understand equity in isolation instead they look around and compare themselves to others if they perceive an inequity then they will adjust their inputs to restore balance and negative impact of employee performance.

Findings and suggestions of the study:

Some traditional theory like fear and punishment, this theory was based on the military principle "mightier make reply nor question why do not die". And the assumption is that people would work efficiently and with interest if they were driven by fear and punishment. This concept can't all time use in any manufacturing industry, I feel that some people we motivated personal inner feeling and they want unique performance and create unique image under the industry.

2. To create better relationship between workers and employer with the help of need theory and provide satisfaction according to the need of employee becomes I understood individual difference also available in the industry so different motivational needs are available in industry.

3. Some dissatisfaction issues are available in industrial environment. Hygiene and maintenance factors relates two factor theory and I feel dissatisfaction of motivation it creates truly for the motivate to employee so we can suggest avoid dissatisfaction create maintenance factor for apply employee motivate and improve working condition and productivity.

4. We create equity for every level of the employee because the equity of motivate is the idea that what an individual receives for their work has a direct effect on their motivation when the employee applied to workplace it means an individual will generally aim to create a balance between what they give to the organization compared to what they get in return so the equity is very compulsory factor for the motivate to the employee.

5. And lastly we can't define a particular theory and type of motivation required motivating to employee its depend on the various variable and situations of the organization because individual difference are always available so the theories of motivation long time help of the employee to understand of the working conditions and situations of individual suit a particular motivation techniques we with trustful says that the motivation theories will direct and indirectly effect of industrial psychology and these help to identify the industrial psychology.

Conclusion:

We conclude that different motivation thinks define unique motivation thoughts and ideas generate different situation of the individual and organization.

We don't say that a particular motivational thoughts and skills will suitable for any individual performance and generate the power of motivation the manager can use different skills of motivation upon different level of the organization and his environment individual.

But this is true we have various thought of motivation are there and the managers can choose and correlate both variable of motivation conditions in the organization.

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