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INDEX

Sr. No.	Title	Author	Subject	Page No.
1	Antibacterial activity of Bauhinia tomentosa Linn	S. Jasmine Mary, Dr. A. John Merina	Chemistry	1-2
2	Impact of Personal Loan Offered by Banks and Non Banking Financial Companies in Coimbatore City	Dr. A. Vinayagamoorthy, M. Somasundaram, C. Sankar	Commerce	3-6
3	Sustainable Rural Development: A Case Study of Kalewadi Nirmal Gram, District Satara (Maharashtra)	Dr. Anandrao S. Patil	Commerce	7-10
4	Financial Performance Of Cadila Pharmaceuticals Ltd. & Cipla Pharmaceutical Ltd	Archana J. Bhoot	Commerce	11-12
5	The Role Of Advertisement In Buying Behaviour	Dr. K. Krishnakumar, K. Radha	Commerce	13-15
6	Business Performance Effectiveness with the Aid of Total Quality Management	Dr. Vipul Chalotra	Commerce	16-17
7	Women Entrepreneurial Success-Key Indicator Analysis	Dr. S. Valli Devasena, Priyadarshini	Commerce	18-19
8	Mentoring: A Tool For Lifelong Learning In Organizations	Dr. Sandeep Tandon, Mrs. Shelleka Gupta	Commerce	20-24
9	Energy-Efficient MAC Layer Protocols in Ad hoc Networks	Ajay Shah, Hitesh Gupta, Mukesh Baghel	Computer Science	25-28
10	"E-Governance Initiatives in Gujarat- A Case Study"	Prof. Priyank Gokani, Prof. Dr. H. N. Pandya	Computer Science	29-30
11	Impact of Carpet Weaving Activity on Rural Poor: (A case study on migrated weavers' households in West Bengal)	Chittaranjan Das, Dr. Swarup Kumar Jana	Economics	31-33
12	Role of Finance Commission in Fiscal Transfers in India	Prof. P. Dhiraviyam	Economics	34-37
13	Human Resource Practices in Banks Some Myths and Realities	Dr. K. Kaliyamoorthy, **Mrs. J. Shymala Devi	Economics	38-41
14	Employer-Employee Relationship In Co-Operation	Dr. Rohit N. Desai	Economics	42-43
15	Industrialization And Sustainable Development	Pallavi C. Vyas	Economics	44-46
16	Impact Of Teacher Absenteeism On The Quality Of Education At Government Elementary Schools	Dr. Praveena, K. B	Education	47-49
17	Relevance of Remote Sensing and GIS in Water Resources Engineering	Kaushikkumar R. Mayani, V. M. Patel	Engineering	50-51
18	Optimization of the Irrigation water Efficiency	Kiran R. Shah, PROF. A. I. Lalani	Engineering	52-54
19	Corporate Social Responsibility- An Analytical Case Study	Soheli Ghose	Finance	55-57
20	The story of colour	Kashyap Parikh	Fine Arts	58-59
21	Impact of Dietary Intake of Pregnant Women on Neonatal Outcome in North Chennai	Sudha S	Home Science	60-62
22	Some Initiatives of Rural Development through Rural Tourism and Mgnreg	Prof. D. Gunaseelan	Hotel Management	63-66
23	Innovative Methods in English Language Teaching	K. Rajkumar, Dr. P. Nagaraj	Literature	67-69

24	Leadership in Management	Dr.A.Jayakumar K.Kalaiselvi	Management	70-72
25	Leadership Styles in Organizations an Empirical Study	Dr.S.Saraswathi	Management	73-75
26	A Study of Job Stress Among Working Women in Government & Non Government Organization	Hetal M. Patoliya	Management	76-77
27	Achievement Evaluation Of Regional Rural Banks In India	Bind Kumar Tiwary	Management	78-81
28	Human Factors to Minimize the Human Error and Improving Patient Safety	Sanjay Saproo,Dr. Sanjeev Bansal,Dr. Amit Kumar Pandey	Management	82-86
29	Wealth Maximization in TATA Power Company Limited – An Empirical Study	R.Muruga Ganesh, Dr.A.Somu	Management	87-89
30	An Issues In Carbon Accounting Practices In India	Mr. Akhilesh N Shukla	Management	90-92
31	Motivation Of Employees In Public And Private Educational Institutions	T. Srinivasarao, Dr.S. Teki(Doms) ,Dr. M. Venkatasubba Reddy	Management	93-95
32	The Gap Analysis Of Hospitality Services: A Case Study	Dr. N. Ramanjaneyalu, Mr. Kiran Koppad	Management	96-100
33	Causes Of Stress And Affect Of Stress Indicators On Level Of Stress Among The Women Employees In It Sector	Sathyapriya.J,Dr.P.Amuth alakshmi, B.Aparna	Management	101-105
34	Social Marketing Effect on Knowledge and change in Attitude for prevention of STI/HIV/AIDS among Trucker's in Odisha	Mr. Prasanta Kumar Parida	Marketing	106-107
35	Rate Pressure Product In Type 2 Diabetic Cardiac Autonomic Neuropathy	Dr Rishu Segan	MEDICAL SCIENCE	108-109
36	Evaluation of rapid precurarisation technique using Rocuronium and Atracurium	Dr. Kalyani S. Konday, Dr. Daisy V. Jokhi	Medical Science	110-113
37	Prevalence Of Subclinical Thyroid Dysfunction In General Population: Focus On Tsh Co-Relation With Bmi	Dr. Kalyan Gaud, Ms. Shilpa Jaiswal	Medical Science	114-115
38	Static Sphere Of Dust Of Uniform Density Using Isotropic Line Element	Dr.M.A.Gaikwad	Science	116-117
39	Role of Political Parties in Urban Development	Dr. N.M. Sali	Social Science	118-119
40	Home range and habitat selection of Grey francolin (Francolinus francolinus) using radiotelemetry.	Sarita Rana	Zoology	120-122



Motivation Of Employees In Public And Private Educational Institutions

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ABSTRACT

The article entitled "Employee Motivation in" was taken up with the objective to study the various practices adopted for the motivating the employees of the organization. The study employed exploratory type of research design as it was felt that it is best suited. The design of exploratory studies is characterized by great amount of flexibility and ad hoc versatility. The article attempts to study the effectiveness of the existing system and suggest changes for improvement.

Keywords :Employee Motivation, Role of Motivation in HRM, Characteristics of Motivation, Basic Principles of Motivation, Methods Motivation.

INTRODUCTION

Human resources management is primarily concern with the people management. It is a crucial subsystem in the process of management. The success or of the organization not only depends on the material, machines and equipment but also on the personnel who put in their best efforts for efficient performance of the job. Human resources management is the management of employee's skills, knowledge, talents aptitudes, creative abilities etc.

DEFINITION:

Human resources can be thought of as the total knowledge, talents aptitudes, creative abilities of an organization work force as well as the value, attitude and beliefs of the individuals involve.

SCOPE OF THE STUDY:

The scope is very limited because attitude of the people change according to the time.

OBJECTIVES OF THE STUDY:

1. To assess how often training programmers are conducted and how much are the employees satisfied.
2. To study to what extent the training programmers are applicable to their jobs.

The theory can be summarized as thus:

- Human beings have wants and desires which influence their Behavior; only unsatisfied needs can influence behavior, satisfied needs cannot.
- Since needs are many, they are arranged in order of importance, from the basic to the complex.
- The person advances to the next level of needs only after the lower level need is at least minimally satisfied.
- The further the progress up the hierarchy, the more individuality, humanness and psychological health a person will show.

The needs, listed from basic (lowest, earliest) to most complex (highest, latest) are as follows:

- Self actualization
- Self esteem
- Social
- Safety & security
- Physiological

Role of Motivation in HRM

Human beings are a resource to an organization. Like another resource they represent an investment whose development and utilization require proper managing. There is a fundamental trust the people are organization's most important assets.

Performance results from the interaction of physical, financial and human resource. The first two are inanimate; they are translated into "productivity" only when human element is introduced. In dealing with employees, however an intangible factor of will, violence or freedom of choice is introduced, and workers can increase or decrease their productivity as they choose. This human quality gives rise to need for motivation.

Motivation is one of the most important factors affecting human behavior. Motivation not only affects other factors like perception and Learning but also affect the total performance of an individual in organizational setting. This is the reason why managers attach great importance to motivation in an organization.

At one time, employees were considered just another input into the production of goods and services. The Hawthorne studies began the human relations approach to management, where by the needs and motivations of employees become the primary focus of managers (Bedeian, 1993).

Meaning :

Motivation has been variously defined by scholars. Usually one or more of these words are included in the definition: desires, wants, aims, goals, drives, moves and incentives. Motivation is derived from the Latin word 'Move on' which means "to move".

Definitions:

1. Motivation is the complex forces starting and keeping a person at work in the organization.
2. Motivation is the various drives within or environmental forces surrounding individual that stimulate or attract them in a specific manner.
3. Motivation is the art of understanding motives satisfying them to direct and sustain behavior towards the accomplishment of organization goals.

Motivation consists of the three interaction and interdependent elements of needs, drives and goals.

Needs: These are the deficient, and create whenever there is a physiological or psychological imbalance.

Drive or motives: These are set to alleviate needs. These are action oriented and provide an energizing thrust toward goal accomplishment. They are the very heart of the motivation process.

Goal: Goals are anything which will alleviate a need and reduce a drive.

Characteristics of motivation:

1. Higher efficiency:- A good motivation system releases the immense talents, abilities of employees. It converts ability to work.
2. Low absenteeism and turnover:- Motivation leads to job satisfaction and high morale due to which labor unrest, labor absenteeism turnover are reduced.
3. Human relations:- A high level results in harmonious relations between employer and employees.
4. Facilitates change:- Effective motivation help to overcome resistance to change and negative attitudes on the part of employees.

Nature of motivation:

Following are some of the characteristics of motivation derive from the definitions given by various authors.

1. Based on motives:- Motivation is base on individuals motive which are internal to individual. These motives are in the form of feeling that the individual lacks something.
2. Goal directed behavior:- Motivation Leads to goal directed behavior. A goal directed behavior is one which satisfied the causes for which behavior takes place. Motivation has profound influence on human behavior.
3. Related to satisfaction:- Motivation is related to satisfaction. Satisfaction is refers to the contentment experiences of an individual which we derives out of needs fulfillment.
4. Complex process:- Motivation is a complex process; complexity emerges because of the nature if needs a types of behavior that need attempted to satisfied those needs.

Types of motivation:

There are 2 types of motivation. They are

Positive motivation is a process of attempting to influence others to do your will through the possibility of gain or reward. Incentive motivation is the pull mechanism.

Negative motivation or fear motivation is based force or fear. Fear causes person to act in a certain way because they are afraid of the consequences if they don't Fear motivation is the push mechanism.

The objective of motivation is to create condition in which people are willingly to work with zeal, initiative, interest and enthusiasm, with a high personal and group.

Moral satisfaction with a sense of responsibility, loyalty and discipline and with pride and confidence in a most cohesive manner so that the goal of an organization are achieved effectively

EMPLOYEE MOTIVATION IN THE WORK PLACE:

The job of a manager in the workplace is to get things done through employees. To do this the manager should be able to motive employees. To understand motivation one must understand human nature itself.

Human nature can be very simple, yet very complex too. An understanding and appreciation of this is a prerequisite of effective employee motivation in the workplace and therefore effective management and leadership.

Motivation is the key to performance improvement:

Performance is considered to be a functional improvement:

Job performance = f(ability) (motivation)

Ability in turn depends on education, experience and training and its improvement is a slow and long process. On the other hand it can be improved quickly. As a guidelines, there are broadly 7 strategies for motivation.

- Positive reinforcement
- Effective discipline and punishment
- Treating people fairly
- Satisfying employee needs
- Setting work related goals
- Restructuring job
- Based rewards on job performance

Basic principles to remember by manager for motivating employees:

1. Motivating employees starts with motivating yourself.
2. Always work to align goals of the organization with goals of employees.
3. Key to support the motivation of your employees understands what motivates each of them.
4. Recognize that supporting employees motivation is a process, not a task
5. Support employees policies by using motivation by organization systems.

Worker motivation must also be viewed from 2 perspectives: Inner drives, Outer (external) motivators.

A person's inner drives push and propel him/her towards an employer, a particular job, career, line of study, or other activity. The outer(external)motivators are the mirror image the employer or outside world offers in response to the inner drives. In order to attract the "cream of the crop" of available workers, same as in his/her dealings with customers, the employer not only tries to satisfy these basic needs individual workers have.

Most workers need to:

1. Earn wages that will enable them to pay for basic necessities and additional luxuries such as the purchase of a home, or travel
2. Save for and enjoy old age security benefits
3. Have medical and other insurance coverage
4. Acquire friends at work
5. Win recognition
6. Be acknowledge and rewarded for special efforts and contributions
7. Be able to advance in life and career-wise
8. Have opportunities for self-development
9. Improve their skills, knowledge, and know-how
10. Realize their ideal(s)

The employer responds to those needs by offering and providing:

Pay, Assistance to workers for their special needs(such as child care arrangements, transportation, flexible work schedule), Job security, Clear institute policies, Clear and organized work procedures.

It is important that the employer discover other extraordinary needs applicants have before hiring them

- Family responsibilities and be unable to work shifts, over time, or weekends.
- Heavy financial responsibilities which he/she can meet only by working at 2 jobs, leading to exhaustion, "sick leave", a deficient work performance
- A desperate financial need for additional overtime and weekend remuneration
- Premature expectations of swift promotions.

Motivational methods:**1. Building confidence for motivation:**

Facing a challenge, meeting it and mastering it help build confidence.

2. Motivational team building:

Team unite and work together when they identify a common purpose whether the aim is the tallest tower made out of newspaper, or a game of rounder's on the park. Competition in teams or groups creates teams and ignites team effort

3. Motivational coaching and training motivation:

Games and activities provide a perfect vehicle for explaining the Motivation process ('train the trainer' for example) to managers, team leaders and trainers.

4. Personal motivation style and learning motivation

Everyone is different. Taking part in new games and activities outside of the work situation illustrates people's different strengths and working style preferences. Mutual respect develops when people see skills and attributes in others that they didn't know existed.

5. Continual development and motivation

Introducing people, staff or employees to new experiences opens their minds to new avenues of personal development,

and emphasizes the opportunity for continuous learning that is available to us all.

6. Improving empathy and communications for motivation

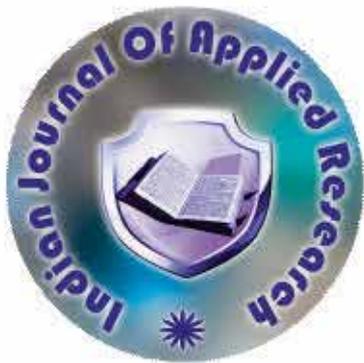
To communicate we must understand the other person. Empathy and intuitive skills are right-side brain of the brain, which we use when we communicate and understand others. Team activities and games promote communications and better mutual understanding-essential for good organizational performance.

CONCLUSION:

The report in Motivation in Employee in Public and Private has brought into light the total picture of the employee's attitude towards training and development. Most of the employees are interested in the on- the- job method. Most employees feel good that feedback is collected from all the participants in the program. And the employee in the organization are well participated in the training program. The training is being given to the employees at regular interval. Most of the employees are very much satisfied about the selection of the candidates for training. Most of the employees are accepted that the training program is imparting the latest technology in the market. Most of the employees agree with the training program meet pre-specified objectives.

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