



## A Study on Employee Motivation in Rane Engine Valve Ltd

### KEYWORDS

Motivation, Organization, Employees

**Dr. K. SELVI**

ASSISTANT PROFESSOR, JBAS COLEGE FOR WOMEN, CHENNAI

**ABSTRACT** All organizations are concerned with what should be done to achieve sustained high levels of performance through people. Consequently the subject of adequate motivation of workers as derived from the so many attempts made by management practitioner is to look for the best way to manage so as to accomplish an objective or mission with the least inputs of materials and human resources available. The study is intended to evaluate motivation of employees in the organization. A good motivational program procedure is essential to achieve goal of the organization. If efficient motivational programmes of employees are made not only in this particular organization but also any other organization; the organizations can achieve the efficiency also to develop a good organizational culture.

### INTRODUCTION

Organization attitude or the feelings of an employee about his job may either be favourable or unfavourable. It is favourable or positive if he likes his job and has cordial relationship with his superiors and fellow employees. It is unfavourable or negative if he is not happy about his job. Therefore one of the important topics among the management circle is motivation. Motivation means desire to do something for a certain reason. Motivation is a process of channelizing a person's inner driver to accomplish the goals of the organization.

### COMPANY PROFILE

The Rane Engine valve comes under Rane group of companies. The "Rane Engine Valve Ltd" was started in 1959. It was the collaboration of Bough Engineering co., UK [1958 – 1973] current technical collaboration. The Rane Linings Ltd was the first name of the company in 2003 and the name was changed as Rane Engine Valve Ltd on the year 2005 and again the name was changed as The Rane TRW steering system ltd., from 2005 in the year

### REVIEW OF LITERATURE

How Google Motivates their Employees with Rewards and Perks by Joshua Cook @

New innovative companies are inventing ways to do just that. Google Inc., Cisco Inc., and Wholefoods Inc., are leading the way to restructure management, so employees can streamline creative ideas that produce blockbuster new products. They are rewarding employees with perks like onsite swimming pools, allowing employees to bring their pets to work, providing on site child care, and all the free food employees want.

### Motivational theory in practice at Tesco

Tesco provides opportunities for its managers and staff to take a share and a greater interest in their own employment. Since every employee is an individual, with different needs and aspirations, the process of reviews and personal development plans allows recognition of their abilities and achievement, as well as potential development. This benefits the individual by providing career progression. It also benefits Tesco by ensuring the business can deliver high levels of customer service through its skilled employees.

### OBJECTIVES OF THE STUDY

- To determine the level of motivation of the employees in Rane Engine Valve Ltd
- To find out whether the monetary incentives and rewards exert a stronger influence on employees than any form of motivational incentive.
- To suggest the measures to improve employee motivation in the organization.

### ANALYSIS AND INTERPRETATION

#### Weighted average method

To analyze the opinion of respondents regarding the rating of motivational factors based on importance

Weightage	5	4	3	2	1	Total		Weighted	Rank	
						Rating				
Income	X	66	42	18	8	2	$\Sigma X$	136	4.19	1
	WX	330	168	54	16	2	$\Sigma WX$	570		
Recognition	X	32	37	46	17	4	$\Sigma X$	136	3.56	2
	WX	160	148	138	34	4	$\Sigma WX$	484		
Work condition	X	16	48	37	23	12	$\Sigma X$	136	3.24	3
	WX	80	192	111	46	12	$\Sigma WX$	441		
safety	X	19	6	34	58	19	$\Sigma X$	136	2.62	4
	WX	95	24	102	116	19	$\Sigma WX$	356		
Supervision	X	3	3	1	30	99	$\Sigma X$	136	1.39	5
	WX	15	12	3	60	99	$\Sigma WX$	189		

**Calculation**

$$\sum WX$$

$$\sum X$$

From the table above it has been inferred that most of the employees consider Income as the most important motivational factor followed by Recognition, Work condition, Safety and Supervision.

**FINDINGS**

- Employees have a healthy relationship with the supervisor
- Employees are satisfied with Organization motivation factors
- The employees found the company policies are not difficult to follow.
- Monetary incentives and rewards exert a stronger influence on workers than any form of motivational incentive.
- Only monetary rewards can bring out the best in workers

**SUGGESTIONS**

- The Organization should increase the basic salary to the low level employees
- The Organization has to provide the financial and non-financial incentives
- The Promotion should be provided on the basis of performance

**CONCLUSION**

The Motivation is an essential factor to maintain good relationship between employees and organization. When the Motivation level is high, it will create high level of job satisfaction and good will. From this study, it is clear that Motivation and performance are interrelating and the Motivation in Rane Engine Valve Ltd. is good. Most of the employees are motivated by the factors provided by the organization except the factor Income. The organization in the future should try to make satisfaction of the employees with Financial and Non-financial Motivation in regular manner.

**REFERENCE**

- Smith, G. P. (1994). Motivation. In W. Tracey (ed.), Human resources management and development handbook (2nd ed.). | • <http://ras.sagepub.com/content/77/1/191.abstract> | • <http://rop.sagepub.com/content/31/1/87.abstract> | • <http://thinkingleader.hubpages.com/hub/How-Google-Motivates-their-Employees-with-Rewards-and-Perks>