



ORIGINAL RESEARCH PAPER

Psychology

THE INFLUENCE OF PSYCHOLOGICAL FACTORS ON EMPLOYEE MOTIVATION OF AN ORGANIZATION MOUNT MARY INSTITUTE NAGALAND

KEY WORDS:

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BACKGROUND

Motivation in a work environment has become very important for the employees. In today's scenario every employee sticks with organization. It is because of the techniques of motivation applying for the employee's. There are many theories in Human Resources Management and organizational psychology talks about different factors of motivation for the employee and needs and drive of an employee in the organization. There some facts that in last few years there are numerous number of authors and researcher has conducted and finds the reason behind the different factors that highly influence on employee's motivation.

This study, mention about the certain factors that influences on employee's motivation, and the data were collected from the Nagaland India, north east part of the India which is surrounded by neighboring Asian Country, and the organization is known as ministry of Mount Mary academy or Mount Mary institute. This organization is one of the well known non-profit organization it more on a charity and Christianity, This field in Nagaland is very competitive and More people tend to work in such organization .The various Literature of review contributed by researchers of the past evidence and also studied and assessed. This research needs a wide range of employee motivation techniques and methods and also their implication. Also the literature of review has studied on the effects on employee's motivation by certain psychological factors .A research model is designed after gathering a vast number of literatures of reviews and also related to the objectives of this study.

Through the development of the objectives of this study, a set of research questions and hypotheses are designed to set a goal of this study. The research framework had designed to apply for the questionnaire to conduct a survey on the level of motivation. The questionnaire is administered to determinants the level of employee's motivation and influences of certain psychological factors in the organization of Mount Mary institute Nagaland, this institute has chosen for the survey of this research work.

AIM

1. Certain psychological factors affect the extent of Employee Motivation.
2. The factors, which have high influence, tend to show positively and significantly associated with the extent of Employee Motivation.

OBJECTIVE

1. To study the psychological factors of an employee motivation.
2. To study the influence of psychological factors on employee motivation.

CONCLUSION

Mount Mary Institute is a well-known non-profit organization in Nagaland where many students come to get education from various places in around India as well neighboring country and even the employee are from different background which is very challenging and more over there many branches link with the Institute each branch has one Head follow by the subordinates, so for them it is stressful to do multi-task even

both full time and part time employee, only ways is either the organization has to rise the incentives or make a Better environment let employee too feel important not isolated (Mount Mary handbook, 2007). Therefore, each organization has different ways of dealing with their employee, so they get motivate and bring positive result. Why choose Mount Mary Institute, it is unique organization from others and it is more about charity and about Christianity and also the culture different from rest Indian, so the reason will be the Familiarity of the place (Nagaland) and it will provide more depth information about the employees and the environment on how psychologically it influence on employee motivation, the main point of the study is to find how the organization keeps employee happy and tend to work for longer and with satisfactorily. This Study related to Employee Motivation. (The researcher)