

Abstract

The Impact of Motivation on Employees Effectiveness

Research Question (RQ): How does Motivation Impact Employees Effectiveness?

Purpose: The purpose of the study is to determine how motivation contributes to greater work efficiency.

Method: Qualitative method was used, specifically, interviews with five individuals, two leaders and three employees in different organizations.

Results: The research study provides findings on how motivation affects the effective work of employees and how employees are encouraged to maximize work motivation. The results also present which demotivating factors are most present at work.

Organization: The findings assist management staff to understand their role in motivating their employees and how much it is important that leaders themselves should be the most motivated.

Society: Results show that employee motivation is very important at the workplace. Because of this, employees have to take care of a good work climate within the organization and for good interpersonal relationships with fellow employees.

Originality: Certain motivators were ranked differently in the review of literature, because many respondents in this study favored intangible motivating factors before tangible ones.

Limitations/further research: The study is limited to employees of different ages, gender and years of service in various organizations. One of the limitations is the time determination, because I was interviewing employees at a specific time (now) and not for the past.

Keywords: motivation, factors of motivation, employee motivation, self-motivation.