

INFLUENCE OF WORK MOTIVATION ON WORK ENGAGEMENT

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Abstract

Motivation is the driving force inside a person which activates them to take action. Work engagement is a positive, fulfilling, effective motivational state of work-related well-being.

Every individual has different motivations for working at a job. Here are thoughts describing employee's motivation, what employees want from their work, and how they can help employees attain what they need for their work motivation towards their engagement to work.

Motivation from their superior plays vital role in their work engagement in the organization. This research basically presented the connection between work motivation and work engagement. The researcher has observed that if any motivation is provided to the employee, then he/she can do work more effectively. When they do not get any motivation from their superior, they cannot do their best at the job as well and disengagement towards the job is observed in such cases.

The result indicates that there is a significant relationship between work motivation and work engagement. Which affects many factors like work satisfaction, low absenteeism, high attrition rate, etc. Study explores various factors such as job satisfaction, workgroup relation, psychological incentives, work involvement and job situation, etc. on work motivation and work engagement.

Key Words: *Work Motivation, Work Engagement, Job Satisfaction, Psychological Incentives, Work Involvement.*

Citation: Bhatt, Anuragee., and Parmar, Manisha (2022). Influence of Work Motivation on Work Engagement. *Ganpat University Journal of Applied Research In Social Science & Humanities*, 11 (1), 17-28.

Introduction

Work Motivation

Definition of Work Motivation:

Work motivation is “a set of energetic forces that originate within individuals, as well as in their environment, to initiate work-related behaviours and to determine their form, direction, intensity, and duration.”

About Work Motivation:

Employee's work engagement is influenced by motivation. And motivation is based on needs. Maslow's hierarchy of needs and its connection with employee motivation proves that motivation is directly connected with needs. Everyone has a different psychology and that's why their needs are also different. This differentiation comes from the influence of the environment in which one lives. And motivation has a very close connection with the behaviour of human beings.

Work motivation is defined as “A set of energetic forces that originate both within as well as beyond and individuals “being, to initiate work-related behaviour. Motivation is a person's internal disposition to be concerned with and approach positive incentives and avoid negative incentives.

Work Engagement

Definition of Work Engagement:

Work engagement is defined as positive behaviour or a positive state of mind at work that leads to positive work-related outcomes. Employees with high levels of work engagement are energetic and dedicated to their work and immersed in their work.

About Work Engagement

Attridge, M. (2017) work engagement is defined as positive behaviour or a positive state of mind at work that leads to positive work-related outcomes. Employees

with high levels of work engagement are energetic and dedicated to their work and immersed in their work.

This article describes the concept of work engagement, its antecedents, and its effects. Work engagement is defined as "a positive affective-cognitive state, characterized by vigour, dedication, and absorption". Engaged workers work hard, are full of energy, and are very dedicated to their work. Work-engagement is positively related to different kinds of organisational outcomes; as well as various employee outcomes. For example, work engagement is associated with high performance and engaged employees report better health and life satisfaction. Work engagement is determined by the resources employees have in their work. Resources are aspects of the job that reduce the efforts required by job tasks. Resources also help employees to achieve work goals and stimulate learning and development in the job. A positive social climate enhances social support between employees as well as between employees and managers, as well as creating opportunities for professional development.

Work engagement is defined as a positive, fulfilling, work-related state of mind that is characterized by vigour, dedication, and absorption. Vigour is characterized by a high level of energy and mental resilience while working, the willingness to invest effort in one's work, and persistence even in the face of difficulties; dedication by being strongly involved in one's work, and experiencing a sense of significance, enthusiasm, inspiration, pride, and challenge; and absorption by being fully concentrated and happily engrossed in one's work, whereby time passes quickly and one has difficulties with detaching oneself from work.

Moreover, engaged workers are characterized by low levels of burnout, as well as by low levels of neuroticism and high levels of extraversion, also they enjoy good mental and physical health.

E.A. and H.K. et al (2023), study the concept of The Effect of Work Motivation and Work Engagement on the Intention to Stay Among Jordanian Nurses. This study concludes that based on the variables of the current study, we can conclude that there is a significant relationship between work motivation, work engagement, and nurses'

intention to stay. Furthermore, there is a significant influence of work engagement, workplace, gender, and years of experience on nurses' intention to stay. Jordanian nurses' intention to stay associated with work motivation and engagement has a high general perception level of professional self-concept and moderate problem-solving ability. However, based on the nurses' responses, there are opportunities to improve nurses' work motivation and participation in Jordanian governmental hospitals to enhance their intent to remain in their current workplace.

Research (2020) on work motivation addresses, Nurses are critical workers categories who have direct contact with COVID- patients. Their levels of engagement during the pandemic have also been investigated. Thus, nurses' COVID-19 exposure was found to cause high cognitive workload, increased subjective fatigue, stress (infection control, personal protective equipment (PPE) discomfort, and distress, which caused lower work engagement. Moreover, nurses' perceptions of colleagues' and hospitals' low levels of preparedness for COVID-19 and high levels of family responsibility were found to lower work engagement.

Influence of Work Motivation on Work Engagement

Motivation theory is the study of understanding what drives a person to work towards a particular goal or outcome. It's relevant to all of society but is especially important to business and management. That's because a motivated employee is more productive, and a more productive employee is more profitable.

- A motivated employee can do their job with high work engagement. So, it shows the relation between appreciation and motivation.
- All human beings want attention and recognition. It is a human psychology. So, people who get recognition from their superior, subordinate, or peers. He/she feels engaged with the organization and their work as well. So, it shows the relation between recognition and motivation.
- When people feel that their job is inspiring them, then only they can remain engaged with their work. So, it shows the relation between inspiration and motivation.

- This question shows the relation between motivation and work engagement itself. With high motivation, the employee can do their performance well and will become more focused on their work.

Every individual has different motivations for working at a job.

But all people work because the workplace provides something that an individual or group needs from work. Here are thoughts about employee's motivation, what people want from work, and how they can help employees attain what they need for their work motivation towards their engagement to work.

1. Some people work for their love of the work; others work for personal and professional fulfillment.
2. Other people like to accomplish goals and feel as if they are contributing to something larger than themselves, something important, an overarching vision for what they can create.
3. Some people have personal missions they accomplish through meaningful work.
4. Others truly love what they do or the clients they serve. Some like the camaraderie and interaction with customers and co-workers.
5. Other people like to fill their time with activity.
6. Some workers like change, challenge, and diverse problems to solve.

As we can see, employee's motivation is individual and diverse. Whatever the personal reasons for working institution needs to have work motivation in order to have work engagement.

The data was gathered through a structured questionnaire to assess the influence of work motivation on work engagement among employees of Paramount Health, Service, and Insurance TPA Private Limited (Vadodara unit).

The result researcher has found a significant relationship between work motivation and employee engagement. It affects different factors such as work satisfaction, low absenteeism, high attrition rate etc. And this study was affected by various factors such as job satisfaction, work group relation, psychological incentives, work involvement and job situation, etc. work motivation, and work engagement.

One of the studies on the concept of The Effect of Work Motivation and Work Engagement on Intention to Stay Among Jordanian Nurses found a significant relationship between work motivation and work engagement. E.A. and H.K. et al (2023),

The researcher describes that the motivation variable has a positive effect on employee performance variables. On the other hand, job satisfaction does not have any impact. motivation and job satisfaction have a positive and significant effect on employee performance, but mediating the effect through motivation and job satisfaction can significantly affect employee's performance. Setyo Riyanto, Endri, August 2021.

Objectives:

- To study the influence of work motivation on work engagement.
- To study the influence of work group relations on work engagement.
- To study the influence of psychological incentives on work engagement.
- To study the influence of job situation on work engagement.
- To study the influence of work involvement on work engagement.

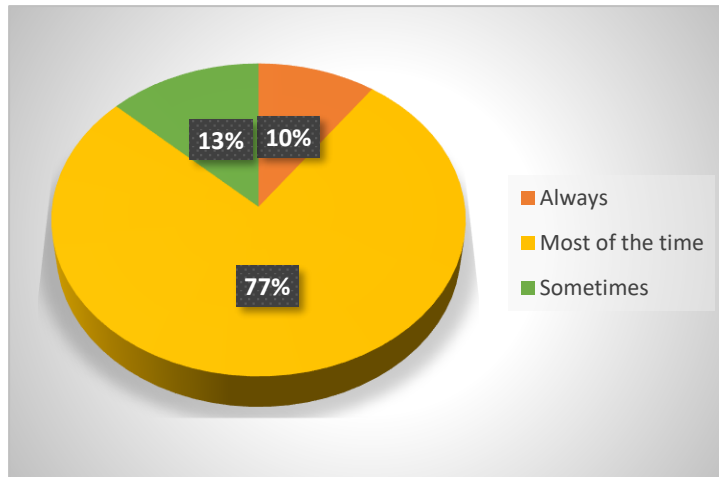
Materials and Methods

The researcher has gathered data by the questionnaire with descriptive research design with using simple random sampling method and researcher took 60 employees out of 90 employees from Paramount Health, Service and Insurance TPA Private Limited (Vadodara unit).

Data Analysis and Interpretation

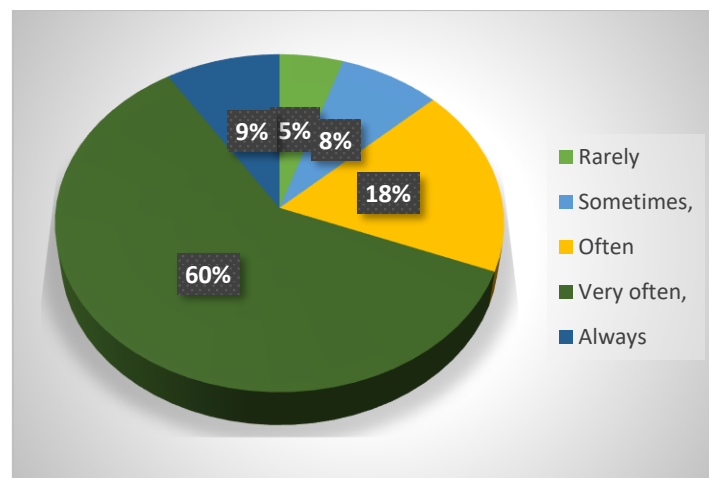
Data represent major findings and key indicators of the study.

Figure:3.1 Shows how often employee's immediate superiors talk to them in the appreciating encouraging way.



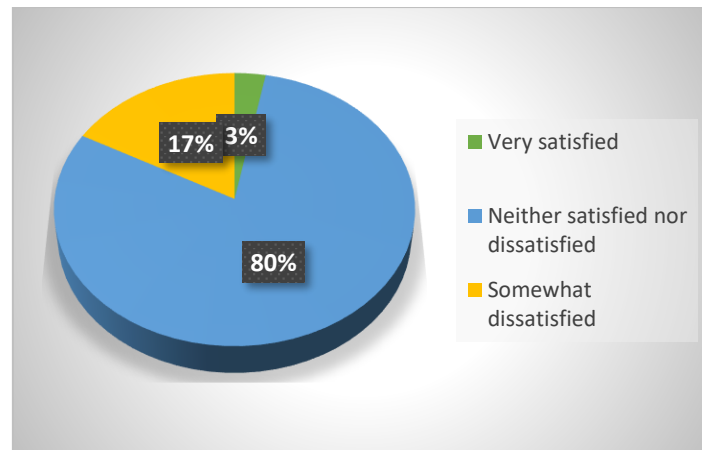
Above Figure shows that majority 77 percent (n=46) respondents have said that most of the time their immediate superiors talk to them in the appreciating encouraging way.

Figure 3.2 Shows that employees feel that their job inspires them.



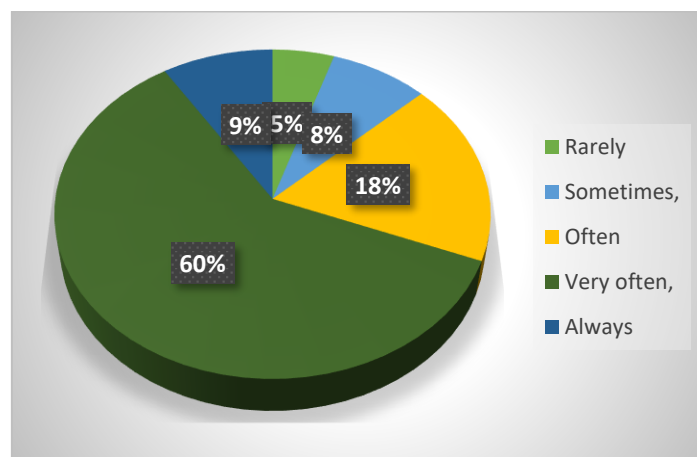
The above figure shows that the majority 60 percent (n=36) of respondents said that very often they feel that their job inspires them.

Figure 3.3: Shows how satisfied employees feel with the recognition their work gets.



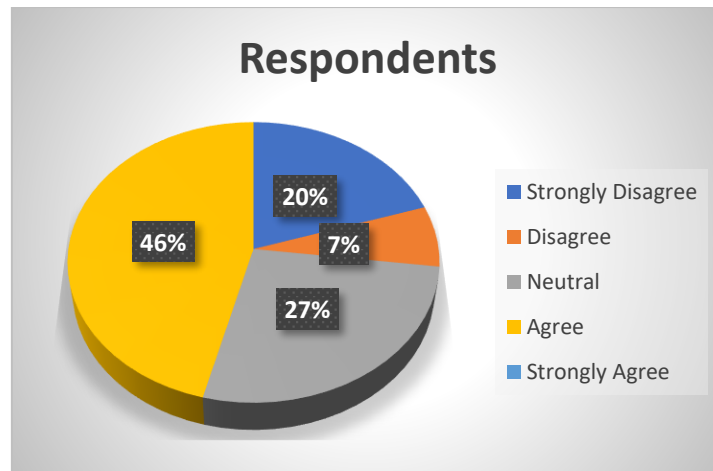
The above figure shows that the majority 80 percent (n=48) of respondents are neither satisfied nor dissatisfied with the recognition their work gets.

Figure 3.4: Shows that employees feel that their job inspires them.



The above Figure shows that the majority 60 percent (n=36) of respondents said that very often they feel that their job inspires them.

Figure 3.5: Shows that employees feel motivated to engage themselves with the organisation.



- The above figure shows that the majority 46 percent (n=41) of respondents said that they feel motivated to engage themselves with the organization.
- From the above figures researcher gets major findings and from that researcher concludes that the majority of the employees feel that they are motivated to keep engaging with their work but still the ratio/percentages are not higher.
- **Findings and Conclusion**
 - 1st figure shows that 77 percent (n=46) of respondents have said that most of the time their immediate superiors talk to them in an appreciating encouraging way.
 - Motivated employee can do their job with high work engagement. So, this question shows the relation between appreciation and motivation.
 - 2nd figure shows that 60 percent (n=36) of respondents said that very often they feel that their job inspires them.
 - Job inspiration leads employees towards work engagement.
 - 3rd figure shows that 80 percent (n=48) of respondents are neither satisfied nor dissatisfied with the recognition their work gets.
 - All human beings want attention and recognition. It is a human psychology. So, people who get recognition from their superior, subordinate or peers. He/she feels engaged themselves with the organization and its work as well. So, this question shows the relation between recognition and motivation.
 - 4th figure shows that 60 percent (n=36) of respondents said that very often they feel that their job inspires them.

- When people feel that their job is inspiring them, then only they can remain engaged with their work. So, this question shows the relation between inspiration and motivation.
- 5th figure shows that 46 percent (n=41) of respondents said that they feel motivated to engage themselves with the organization.
 - This question shows the relation between motivation and work engagement itself. With high motivation, the employee can do their performance well and will become more focused on their work.

Result

The result of the study is that most people are not able to contribute their ideas in the organisation. Also, researchers conclude that most people agree that the organisation is the best place to work and they are satisfied with their non-financial motivation. However, in financial motivation, employees are somewhat dissatisfied. So, the researchers conclude that the employee engagement of the organisation is average. And employees are approximately 60-65% motivated to engage with their work.

Employees are not satisfied only with monetary motivation. Non-monetary motivation plays vital role in the work engagement of employees, which impacts on their performance. In the organisation, researchers found that most of the employees are satisfied with their non-monetary motivation but they are also not satisfied with their monetary condition. But all over majority of the employees are satisfied and they feel motivated to engage themselves with the organisation. So, the researchers have concluded that there is a significant relationship between work motivation and work engagement.

In the present study, it is evident that the influence of work motivation on work engagement among the employees of Paramount does occur. Motivation is important for a successful institution or organization of development. Motivation is very important for organization management. Work motivation provides employees with various reasons that are beneficial to the institution. It could be retention of well-performing employees, increasing productivity or output of the institution, improve team work and morale of employees. As a result, work motivation has been present

and increased cause influences on the other factors like psychological incentives, appreciation, recognition, workgroup relation, work involvement etc. of the studies. The most obvious and major finding emerging from the study is the clear indication that work motivation had an influence on the other factors of the studies. As work motivation increased the work engagement of the employees increased simultaneously.

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