



RESEARCH ARTICLE

HOW MOTIVATION INFLUENCES THE JOB FACTORS OF PRODUCTION: A CASE STUDY OF JAMUNA BANK PTV.LTD, BANGLADESH

1,*Nurun Nabi, 2Shayekh Munir, 3Abu Al Tareq Ahmed and 4Jenepha Eyesmin

1,2Textile Engineering Management Department, Bangladesh University of Textiles (BUTEX), Bangladesh

3Business Administration, Royal University of Dhaka, Bangladesh

4Ishakha International University, Bangladesh

ARTICLE INFO

Article History:

Received 19th September, 2016

Received in revised form

22nd October, 2016

Accepted 13th November, 2016

Published online 30th December, 2016

Key words:

Motivation, Production,
Employee productivity,
Job performances,
Job satisfaction,
Needs Hierarchy Theory,
Compensation benefits,
Fringe benefits,
Working Environment etc.

ABSTRACT

In the era of Globalization, competition is ever where and the business environment is becoming complex day by day. To survive in such competition the businessman and the businesses are always busy to make the new strategy and new business model. The workmen are very important who have the great contribution to the production and productivity in the organization. Profit is the ultimate goal of any business. To attain the goal of the business the motivation is very important. It works like a blood of a man in the business arena. Motivation is nothing but it's an inner and psychological process where it works to energize the employees and workmen to attain the target goals of the organization. Motivation is closely related with the production. Motivation converts the performances into the outcomes and motivation converts the abilities into the performances. Where the motivation is high, the rate of production is also high and where the motivation is low, the rate of production is also low and the performances will be also low. Motivation may be positive and negative and it works always the goal oriented. Fair work environment, salary and incentives and work recognition and advancement and performances appraisals and fringe benefits are the ways of motivation of an organization. This research paper shows the relationship between motivation and production. In long run success, motivation is important. The understanding and mutual relationship is essential elements of motivation among the employees. Motivation is the best way to get something from the workers. There are some theories and models of motivation by which workers can be motivated. Management by objectives and goal settings, participative management, Monetary incentives, Flexible working hours, Quality working life, Effective criticisms, Rewards and benefits, Job enrichment, Job analysis, job design, job recognition and approval are the best ways of motivating the employees. Here we have tried to the level best to show the relationships between manager and employees Motivations is the best medium of exchanging the opinions and conveys of the manager. Financial benefits are attractive to the employees.

Copyright©2016, Nurun Nabi et al. This is an open access article distributed under the Creative Commons Attribution License, which permits unrestricted use, distribution, and reproduction in any medium, provided the original work is properly cited.

Citation: Nurun Nabi, Shayekh Munir, Abu Al Tareq Ahmed and Jenepha Eyesmin, 2016. "How motivation influences the job factors of production: A case study of jamuna bank pvt.ltd, Bangladesh", *International Journal of Current Research*, 8, (12), 43159-43166.

INTRODUCTION

Motivation is the process of stimulating someone to take a desired course of action. The result of motivation can be positive or may negative. Positive motivation is always good and it tries to bring the something new. Motivation is a prerequisite for better organizational performance. Motivation may be described as the processes that account for an individual's intensity, direction, and persistence of effort toward attaining a goal. In most cases, motivation stems from a need which must be fulfilled, and this, in turn, leads to a specific behavior. The management is the art of getting things done through other people.

*Corresponding author: Nurun Nabi,

Textile Engineering Management Department, Bangladesh University of Textiles (BUTEX), Bangladesh.

When other individuals work together in groups a proper environment should be created and maintained to achieve the cherished goals of the organization. The personnel shall work up to the satisfaction and expectation of the management only when they are interested in their job. In order to inspire the interest of the employee is motivation. Rajput (2011), contends that the word motivation is derived from a Latin word "Movere" which literally means "to move". They defined motivation as "the individual's desire to demonstrate the behaviour and reflects willingness to expend effort". Motivation is a kind of force which energizes people to achieve some common goals. Motivation can be divided into extrinsic and intrinsic motivation. Extrinsic motivation refers to external factors, which can be measured in monetary terms, such as salary and benefits, promotion and disciplinary action. Extrinsic motivators can have an immediate and powerful

effect, but it will not necessarily last long. Intrinsic motivation refers to internal factors such as job satisfaction, responsibility, freedom to act, scope to use and develop skills and abilities and challenging work and opportunities for development. Intrinsic motivators which are concerned with the „quality of working life“ are likely to have a deeper and longer term effect. It has been argued that unless individual employees are motivated to make use of the potentials found among them during the employment process, they may not achieve the level of performance that is desired from them (Rothberg, 2005). A satisfied individual would certainly contribute positively to the realization of organizational goals and objectives, while a dissatisfied one can even act in such a way that the realization of such goals and objectives could be completely destroyed. This underlines the importance of employees' satisfaction to the organization (Anka, 1988). Motivation, as a process, started with a need in human being which creates a vacuum in a person. In an attempt to fill the vacuum an internal driving force is generated which starts and sustains a chain of action and reaction. It is at that point that the vacuum is also filled. With this background information, Nnabuike (2009), define motivation as the internal or external driving force that produces the willingness to perform an act to a conclusive end.

Statement of Problem

In the globalization, competition is everywhere and all the business have to develop the new strategy and mission and vision to survive in the business. We have to provide the essential elements to the workers that they stay and remain the organization. Some workers are always prone to shift the job and others are not. Workers are leaving the organization due to fact that they are not motivated by the managers and the employer and their level of job satisfaction is low. Some workers are getting the more opportunities and facilities than the others, some are happy and some are not happy that creates the problem of satisfaction and dissatisfaction. When the workers are not getting the salary, promotion, status, relationship with the coworkers and colleagues, job advancement and job enrichment, job recognition, performance appraisal are not done that leads to job disaffection. Now days that is very challenging to retain the present employees and attract the future customers and employees in the organization. Hence low performance and productivity becomes the end result and finally work dissatisfaction.

Objective of the Study

Motivation is the process of setting the goals and how the goals will be attained and Determining the ways of goal attainment. The main objective of this study is understand the impact of motivation on the production and productivity of an organization to. Other specific objectives are:

- To investigate and to analyze job the impact of Job performances with production and motivation.
- To correlate the organizational objectives with job performances
- To relate the impact of motivation on increasing the production and productivity of the organization.
- To understand the workers job measurement and job satisfaction.
- To examine the response of the employees to motivational techniques adopted by the Jamuna Bank.

- To find out the problem hindering the success of the employees motivation by the Jamuna Bank.
- To ascertain if motivation lead to higher performance and productivity.
- To examine the relationship between motivation and productivity.

Research Questions

The research will address the some following questions:

- What are the employee motivational packages at Jumana Bank Pvt. Ltd?
- Which employee motivational factors affect the performance of at Jumana Bank Pvt. Ltd?
- In what ways do employee motivational packages affect performance of Jumana Bank Pvt. Ltd ?
- Is there any relationship between motivation and production or productivity of Jumana Bank Pvt. Ltd ?
- Is there any relationship between motivation and job satisfaction of at Jumana Bank Pvt. Ltd?

Significance of the study

Motivating is the driving process and motivation may be the positive and negative .Motivation converts the abilities into the performances. In the business arena the motivation is very important. Motivation has a great connection between job satisfaction and the job performances. The success of the business organization largely depends on motivation and relationship of the workers and managers of the organization. We try to develop the hypothesis about the motivation and the job performances of the workers. There are 1000 workers in the Jamuna Bank Pvt. Ltd. Where we try to show the impact on the motivation on the production or production area of the Bank. This study helps us to understand the relationship between the motivation and job satisfaction .Obviously there is a great impact on the performances and production of the workers it will determine by the motivation.

Scope of the study

To make the research I consider the total pros and cons of the Jamuna Bank Ltd. I have communicated the authority of the Bank that helps me to collect the information and data. Their Human resource department are very cordial and sociable to the employees of the organization. Their HRM policy and strategy is overall good. To conduct the study I have tried my level best that to relate the information and try to understand their problems and solutions. Recently the bank has developed the new strategy and mission and vision and policy and strategy and overall succession plan. Their policy involves the recruitment and selection, Compensation and rewards, Leave and bonus, working hour and working environments etc. These policies sometimes go to workers favor and sometimes go workers opposite means.

Review of Literature

A. Motivation

Employee motivation is one of the policies of managers to increase effectual job management amongst employees in

organization (Shadier *et al.*, 2009). A motivated employee is responsive of the definite goals and objectives he/she must achieve, therefore in that direction. Rutherford (1990) reported that motivation formulates an organization more successful because provoked employee are constantly looking for improved practices to do a work, so it is essential for organizations to persuade motivation of their employees (Kalimullah *et al.*, 2010) Getting employee to do their best work even in strenuous circumstances is one of the employees most stable and greasy challenge and this can be made possible through motivating them.

Ho1: Motivation has a great impact on the job performance and job satisfaction.

B. Employee Production and productivity

Shah and Pathan (2009) explores the changes in productivity with major supposition of quantifying the relationships in terms of changes in the production caused by motivation among workers in maintaining secrecy and security of confidential data.

Campbell and Pitchard (1976) state how motivation has to do with a set of independent, viable relationship that explains the direction of skill and understanding of the task and constraints operating in the environment.

Ho2: Motivation has a great influence on the employee production and productivity

C. Job performances and Job satisfaction

Job satisfaction is one of the most researched areas of organizational behavior. Researchers have argued that job satisfaction is the most significant factor in understanding worker motivation, effectiveness, retention and performance (Bashayreh, 2009). Job satisfaction has been linked with enhanced job performance, positive work values, high levels of employee motivation, and lower rates of absenteeism, turnover and burnout (Ngo, 2009). Therefore, it is essential that managers be concerned with the level of satisfaction in their organization. Job satisfaction emphasizes the specific task environment of the employee. It is also the individual's affective attitude or orientations for work (Bashayreh, 2009). According to Bashayreh (2009), job satisfaction is a pleasurable positive state resulting from one's job and job experience. Individuals show pleasurable positive attitudes when they are satisfied with their job. Job satisfaction is a general attitude which is the result of many specific attitudes. Job satisfaction is an interesting topic among practitioners and researchers (Lu *et al.*, 2005). This is due to its effects on increasing productivity (McNeese-Smith, 1997), enhancing customers' satisfaction (Burke *et al.*, 2005), encouraging better performance and efficiency (Sousa-Poza and Sousa-Poza, 2000). Locke has defined job satisfaction as a positive emotional feelings resulting from acceptable evaluation of his/her experience towards the job (Locke, 1976). Kalleberg (1977) has suggested that job satisfaction consists of two components. They are intrinsic and extrinsic.

Ho3: Employee performance depends on largely motivation and motivational technique.

D. Compensation benefits

Compensation is the reward of the physical work of the workers and there is a close relationship between the compensation and the job satisfaction. Compensation is provided to the workers who are directly or indirectly related to the production or production process or the manufacturing process. When the compensation and salary or other benefits are provided to the workers the workers are become very happy and their level of job satisfaction are also become very high. Happy workers are the productive workers and productive workers are the resources of any organization. There is a wide variety of benefits offered to employees such as Paid Time-Off (PTO), various types of insurance (such as life, medical, dental, and disability), participation in a retirement plan (such as pension or 401(k)), or access to a company car, among others. Some benefits are mandatory which are regulated by the government while others are voluntarily offered to fulfill the need of a specific employee population. Benefit plans are typically not provided in cash but form the basis of an employees' pay package along with base salary and bonus. Now a days the administration and mangment introduced the another compensation and benefits policy. This policy is profit sharing plan and when the workers are getting the profit share side by side by side management they become very happy. They get it as a rewards of extra work and extra overload taking.

Ho4: Well compensation and remuneration has a great impact on the job satisfaction and production.

E. Fringe benefits and working conditions

Fringe benefits and working conditions are always attractive to the employees. Employee benefits and (especially in British English) benefits in kind (also called fringe benefits, perquisites, or perks) include various types of non-wage compensation provided to employees in addition to their normal wages or salaries Glossary (2008). Examples of these benefits include: housing (employer-provided or employer-paid), group insurance (health, dental, life etc.), disability income protection, retirement benefits, daycare, tuition reimbursement, sick leave, vacation (paid and non-paid), social security, profit sharing, employer student loan contributions, and other specialized benefits

Ho5: Fringe benefits and working conditions have a great impact on job performance and job satisfaction.

Theory of Motivation

Psychologists have been exploring how to motivate employees since the last century and a lot of work on human motivation has been developed and widely applied. It should be noted that job satisfaction is closely associated with motivation and some important motivational theories are described below:

Maslow's Needs Hierarchy Theory (1954): To formulate a positive theory of motivation, humans have innate hierarchical needs; lower-order needs (e.g., air, water, food and shelter) that dominate human behavior until they get satisfied. Unmet needs creates physical tension that energize motivates behavior that will ll those needs. No practical tools predict and control behavior. People don't inherently dislike work. People exercise self-direction and self-control. Human beings learn to accept

and seek responsibility. Management’s methods of organization and control need to recheck role of motivation in higher productivity.

- **Physiological need:** Need for food, water, shelter, clothing, sexual satisfaction etc.
- **Safety and security need:** Need to be free from physical danger and fear of loss of job, property or shelter.
- **Social need :** Need for love and affection, acceptance by fellows and like
- **Ego-Need or self esteem need:** Need for power, prestige, status and self confidence.
- **Self-actualization need:** Desire to become what one’s capable of becoming – to maximize one’s potential and to accomplish something.

Mc Gregory’s Hygiene Theories X and Y An unmet need can frustrate an employee and make him unproductive. Douglas McGregor published the human side of enterprise in 1960. In it, he explained that managers operate from one or two basic assumptions about human behavior.

Theory X and Y

The first theory, the view traditionally held about employees, portrayed workers in organization as being lazy and needing to be coerced, controlled and directed. The second described people as McGregor thought them to be:, responsible, willing to learn and given the proper incentives inherently motivated to exercised ingenuity and creativity.

The Two Factor Theory by Frederick Herzberg

Maslow’s hierarchy of needs was modified by Herzberg, which he classified into two factors namely the hygiene factors and the motivators. Herzberg came out with his theory after conducting a research on 200engineers and accountant in Pittsburgh using the critical incident method or data collection entailed what is called retrospective reflection that is the method used in asking the workers particular period in their job history which they found critical. In other words, the hygiene factors help to maintain a level of zero disaffection in the work place. Hygiene factors include such things like salary, working condition, job security status, company policy, quality of technical supervision. The existence of these categories of needs in the work place does not motivate in the sense of yielding satisfaction, their lack of existence would however result in dissatisfaction. The second group is known as the motivators (satisfiers). According to Herzberg, the motivators do not prevent dissatisfaction; rather they help to motivate workers to performance. These factors include achievement, recognition, challenging work, advancement and growth in the job. Their presence helps to motivate workers to performance.

Special motivational techniques

Motivation is the complex phenomenon and individualism by which the managers are tried to motivate subordinates. Management and Administration can ensure the motivation in different ways:

Management by objectives (MBO) and goal-setting

Management by objectives (MBO) is the collaborative process by which managers and workers intentionally set the goals and objectives and try to achieve those goals and objectives. Management by objectives (MBO) is introduced by the P F Drucker Entitled book the Practice of Management Drucker (2007). Management by objectives (MBO) brings the positive outcomes to the organization and Management by objectives is the process of defining specific objectives within an organization that management can convey to organization members, then deciding on how to achieve each objective in sequence. This process allows management to take work that needs to be done one step at a time to allow for a calm, yet productive work environment. This process also helps organization members to see their accomplishments as they achieve each objective, which reinforces a positive work environment and a sense of achievement. Raj, Ritu (12 October 2012). In MBO, motivation is done by collaborative goal-setting and promise of rewards to the employee. .when the manager sits with the subordinates, jointly establishes goals for them and agree that the futute rewards will be based on the goal attainment then he or she is expected to be more motivated to work toward the goals that merit them.

Participation in management

Participative management is the process ensuring the workers participation in the decision making process. Participatory management is the practice of empowering members of a group, such as employees of a company or citizens of a community, to participate in organizational decision making Guyot, Sylvain (2011). Participation in the management means that workers will actively part in the decision and providing the opinions, consultation and suggestion regarding the problems and the manager will consider their opinion and they will try to take the help of the employees and employees will become the satisfaction. Subordinates are likely to be motivated the most when they are not only consulted but are also allowed to participate in decision making. In fact the right kind of participating yields both motivation and knowledge valuable for the enterprise success. Participation of employees in decision-making motivated them. Participation appeals to the need for affiliation and acceptance. It is a means of recognition and thus enhances subordinates eagerness to work harder.

Table 1. Assumption about workers according to theory X and Y

Theory X	Theory Y
People don’t like work and try to avoid it	People do not naturally dislike work, work is the natural part of their lives.
People by nature resist to change	People are internally motivated to reach objectives to which they are committed.
People don’t like work, so managers have to control, direct, coerce and threaten employees to get them to work toward organizational goals.	People are committed to goals to the degree that they receive personal rewards when they reach objectives.
Theory “X” generates the autocratic management.	Theory “Y” generates the Leadership management.
People prefer to be directed, to avoid responsibility and to want security.	People will both seek and accept responsibility under favorable conditions
They have little ambition	People they have the capacity to be innovative in solving organizational problems.
People are gullible , not very bright	People are bright under most organizational conditions their potential are underutilized.

While group leaders still retain final decision-making authority when participatory management is practiced, participants are encouraged to voice their opinions about their current environment. In the workplace, this concept is sometimes considered industrial democracy UKessays.com (2015)

Monetary Incentives

Money can be overlooked as a motivator, whether in the form of bonuses, Piecework or any other incentive pay, money is important. And as some writers have pointed out money is often more than monetary value. It can also be men as a power and status. In order to use the money as a motivator, a manager has to do something like that money is the urgent means of achieving the minimum standard of livings, To motivate the worker different kinds of allowances like travelling ,medical and bonus, canteen facilities and work environment is the another motivator of the worker. Monetary incentives work as a great boost to the employee's willingness to work. Money is good motivator when it is paid substantially in the recognition of performance.

Modified work week or flexible working hours

In the globalization, to survive in the market you have to develop such a strategy which provides the employees full freedom of work, better work environment, self control, self management and give the power of leave and acknowledge their routine work and self contribution in the development of the organization. Flexible routine flatter the ego of the employees about his or her self- control. The freedom with working hours helps the employees accommodates higher needs, which fact acts as a good motivator.

Quality of Working Life (OWL)

This is an important motivational technique, used by managers in western societies. Quality of working life (OWL) is not only a very broad approach to job enrichment but also an interdisciplinary field of enquiry and action combining industrial relations, industrial engineering, industrial psychology and sociology, organization theory and development, leadership theory and motivation etc. Quality of working life (OWL) is a promising means to improve working condition and productivity. Managers and workers are always negotiating the workers welfare such as developing the workers conditions and increasing the productivity and justifying the higher pay and minimizing the labor disputes and ensuring the industrial democracy.

Effective criticism

This can be a springboard for improving an employees behavior and performance. Adopting a positive approach makes criticisms less difficult as well as more effective Constructive and carefully worded criticism of the employees performance can work as a motivating factor for his or her immediate self-improvements. The manager should examine the his or her motive before criticizing. The manager should plan the presentation of his criticism in the best form with a view to motivating rather than rebuking.

Job enrichment

Making jobs challenging and meaningful is an accepted way of motivating employees greatly. Job should be enriched by adding the value of other jobs. Job enrichment should be done by applying the various ways. In job enrichment the attempt is to build into jobs a higher sense of challenges and achievement. Job enrichment can work as a powerful motivator, but it could be costly and ineffectual where high skill levels and technology are required. It is recognized that people like to be consulted, to be involved and to be given an opportunity to offer suggestions. The manager should understand what the subordinate's want. They like to know what they are doing and why. They like to be appreciated and recognized for their work. Frederick Herzberg, an American psychologist, originally developed the concept of 'job enrichment' in 1968, in an article that he published on pioneering studies (Frederick Herzberg, HBR Jan 2003).

MATERIALS AND METHODS

This research work is carried out within the workforce of the Jumana Bank, Bangladesh; a centralised human resource department of the bank helped in conveying the questionnaire to the 6 branches of the bank, and 200 respondents were interviewed. Quota sampling (employees of Jumana Bank) and simple random sampling method have been used to select target respondents for the study. The employees of the bank have been informed on the purpose of the study and the willing employees participated in the study. Selective questions were asked and respondents just ticked appropriately. Open ended questionnaire was used for the pilot study and the result of the open ended questionnaire was used to formulate the closed end structured questionnaire. The questionnaire contained questions used to determine the non-monetary motivation techniques: recognition, trainings, authority, freedom, job autonomy, challenging work schedules, job security, prestigious job titles and responsibility. A second part contained questions used to determine monetary motivation variables such as fringe benefits, money, bonuses, pensions, profit sharing and performance pay. And a final part on questions used to determine extraneous variables such as rewards and incentives, team building activities, participation, recognition of individual differences, performance pay, enhanced communication and job enrichment. The statistical tools used for the analysis of the questionnaire are frequency analysis, descriptive analysis, ranking method, mean analyze, specific model developed to identify the impact of motivation techniques on employees' performance and in the descriptive table we have analysed mean, median, mode, std.deviation, variances, skewness, kurtosis, range, minimum and maximum etc.

Data Analysis and Interpretation

Explanation of the Table 2: Motivation impacts the job performances, here we have taken the data of the six branch of Jamun Bank regarding the motivation how impacts the job performances. The ranges of the value is (.000,-.247 to .191), Decision making power, fringe benefits are greatly impacts the job satisfaction and the job performance. The employee said that where, this criteria is fulfilled the worker is more motivated towards the job performance. Pearson Correlation value of the table is 1, -.297, -.250, .000, .191,-.297.

Table 2. Correlations

		Motivation impacts the job performances	Motivation is related with the job satisfaction	Fringe benefits have a great impact on job satisfaction	Decision making power impacts on job satisfaction	Motivation is related with job satisfaction	Performance appraisal is related with job satisfaction
Motivation impacts the job performances	Pearson Correlation	1	-.297	-.297	-.250	.000	.191
	Sig. (2-tailed)		.568	.568	.633	1.000	.717
	N	6	6	6	6	6	6
Motivation is related with the job satisfaction	Pearson Correlation	-.297	1	-.059	.594	-.728	-.417
	Sig. (2-tailed)	.568		.912	.214	.101	.411
	N	6	6	6	6	6	6
Fringe benefits have a great impact on job satisfaction	Pearson Correlation	-.297	-.059	1	.594	-.243	-.189
	Sig. (2-tailed)	.568	.912		.214	.643	.719
	N	6	6	6	6	6	6
Decision making power impacts on job satisfaction	Pearson Correlation	-.250	.594	.594	1	-.816*	-.765
	Sig. (2-tailed)	.633	.214	.214		.047	.076
	N	6	6	6	6	6	6
Motivation is related with job satisfaction	Pearson Correlation	.000	-.728	-.243	-.816*	1	.469
	Sig. (2-tailed)	1.000	.101	.643	.047		.349
	N	6	6	6	6	6	6
Performance appraisal is related with job satisfaction	Pearson Correlation	.191	-.417	-.189	-.765	.469	1
	Sig. (2-tailed)	.717	.411	.719	.076	.349	
	N	6	6	6	6	6	6

*. Correlation is significant at the 0.05 level (2-tailed).

Table 3. Descriptive statistics

	Motivation impacts the job performances	Motivation is related with the job satisfaction	Fringe benefits have a great impact on job satisfaction	Decision making power impacts on job satisfaction	Motivation is related with job satisfaction	Performance appraisal is related with job satisfaction
N Valid	6	6	6	6	6	6
Missing	0	0	0	0	0	0
Mean	4.0000	4.1667	4.1667	4.0000	4.0000	3.8333
Median	4.0000	4.0000	4.0000	4.0000	4.0000	4.0000
Mode	3.00 ^a	4.00	4.00	3.00 ^a	3.00 ^a	4.00 ^a
Std. Deviation	.89443	.75277	.75277	.89443	1.09545	1.16905
Variance	.800	.567	.567	.800	1.200	1.367
Skewness	.000	-.313	-.313	.000	.000	-.668
Std. Error of Skewness	.845	.845	.845	.845	.845	.845
Kurtosis	-1.875	-.104	-.104	-1.875	-3.333	-.446
Std. Error of Kurtosis	1.741	1.741	1.741	1.741	1.741	1.741
Range	2.00	2.00	2.00	2.00	2.00	3.00
Minimum	3.00	3.00	3.00	3.00	3.00	2.00
Maximum	5.00	5.00	5.00	5.00	5.00	5.00
Sum	24.00	25.00	25.00	24.00	24.00	23.00

Multiple modes exist. The smallest value is shown 0

Explanation of the Table 2

In Table 2, It shows the relationship of different variables of human resource management in an organization. In the human resource management department each variable is important for the organization. There are respectively are highest to lowest value is .594, .594, .594, .469, .469, .349 to the lowest value is -.728, -.297, -.297, -.816, -.765. So this are the value of the Pearson table which indicates the job satisfaction level are once increasing and another time it is decreasing where it impacts the job performances of the bank. The employee believes that the performance is not always same level in organization workers. The work environments variable is very important for the employees to continue in the activities of the production and the productivity. The organization production is largely depends on the empowerments of the work, Balancing the authority and responsibility, Active participation of the decision making and influencing capacity of the decision making. The organization should emphasis on the issue of the welfare of the production and productivity of the organization.

Explanation of the table 3

In our research we have try to make understand the relationship among the human resource management practices specially motivation that have the great impact on the job performance and job satisfaction. We have try to show the various analysis with the help of the data and information what we have gathered in our survey from the bank. Our valid no. was 6 Braches of the bank. We have analyzed the mean, median and mode where highest value was 4.167 and lowest value was 2. Our variable was motivation, fringe benefits, job satisfaction, and Decision making and performance appraisal. The value of the standard deviation from highest to the lowest value is .89443, 1.09545, 1.16905, 75277. That means the motivational elements are always motivating the organizational elements. Where the highest value are always indicating highest motivation and the lowest value are indicating the lowest amount of motivation. We have also try to show the variance and skewness, Range, Minimum and maximum value which also impacts the job performance and job satisfaction of the organization.

Recommendations and future directions

Motivation is the ongoing process where the worker gets the motivation from the manager and the higher authority. In the organization, to maintain the relationship from top to bottom motivation is essential. Without the motivation the employee will not continue their efforts of production and balance of production. A motivated work force is essential for the success of the organization. The authority should give the importance of worker as well as their opinions and suggestions. The management and the administration should give the scope of decision making and authority and power etc. It encourages and motivates the worker to give more attention and devotion of work. There should be used in the motivational technique to motivate the worker and there are various sectors like the training and development, Job enrichment and job design and flexible working hour and different kinds of benefits and allowances like travelling allowances, medical allowances should be given to worker that will motivate more. I personally recommended the manager of the bank there should have provision of evaluation system of the worker such as motivational technique like the salary and wages, relationship

with the worker, colleagues, peer and co-worker, security and safety, status should be given to the workers that they think that they are also evaluated and also their opinions are given the priority in the decisions making.

RESULTS

The results of the analysis were presented on table and the results showed

- That incentive is not used to motivate the employees for higher performance.
- The study reveals that salaries paid to junior staff in the Bank were very below than the higher authority of the Bank and there is no congruence of the salary provisions in the Bank
- The working hour which is shown in the law were not maintained.
- Junior staff of the company prefers financial incentives than non financial incentives.
- The employees would like to take part in decision making but these scope are very few.
- HRM Department should be more active than the now as they were.

Suggestions and improvements

The study is related with the motivation and job performance as well as the organizational effectiveness. This study focuses on the practice and observance of the two central factors, empowerment and employee recognition for enhancing employee motivation which leads to organizational effectiveness. The organizations should design their rules, policies and organizational structures that give space to the employee to work well and appreciate them on their tasks fulfillment and achievements. This will surely lead to organizational growth. Organizational employees are the best assets among the all reoccurs of the organization. The organization should ensures the empowerment of worker abilities, Provisions of decisions making power, Develop the Management by Objectives etc.

DISCUSSION AND CONCLUSION

This study tries to show the impact of motivation on the production and organizational effectiveness and productivity. This the age of globalization, competition is acute. In the business and the business world. There is a proverb that connectivity is the productivity and productivity is the connectivity. In the business world the mutual understanding sand relationship is very important to maintain the level of production nd productivity in the organization. A motivated work force is very important and motivation is also important and Motivation is related with the production and Productions is largely depended on work environment of the motivation. We have tried our level best to show the relationship between motivation and production. Our organization should enhance co-operation, co-relations, concentration and coordination among the workers. In the development of relationship, the motivational theories and techniques should be applied and deployed. Workers performances and job should be appreciated and evaluated and profit sharing plan should be developed.

REFERENCES

- Adams, J. S. 1965. Inequity in Social Exchange. In Berkowitz, L. (Ed.). *Advances in experimental social psychology*, 2: 67-299. New York: Academic Press.
- Anka L. M. Anka. (1988, March–April). Corporate Objectives and Self Development: The Specialists International. *Journal of Institute of Management Specialist*, 3(5).
- Argyris, C. 1980. Some Limitations of the Case Method: Experiences in a Management Development Program, *Academy of Management Review*, 5(2): 291–298,]
- Bashayreh, A.M.K. 2009. Organisational culture and job satisfaction. Available from: http://ep3.uum.edu.my/1632/1/Anas_Mahmoud_Khaled_Bashayreh.pdf [Date Accessed 14/10/2013]
- Burke, R.J. Graham, J. and Smith, F. J 2005, 'Putting the customer second', the TQM Magazine, vol.17, no. 1, pp 85-91.
- Campbell J. P. and Pritchard R. D. 1976. *Motivation Theory: Industrial and Organisational Psychology* New York: McGraw Hill Book.
- Drucker, P. 2007. *The Practice of Management*, Harper, New York, 1954; Heinemann, London, 1955; revised edn, Butterworth-Heinemann.
- Frederick Herzberg, HBR Jan 2003, One More Time: How Do You Motivate Employees? Retrieved from <https://hbr.org/2003/01/one-more-time-how-do-you-motivate-employees/ar/1>
- Glossary, U.S. 2008. Bureau of Labor Statistics Division of Information Services. February 28, Retrieved 2009-05-05.
- Guyot, Sylvain, 2011. "The Instrumentalization Of Participatory Management In Protected Areas: The Ethnicization Of Participation In The Kolla-Atacameña Region Of The Central Andes Of Argentina And Chile". *Journal of Latin American Geography*, 10 (2): 9–36. doi:10.1353/lag.2011.0048. Retrieved 2015-11-21.
- Kalleberg, A.L. 1977. 'Work values and job rewards: A theory of job satisfaction', *American sociological review*, vol. 42, no. 1, pp. 124-143.
- Lambrou, P., Kontodimopoulos, N., Niakas, D. 2010. Motivation and job satisfaction among medical and nursing staff in a Cyprus public general hospital. *Hum Resour Health*. 8:26. [DOI]
- Locke, E.A. 1976. The nature and causes of job satisfaction. *Handbook of industrial and organizational psychology*, Rand McNally, Chicago.
- Lu, H., While, A.E. and Louise Barriball, K. 2005. 'Job satisfaction among nurses: a literature review. *International Journal of Nursing Studies*', vol. 42, no. 2, pp. 211-227.]
- Maslow, A. H. 1954. *Motivation and personality*, Harper and Row, New York.
- Mcneese-Smith, D.K. 1997. 'The influence of manager behavior on nurses' job satisfaction, productivity, and commitment', *Journal of Nursing Administration*, vol. 27, no. 9, pp. 47-55.
- Ngo, D. 2009. Importance of employee satisfaction. [online]. Available from: <http://www.humanresources.hrvinet.com/importance-of-employee-satisfaction/> [DateAccessed: 15/10/2013]
- Nnabife, E.K. 2009. *Organizational behavior and management theory*.
- "Participatory management The history of participatory management". UKessays.com. All Answers Ltd. November 2013. Retrieved November 21, 2015.
- Raj, Ritu (12 October 2012). "The Concept of Management by Objectives". Ritu, In
- Rajput, A., Bakar, A. H. A., and Ahmad, M. S. (March, 2011). "Motivators Used by Foreign and Local Banks in Pakistan, A Comparative Analysis" *Journal of Academic Research*, Vol. 3, No. 2.
- Rothberg, G. (2005, Fourth Quarter). The Role of Idea in the Managers workplace: Theory and Practice. *Pakistan Review*, XLII(4): 48–73.
- Shah, J. A. and Pathan P. A. (2009, June). Examining Causal Linkages between Productivity and Motivation, Grassroots Biannual Research, *Journal of Pakistan Study Centre*, XXXTX.
