



ACHARYA INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 17/05/2018

CERTIFICATE

This is to certify that **Mr. Moushin Jawoor** bearing **USN 1AZ16MBA39** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on "A Study on Effectiveness of Motivational Strategies" at Squad India Secure Services Pvt. Ltd., Bangalore is prepared by him under the guidance of **Prof. Mahak Balani**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

Signature of HOD

Head of the Department
Department of MBA

Acharya Institute of Technology
Soldevanahalli, Bangalore-560 107

Signature of Principal

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107



SQUAD INDIA SECURE SERVICES PVT.LTD.

Date:- May-26- 2018

WHOM SOEVER IT MAY CONCERN

This is to certify That **Mr.MOUSHIN JAWOOR** of **ACHARYA INSTITUTE OF TECHNOLOGY** bearing **USN 1AZ16MBA39** was working on the Academic Project entitled "**A Study on Effectiveness of Motivational Strategies with reference to Squad India Secure Services Pvt Ltd, Bangalore**". The duration of the project was 10 weeks From 15-01-2018 to 24-03-2018. He showed Interest and enthusiasm in working on the project.

We wish him best of luck for all his future endeavors

Thanking you

For Squad India Secure Services Pvt. Ltd.

Director – Vinod Mutgikar



ACKNOWLEDGEMENT

I deem it a privilege to thank our Principal, Dr. Sharanabasava Pilli, Dr. Mahesh, Dean Academics and our HOD Dr.Nijaguna for having given me the opportunity to do the project, which has been a very valuable learning experience.

I am truly grateful to my external guide Mr. Vinod M, Director, Squad India Secure Services Pvt Ltd, Bangalore and my internal research Guide Prof. Mahak Balani, Faculty of M.B.A Department, Acharya Institute of Technology for their research guidance, encouragement, and opportunities provided.

I wish to thank all the respondents from the firms who spent their valuable time in discussing with me and giving valuable data by filling up the questionnaire.

My sincere and heartfelt thanks to all my teachers at the Department of MBA, Acharya Institute of Technology for their valuable support and guidance.

Last, but not least, I want to express my deep appreciation to my parents for their unstinted support.

DECLARATION

I, Moushin Jawoor, hereby declare that the Internship report entitled study on "Effectiveness of Motivational Strategies" with reference to "Squad India Secure Services Pvt Ltd" prepared by me under the guidance of Prof. Mahak Balani, faculty of M.B.A Department, Acharya and external assistance by Mr Vinod M, Director at Squad India.

I also declare that this Internship work is towards the partial fulfilment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of Ten weeks. I further declare that this project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: Bangalore

Date: 28/05/ 2018

Moushin Jawoor

Signature of the student

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EXECUTIVE SUMMARY

This research project assesses the viability on elements of Motivation on the representative and tries to comprehend the diverse technique for inspiration that fulfills the workers in the organization. Motivation assumes a vital part in the life of worker in improving the execution in the firm. It encourages the representatives to accomplish their authoritative objectives. Inspiration encourages representative to put their full thoughts and endeavors in improving their life.

I did my Research Project at " SQUAD INDIA SECURE SERVICES PVT LTD , BANGALORE" for the period of 10 weeks.

My external guide for the Research Project was Mr. Vinod K, Director of SQUAD INDIA and internal guide was Prof. Mehak Balani, Faculty of M.B.A Department, Acharya Institute of Technology.

The study sought to find out the motivational strategies and its impact on productivity The purpose of the study is to provide effective motivational strategies for organizations to use to motivate employees, to improve and increase productivity in organizations. The Literature review enables us to understand the various theories on motivation and the effect have on productivity The researcher developed a questionnaire to collect primary data regarding what will make employees perform and increase productivity. The study was conducted by collecting data from sample of 100 respondents selected from the target population using questionnaire. The data was analyzed using frequencies and percentage distribution. It was established that staff of Squad India Secure Services Pvt Ltd are being motivated but management need to deploy the various incentives in order to satisfy all employees. The responses from the survey revealed that motivation has a positive effect on service of the company. The study revealed that intrinsic and extrinsic motivators do lead to job satisfaction irrespective of the status of employees in the organizations. The following recommendations were made to enhance performance and increase productivity of Employees. Employees of the company should be given equal opportunities and recognition. Also the whole motivational system should be made more transparent to all employees and the appraisal system should call for the unique strengths to show as well as the expected rewards.

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

Motivation is a dynamic hierarchical conduct issue and there can't be any organization specific motivation device. The subject of motivation, perhaps, got the most astounding consideration from administration scholars' around the world.

After workers are enlisted and trained, it is important to persuade them to get the coveted endeavors from them, to accomplish organizational objectives. While outlining their pay package, organizations attempt to live up to their desires at the beginning, appropriately distinguishing their extraneous and inborn needs, inside the given strategies and methodology of the organization.

However, this is limited just in those cases, where, we can stand to become adaptable, to pull in and retain abilities in key positions, without adding to the general disappointment of different employees. In any case, significant issues on employee motivation become clear when workers of an organization begin seeing that there is a wide gap between their desires and organizational responsibilities. Now and again, such perceived desires of the workers far surpass the authoritative duties, bringing about a noteworthy drop in their perception.

1.2 INDUSTRY PROFILE

Developing urbanization, combined with retail blast and expanded concerns in regards to security of men, cash and material has prompted ascent of organization under the umbrella of private security section in India.

The Indian security industry was INR 40,000 crore in 2014 and is relied upon to achieve INR 80,000 crores by the year 2020. This development is fuelled by production of extra framework like modern buildings, open foundation, private edifices and the humungous opportunity displayed by government activities like 'Smart Cities' and 'Make in India'.

The private security industry in India additionally gives work to in excess of 70 lakh individuals, which are relied upon to raise complex as the span of the business increments.

The Indian security industry, which fundamentally included man-guarding, is presently seeing a move towards money administration and electronic observation.

Grant Thornton India IIP and FICCI, through this report convey to you an inside and out investigation of the Indian security industry alongside an expansive worldwide point of view. The report additionally gives an investigation of the business separation of key players and their effort. We trust this report will draw consideration of its readers and policy makers towards feasible advancement of security space in setting of the present India.

The part appears to have an extremely uplifting standpoint both from a natural and an inorganic development viewpoint. Because of proceeded with push on framework improvement, the industry has an immense potential to develop naturally since it is a subordinate administration which is required both at infrastructure development stage and also at maintenance stage. On the inorganic development front, there is a tremendous chance to unite the market as there are huge quantities of little firms that present themselves as appealing targets. This will help catch greater offer of the pie of the business. While valuation befuddles and worries around corporate administration might be a snag to the residential M&A, a couple of little firms will most likely be unable to survive the expanding quality and straightforwardness desires from the clients. Subsidizing residential exchanges may be a test; however pickup in interchange purchase out financing by PEs will be a positive choice.

The segment is associated with expertise advancement and work of in reverse, monetarily weaker segments of our general public, especially from the provincial and semi-urban regions of the nation. The segment is especially intriguing thinking about that regardless of the monetary stoppage, the industry is developing at a fast pace. Over the most recent few decades, the private security administrations industry has seen the development of home developed private players and additionally section of multinational organizations. The high development potential and increment in composed play makes it an appealing business sector for both global and additionally Indian players. Nonetheless, the industry keeps on confronting challenges around low consistence to administrative standards, rivalry from little, sloppy players and therefore, edge weights because of rivalry and expanding consistence and labor costs. Disregarding its centrality to the Indian economy and its part in business creation, especially for the lower strata of the general public, the private security industry isn't very much followed and comprehended. Besides, there is absence of any trustworthy wellspring of data/information about the business. In this specific circumstance, this report is expected to attempt an investigation of the Indian private security benefits and partnered chances to survey

the market potential and future development; to comprehend industry patterns and predominant plans of action; and to express/express the future development designs of key industry players. The examination covers key business sections of the private security administrations industry, for example, kept an eye on guarding and money benefits and also unified administrations, for example, electronic security administrations.

1.3 COMPANY PROFILE

1.3.1 PROMOTERS

The organization has 2 directors and no detailed key administration faculty. The chiefs are **MANOJ MADHUKAR KITWADKAR** and **ANURADHA KITWADKAR**.

The longest serving executives as of now on board are **Manoj Madhukar Kitwadkar** and **Anuradha Kitwadkar**, who were named on 05 April, 2017. They have been on the board for 11 months. Mr. Manoj has the biggest number of different directorships with a seat at an aggregate of 1 organization. Altogether, the organization is associated with 0 different organizations through its executives.

DIRECTORS

Name	Din	Designation	Date of appointment
MANOJ MADHUKAR KITWADKAR	06795344	Director	5 April 2017
ANURADHA KITWADKAR	07725533	Director	5 April 2017

1.3.2. VISION, MISSION AND QUALITY POLICY

VISION

It is our right to be safe. It is our right to fight for safety. It is our right to stand together for safety. "It is not impossible until it's done." – *Nelson Mandela*

MISSION

To accomplish an ideal consumer loyalty by being proficient and effective in conveying the most ideal and friendliest administration. To give peace and flourishing to our workers and group, on the grounds that their security is our best need. To be the best at what we do.

QUALITY POLICY

To give financially savvy and astounding security administrations to satisfy the requirements of our customers, 24 hours every day. To work our offices and administrations in close organization with law requirement offices. We work entirely inside the parameters of the statutory necessities and completely embrace every single administrative prerequisite relating to the security business.

1.3.3 SERVICE PROFILE

Security Guarding

Static guarding is one of organization's expert fields, the organization can provide around the clock security for your premises, office blocks, industrial estates, factories, hospitals, schools, warehouses and building sites. All security officers are fully trained, vetted and uniformed. They can be utilized as commercial officers to protect staff, stock and premises or front of house to assist your customers or staff. Organization's approach is flexible, people may also want to use us as a backup facility, for when people's existing staff are on holiday, sick or just as a temporary measure.

Electronic Security

We value that organizations must be secure in the knowledge that individuals, property and resources are in safe hands and that, with regards to security, nothing can be left to risk and that any security framework is just on a par with its most helpless point. To limit the hazard and amplify the arrival on your organizations' venture, we mean to give add up to arrangements that convey finish electronic and advanced security arrangements. We are on constantly cognizant to rising security dangers and in the advancement of the most proper innovations to manage them. We are sure that whatever the prerequisite, through our electronic security arrangements we can Give your organization add up to genuine feelings of serenity.

Mobile Response

We work a far reaching range of key holding, alert reaction and property review administrations - 24 hours per day/365 days a year giving fast reaction and nearby administration bolster.

We offer an assortment of pro administrations that can be adjusted to suit your necessities:

- Secure couriers and conveyances
- Vehicle escorts
- Fire alert testing
- Temporary intruder alerts
- Stop and hunt
- Dedicated vehicles
- Remote Monitoring

Remote controlling influences your security investment to go promote by limiting expenses and augmenting assurance of individuals, property and resources. It supplements the security gear and keep an eye on security, giving people benefit 24/7 , every day insurance without the requirement for a for all time kept an eye on location nearness.

Organization give customer an entire scope of oversight observation administrations, including:

- Remote examining of CCTV and access control.
- One specialist security and asset tracking.
- Facilities administration and infrastructure administration frameworks.
- Security help desk arrangement with full control room functionality.

The company conveys remote observing arrangements that empower long haul cost reserve funds, operational efficiencies and greatest quantifiable profit

Crowd Management

The company's accomplished administration and support service group will help with any occasion arranging and readiness and, if required, will go to any pre-occasion wellbeing gatherings for customers' sake. Security is dependably of fundamental worry for occasions and the company is focused on great wellbeing and wellbeing working practices.

Company's accomplished staffs are master in dealing with the necessities of real organizations engaged with open occasions and presentations.

- Sporting occasions
- Open air and indoor shows
- Royal and statey occasions
- Conferences, classes and AGMs
- Exhibitions

Close Protection

At times it's important to have close protection whether found or voyaging locally. The company's exceedingly prepared officers ensure customers, partners, and families, giving careful consideration to each security detail. The company work discretely to suit the operational condition and customer status, which gives the certainty to proceed with day by day exercises safe in the learning that security is forever there. The company activity is to decrease those dangers, both particular and nonspecific with arranging and mindfulness; dodging instead of managing, yet recognizing what to do if things do turn out badly, however little, however entangled or scaring.

1.3.4 Areas of Operation.

The organization serves at the major education institutes, multiplexes, shopping centers, corporate workplaces and so forth all finished Bangalore city.

1.3.5 Infrastructure offices

Squad India offers broad help to significant partnerships that require security solutions for limit and kill dangers to their physical foundation and also ensuring HR and the overall population. The administrations offered run from steady observing and controlled video observation to fortify the wellbeing and security of representatives and their own clients. The organization's administrations are an advantage for the power, telecom, transportation, aeronautics, ports, coordination's, land, instructive foundations and human services foundations.

1.4 COMPETITORS INFORMATION

SIS GROUPS ENTERPRISES

The SIS Group is a main supplier of security administrations both in India and Australia with different arrangements over the security range. The arrangement of administrations incorporates security plan and arrangements, fire wellbeing, occasion security, VIP assurance, flying security, crisis reaction, examination work and coordinated innovation arrangements giving man-tech arrangements.

LOGAN SECURITY GUARD SERVICE PROVIDERS

Logan Security Services is an undeniable security monitor specialist co-op situated in Bangalore. It offers its regarded customers comprising of government organizations, huge corporate, occasion administration organizations, shopping Centre, stimulation office proprietors, high-network customers with customized security administrations. Our selective and much customized security administrations incorporate the administration and sending of profoundly skilled and trustworthy security officers, watchmen and security work force to secure our customers' office, home, and workplaces. We additionally give customized security administrations to high net-esteem people.

1.5 SWOT ANALYSIS

Strengths:

- It is a developing plan of action in the present economy.
- Security in movement, vital structures, and notwithstanding for individual utilize have developed as an impact of 9/11, and different fiascos like the current school shootings that have occurred the country over.
- People are looking out greater security for their day by day lives to feel more secure and more shielded from potential debacles.

Weakness:

- Focusing just on VIP customers.
- Company's partnership with ADT. The achievement of ADT is critical to the companies.

Opportunities:

- Keeping in the know regarding the largest amount of innovation in both our items and our administrations to have the capacity to give the best security accessible.
- To give further developed applications and administrations for our clients to use to monitor the security of their homes and families from anyplace whenever.

Threats:

- Rise in prominence of do-it-without anyone else's help home security frameworks where people buy the fundamental innovation and introduce it themselves to spare cash on establishment expenses and month to month support charges.

1.6 FUTURE GROWTH AND PROSPECTS.

- Given the development potential and extraordinary rivalry in the business, building up a powerful system guide to channelize capital and administration data transfer capacity crosswise over different high development portions, for example, kept an eye on guarding, money administration and related administrations is critical.

- Companies should distinguish their future concentration zones for development and build up a strong arrangement to assess new activities identified with existing business verticals and passage into new business sections, (for example, electronic security administrations, office administration, and so forth.)

- Growth in security benefit organizations will be fueled by development in labor utilized by the security administrations organizations. With declining edges and lack of gifted labor, organizations should use innovation and create standard working strategies and create cost effective measures for labor administration.

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 THEORETICAL BACKGROUND OF THE STUDY

Due to globalization, changes in political, economic and technological environments in organizations are facing increased competition and motivating their employees in the way to prepare their employees to adjust to the changes and enhance their performance. Within the last decade or so the growth of knowledge within the organization is not only by the advances in technology but also the efforts put by the management. So every organization strives to enhance their employee performance and certainly motivating is the major step organization take to achieve that. Therefore it becomes important for organizations to ensure that the employees are motivated to work towards organisational goals.

MEANING OF MOTIVATION

Motivation is an internal condition initiated by needs or desire and producing a goal behavior. Motivation refers to new ideas and new skills through written, speech or manner. It is a process that inform in the order to enhance the Skills and ability. One of the factors of motivating the employees is through training will have a large outcome and huge effect on the employee's skills of experience.

Motivating an employee leads a person to a better prospect. Representative inspiration is the level of vitality, responsibility, and inventiveness that an organization's specialists convey to their employments. Regardless of whether the economy is developing or contracting, discovering approaches to propel representatives is dependently an administration concern. Contending speculations push either motivators or worker association. Representative inspiration can some of the time be especially dangerous for independent companies.

Principles

- Attitudes towards the environment and self
- Affiliation and approval are strong motivators.
- Motivation is enhanced by the way in which the company organize
- Competence
- Reinforcement

Techniques of motivation:

- Measures performance
- Celebrate small success with the team
- Reward hard work employees
- Offer Positive reinforcements
- Set tangible goals
- Opportunities
- Incentives
- Quality of work life
- Job Rotation

Significance of Motivation

- The workforce will be a better fulfilled if the administration gives them with opportunities to satisfy their physiological and mental needs. The employees will cooperate intentionally with the administration and will contribute their most extreme towards the objective of the venture.
- Employees will have a tendency to be as productive as conceivable by enhancing their abilities and knowledge with the goal that they can add to the advance of the association, which will additionally result in expanded profitability.
- There will be a great human relation in the association as grinding among the workers themselves and between the employees and the administration.

Theories of Motivation

Understanding what propelled representatives and how they were roused was the concentration of numerous analysts. There are many scholars who has written about motivation like, McClelland's Achievement need theory, Abraham H Maslow need hierarchy, two element theories.

Achievement theory

This is the most grounded and enduring element, especially if there should arise an occurrence of people who satisfy alternate needs. They are always pre involved with a craving for development and lack for circumstances in which effective results are specifically associated with their efforts.

Abraham H Maslow Need Hierarchy

The core of Maslow's hypothesis is that human needs are masterminded in chain of importance made out of five classifications. The most minimal level needs are physiological and the largest amounts are the self-actualization needs. The chain of command of requirements at working the individual is today a normal apparatus of staff exchange.

There are 5 needs of hierarchy of individuals

- Self- actualization
- Esteem
- love/belonging
- Safety
- Physiological

The five essentials needs are viewed as endeavoring needs which makes a man do things. The first step shows the positioning of various needs. The second is more useful in fulfillment of the higher needs depends on the lower needs. The quantity of individual who has encountered the satisfaction of the higher needs step by steps.

2.2 LITERATURE REVIEW

1. Barry A. Gerhart, George T. Milkovich (1992) a business is possible to remain feasible, only as long as its members choose to take part and involve in necessary role behaviors. To stimulate these contributions, an Organization must provide incentives that are of value to its members which motivates them perform better.
2. Süs A. M and Summers R.J (1996) from Psychological Standpoint, that motivation affects employee's attitude and behavior at work place and is directly linked to their job performance.
3. Ashmos and Duchon (2000) recognizes that employees have both mind and soul and look for the meaning and commitment in their job, and an ambition to be part of a society, hence making their jobs worthwhile and motivating them to do at a high level with a view to personal and communal development.
4. Selto (2001) conducted a case study in one of corporate setting by using balance score card(BSC)-method and found out that organizational outcomes would be greater if employees are provided with positive motivation. The implementation of operations-based targets will help the provision of tactical feedback by allowing the calculation of actual performance against the operations-based targets.
5. Smith and Rupp (2003) stated that performance is a role of individual motivation; organizational strategy, structure and resistance to change, is an empirical role relating motivation in the organization.
6. Carr and Andrew E (2005) studied the use of time off as a means to improve motivation of employees. The organizations find ways to retain their significant performers to fight against the effects of job stress.

7. Shaw A. M and Wisner W. II (2006) explained that motivation is significant at all levels. It can be used to motivate and induce employees to perform eminently and increase turnover and revenues to the organizations.
8. Chiang and Chun-Fang (2006) examined hotel employee motivation and investigated the communication satisfaction as a moderator that strengthens the effect of components of the expectancy theory on work motivation.
9. Garg and Rastogi (2006) identified the main issues of job design research and practices to motivate workers' performance and determined that a dynamic managerial learning framework is required to enhance employees' performance to resolve the problems.
10. Decoene and Bruggeman (2006) in their study developed and illustrated a model of the relationship between strategic alignment, motivation and organizational performance in a BSC context and find that effective strategic alignment empowers and motivates working executives. Leaders motivate people to follow a participative design of work in which they are responsible and get it together, which make them responsible for their performance.
11. Barney and Steven Elias (2010) found that with extrinsic motivation there occur a significant interaction between job stress, flex time, and country of residence. Leaders know that at the heart of every productive and successful business lies a thriving organizational culture and hardworking people collaborate passionately to produce great results.
12. Dysvik and Kuvaas (2010) concluded that inherent motivation was the strongest interpreter of turnover intention and relationship between mastery-approach goals and turnover intention was only positive for employees, low in intrinsic motivation. The

only thing organization needs to do is to give employees with ample resources and platform to do.

13. Irby and Thaddaeus (2011) examined the three generations encompassing today's IT organizations in order to understand if the situational leadership style is active in appealing the varied labor force to accomplish project-related chores.
14. Cook and Nancy (2012) observed that business leaders use evaluation results attached to motivation and benefits to motivate their employees in formal performance evaluation process. They used Vroom's Expectancy theory to conceptualize their framework for their studies.
15. R.O. Odunlade (2012) the theory of employee motivation and advantages cannot be discussed in a vacuum. Several studies have recognized that salaries and benefits are closely related to job satisfaction which can bring about motivation which in turn affects employee job performance and organizational commitment.
16. Nina Gupta A and Jason D. Shaw (2014) this study provides for detailed study in the area of motivation. The significance of motivational factor research is also being discussed. It also provides insights on overview of the papers in the issue. It also discusses those kinds of questions which are in critical need of comprehensive answers.
17. Sorasak Tangthong (2014) observed motivational strategies and reward management as the independent observed variable and Organizational Effectiveness as the dependent variable. The results showed that compensation and benefits and rewards management have an influence on Organizational Effectiveness, thereby establishing compensation and benefits and rewards management in a better way. It also provided fresh insights to the relationships between the variables.

18. Muhammad Riza1 and Rahayu Mintarti (2014) observed that compensation cannot instantly increase employee performance, but it can increase motivation and strengthen organizational commitment. Motivation influences and has a strong impact on performance of employees than between motivation and organizational commitment.
19. Jason D. Shaw and Nina Gupta (2014) stated that performance must be reviewed and evaluated periodically to ensure efficiency in performance system which helps in motivating the employees.
20. Abdul Hameed and Muhammad Ramzan (2014) observed that motivation is the crucial aspect for every employee's performance. Motivation has positive impact on the employee performance. Motivation is the output that benefits the employee receiving benefits which tends to increase the performance.
21. Nazir Tahira and Hussain Sluh (2014) identified that employees working out of the country are an important part of any organizational workforce, working and competing worldwide. It was found that their needs range from base salary to the needs of their families, children and spouses.
22. Adler and Howard (2015) examined perception of university students on motivation offered to them by the companies which they wished to work upon graduation. It was found in a survey that good medical benefits. Above average retirement plans and training reimbursement were most important for the survey participants.
23. Bhuvanaiah, Tejaswi and Raya (2015) observed worker commitment in relations Of fundamental motivation and assignment drive, the learning offers a clear picture into the crucial aspects of person's work engagement.

CHAPTER 3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM

Around the world, companies are endeavoring to be the best and to be effective in the business. Yet, to make that kind of progress it is fundamental for the organizations to accomplish their objectives. Organization needs to keep their employees dynamic and inspired. Therefore the study focuses on Motivation, its impact on employees job performance.

3.2 NEED FOR THE STUDY

Supervisors can motivate workers and increase their capacity to perform and prevail to persuade an employee, it might prompt an eager employee who endeavors to accomplish objective of the organization. With more interest for best capability for the specific position, it has turned out that the workers are getting the best of the motivation which guarantees the most extreme result. This study is attempts to determine the satisfaction of employees with motivational strategies.

3.3 OBJECTIVES OF THE STUDY

- To study the importance of motivational strategies.
- To determine the effects of the motivational strategies on employees job performance.
- To determine the satisfaction of employees with motivational strategies
- To suggest some factors of motivation this may improve employees' job performance.

3.4 SCOPE THE STUDY

The scope of this research is restricted to Squad India Secure Services Pvt. Ltd. The data collection has been limited to the employees of one company only.

3.5 RESEARCH METHODOLOGY

Research Design:

The kind of research decided for the investigation is descriptive research. In descriptive research different parameters will be picked and breaking down the varieties between these parameters. This was finished with a target to discover the motivation level of the employees.

DATA SOURCES:

The information gathered for the study is through the conveyance of questionnaire; to be precise the information gathered for study was both primary and secondary sources.

Primary Data:

Primary information is the data gathered out of the blue; there are a few strategies in which the information is gone along. In this undertaking it was acquired by mean of questionnaires. Questionnaire was prepared and disseminated to the employees.

Secondary Data:

Secondary data required for leading research work were gathered from organization websites, library and web search tools.

Research Instrument:

In this study the essential information was gathered by review system. In this we dispersed the questionnaires to the respondents. The researchers organized the questionnaire as Multiple Choice Questions

Sampling Design:

Sampling design is to clearly characterize set of objectives, actually called the universe to be considered. Sampling system used is simple random sampling method.

Sample Size:

The sample size for this examination was taken as 80.

Statistical Tools Used:

The data gathered was analyzed by utilizing the following measurable procedure:

Percentage examination:

Percentage refers to exceptional kind of proportion. It is utilized as a part of making comparison between at least two arrangement of information. It is utilized to depict relationship. It is utilized to analyze the information. Bar diagrams, pie charts were utilized to clarify classification obviously.

Formula:

$$\text{Percentage (\%)} = \frac{\text{Number of respondents}}{\text{Total number of respondents}} \times 100$$

3.6 HYPOTHESIS FRAMEWORK

Hypothesis Framework

H₀: There is no significant relation between motivational strategies and job performance.

H₁: There is significant relation between motivational strategies and job performance.

3.7 LIMITATIONS OF THE STUDY:

- As the respondents were busy with their duty, it was hard for the students to meet them and gather information.
- The study was regulated for a short period of time only.
- The data depends totally on the respondent's view, which may be influenced.
- In this study the sample size is 80.
- The findings of the study cannot be applied to all other fields since it lacks external validity.

3.8. CHAPTER SCHEME

Chapter 1 Introduction

This chapter contains the introduction to the topic of research, Industry profile, insight of company where the research has been carried out, brief introduction about the promoters, vision, mission, quality policy , service profile & its areas of operation, the company's infrastructure facilities, provided with the competitors information, finding out the SWOT analysis of the company & its future growth & prospects.

Chapter 2 Conceptual background of the study

This chapter contains Theoretic background of the study, in depth study on Motivation, factors of motivation and effectiveness of the motivational strategies used. Collected around 23 literature reviews on effectiveness of motivational strategies.

Chapter 3 Research Design

This chapter contains the statement of the problem, need for the research, the objectives of this research project, the scope of the study done, research methodology with hypothesis & limitations, & chapter scheme.

Chapter 4 Analysis and Interpretation

This chapter contains the data collected through questionnaire framed in the form of tables & interpreted through graphs, analysing & interpretation with SPSS software statistical tools result.

Chapter 5 Summary of Finding, Conclusions and Suggestions

This chapter contains Finding on the research done, conclusions & suggestions to the company based on the research done.

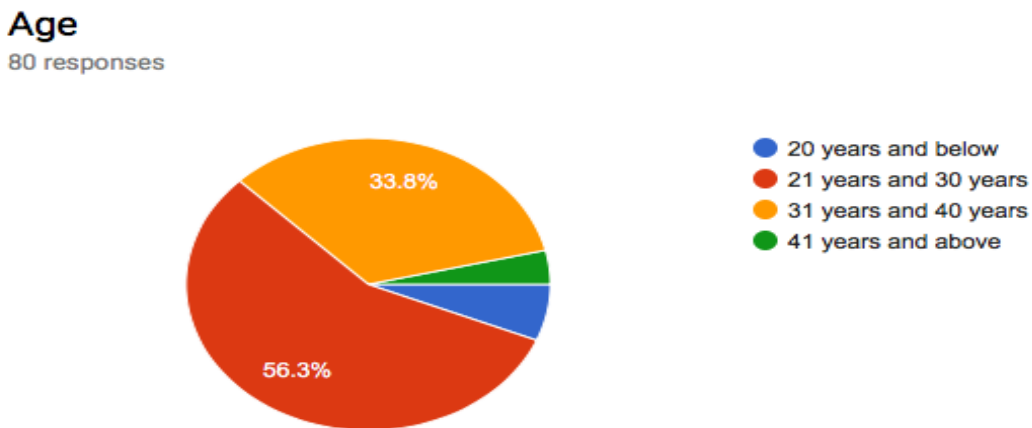
CHAPTER 4

ANALYSIS AND INTERPRETATION

TAB1E 4.1. Showing Demographic Data of Age

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Age	20 years and below	5	6.3
	21 years – 30 years	45	56.3
	31 years – 40 years	27	33.8
	41 years and above	3	3.7
TOTAL		80	100

GRAPH 4.1. AGE



Analysis: The above result shows that 6.3% of employees aged below 20 years, 56.3% are aged between 21 and 30 years, 33.8% are aged between 31 and 40 years and 3.7% employees are aged above 41 years.

Interpretation: The pie chart shows percentage distribution of employees on the basis of age. The highest number of population of employees are aged between 21 and 30 years.

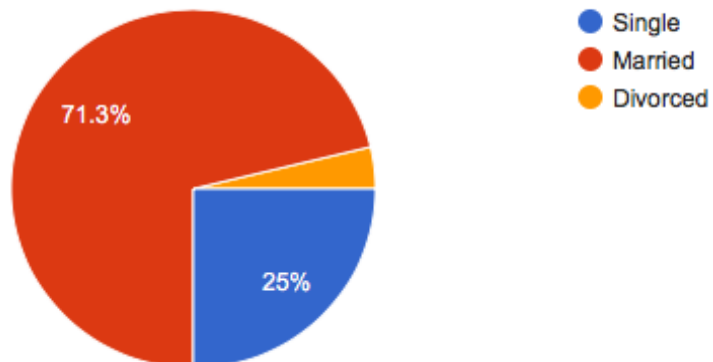
TAB1E 4.2. Showing Demographic Data of Marital Status

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Marital Status	Single	57	71.3
	Married	20	25
	Divorced	3	3.7
TOTAL		80	100

GRAPH 4.2. Marital Status

Marital status

80 responses



Analysis: The above result shows that 71.3% of employees are married, 25% employees are single and 3.7% employees are divorced.

Interpretation: The pie chart shows more number of employees are married.

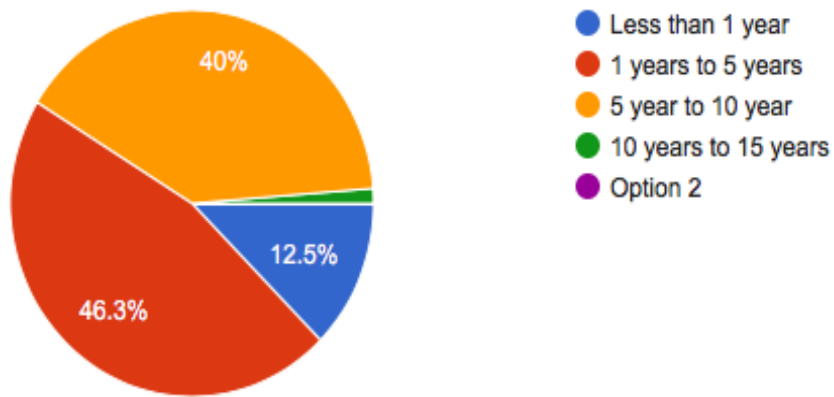
TAB1E 4.3. Showing Demographic Data of Work Experience

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Work Experience	less than 1 Year	10	12.5
	1 Year to 5 Years	37	46.3
	5 Years to 10 Years	32	40
	10 Tears to 15 Years	1	1.2
TOTAL		80	100

GRAPHS 4.3. Work Experience

Work experience at current job

80 responses



Analysis: The above result shows that 46.3% of employees have 1 year to 5 year experience. 40% employees have 5 to 10 years of experience while 12.5% have less than 1 year. 1.2% employees are experienced 10 to 15 years.

Interpretation: The above pie chart shows more number of employees are experienced between 1 and 5 years as most of the people quit their jobs after 5 years for better jobs.

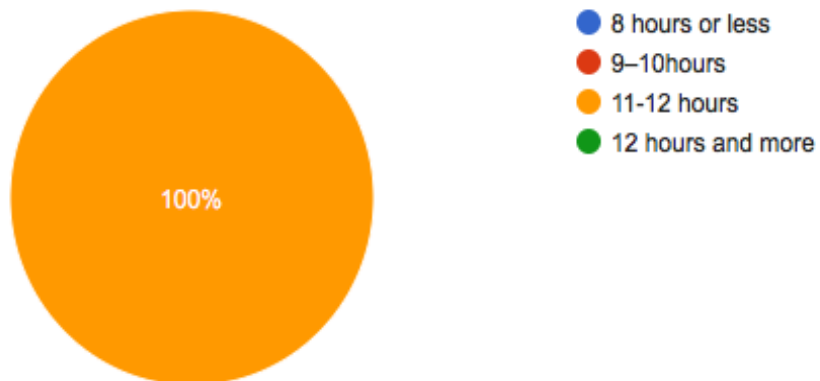
TAB1E 4.4. Showing Demographic Data of Work Hours

Demographic variables	Categories	Frequency (Respondents)	Percentage %
Work Hours	8 hours or less	0	0
	9-10 hours	0	0
	11-12 hours	80	100
	12 hours and more	0	0
TOTAL		80	100

GRAPHS 4.4. Work Hours

Total work hours per day

79 responses



Analysis: The above result shows that 100% of employees have 11-12 hours of working.

Interpretation: The above pie chart shows that all the employees work for 11 to 12 hours because the company maintains equal working hours of 12 hours for all employees.

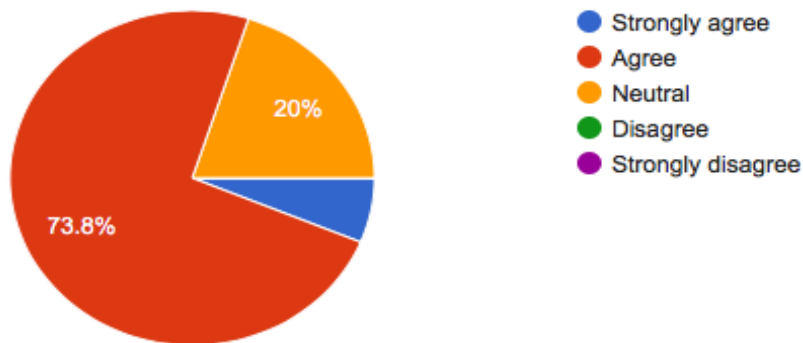
TAB1E4.5. Showing Satisfaction With Sa1ary Increments Given

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	0	0
3	Neutral	16	20
4	Agree	59	73.8
5	Strongly agree	5	6.3
TOTAL		80	100

GRAPHS 4.5. Showing Satisfaction With Sa1ary Increments Give

I am satisfied with the salary increments given at company

80 responses



Analysis: The above result shows that 73.8% of employees agree that they are satisfied with salary increments given at company and 6.3% strongly agree to the same. 20% of employees remain neutral here. 0% of employees and strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with salary increments at the company because the company is providing the reasonable salary to every employee as per the region and their needs.

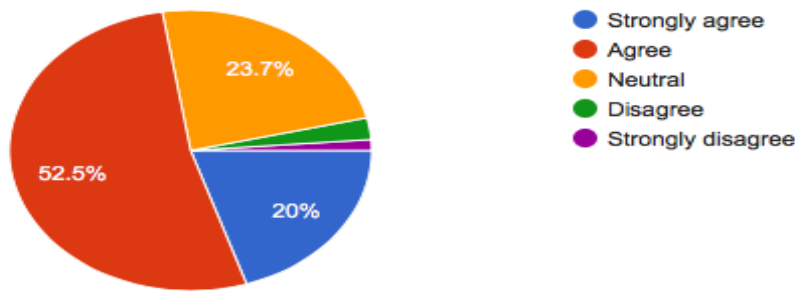
TAB1E4.6. Showing Satisfaction With Financial Incentives

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	1	1.2
2	Disagree	2	2.5
3	Neutral	19	23.7
4	Agree	42	52.5
5	Strongly agree	16	20
TOTAL		80	100

GRAPHS 4.6. Showing Satisfaction With Financial Incentives

I am satisfied with the financial incentives more than non financial incentives.

80 responses



Analysis: The above result shows that 52.5% of employees agree that they are satisfied with financial incentives given at company and 20% strongly agree to the same. 23.7% of employees remain neutral here. 2.5% of employees disagree and 1.2% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with financial incentives more than non financial incentives at the company. All the employees are from lower middle class families who give preference to monetary benefits to fulfill their needs.

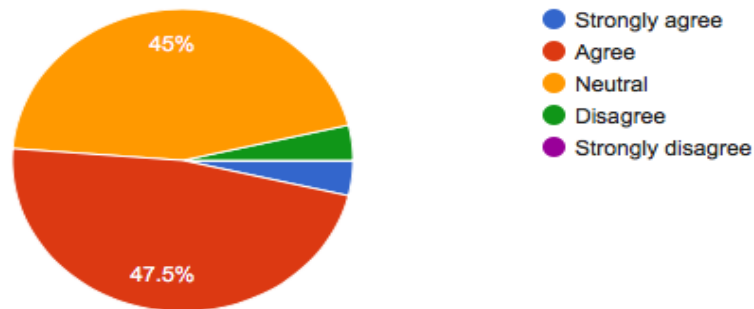
TAB1E4.7. Showing Satisfaction With Sa1ary Draw At Present

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	3	3.7
3	Neutral	36	45
4	Agree	38	47.5
5	Strongly agree	3	3.8
TOTAL		80	100

GRAPHS 4.7. Showing Satisfaction With Sa1ary Drawn

I am satisfied with the salary I draw at present.

80 responses



Analysis: The above result shows that 47.5% of employees agree that they are satisfied with salary drawn at present and 3.8% strongly agree to the same. 45% of employees remain neutral here. 3.7% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with salary drawn at present as the company pays them better than other security guard companies.

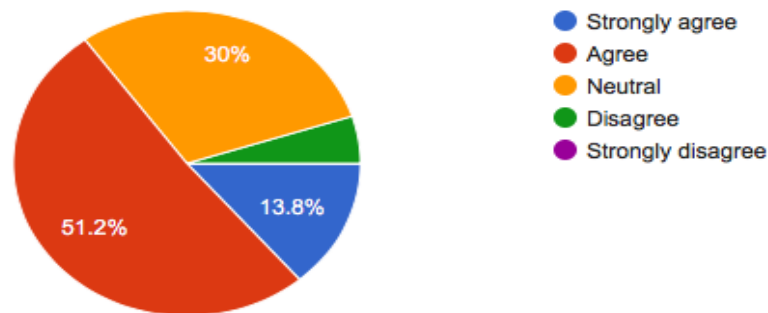
TAB1E4.8. Showing Satisfaction With Breaks And leaves

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	4	5
3	Neutral	24	30
4	Agree	41	51.2
5	Strongly agree	11	13.8
TOTAL		80	100

GRAPHS 4.8. Showing Satisfaction With Breaks And leaves

I am satisfied with the lunch break, rest breaks and leaves given in the organisation.

80 responses



Analysis: The above result shows that 51.2% of employees agree that they are satisfied with salary increments given at company and 13.8% strongly agree to the same. 30% of employees remain neutral here. 5% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with lunch breaks and leaves at the company because they get sufficient time at the breaks.

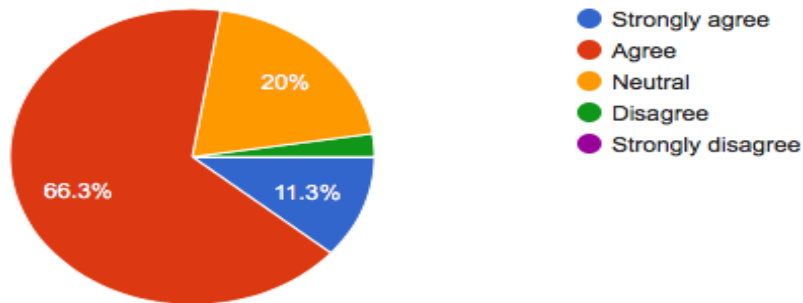
TAB1E4.9. Showing Satisfaction With Physical Working Condition

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	2	2.5
3	Neutral	16	20
4	Agree	53	66.3
5	Strongly agree	9	11.3
TOTAL		80	100

GRAPHS 4.9. Showing Satisfaction With Physical Working Condition

Good physical working conditions are provided in the organisation.

80 responses



Analysis: The above result shows that 66.3% of employees agree that they are satisfied with working conditions given at company and 11.3% strongly agree to the same. 20% of employees remain neutral here. 2.5% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with physical working conditions at the company as the company has better infrastructure and all the basic needs.

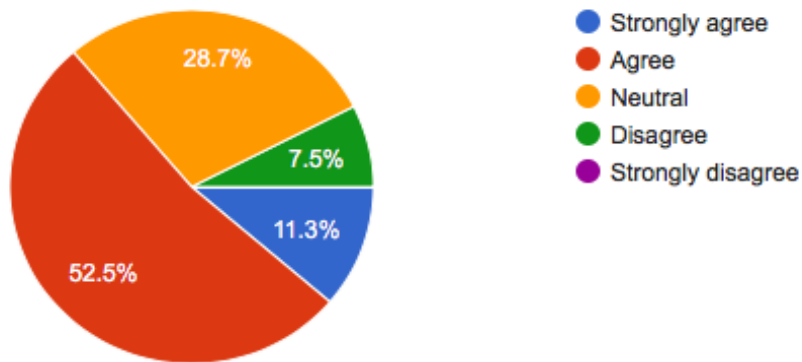
TAB1E4.10. Showing Satisfaction With Security At Job

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	6	7.5
3	Neutral	23	28.7
4	Agree	42	52.5
5	Strongly agree	9	11.3
TOTAL		80	100

GRAPHS 4.10. Showing Satisfaction With Security At Job

The employees in the organisation feel secured in their job.

80 responses



Analysis: The above result shows that 52.5% of employees agree that they are satisfied with job security at company and 11.3% strongly agree to the same. 28.7% of employees remain neutral here. 7.5% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with job security at the company because everyone is paid on time and get permanent jobs.

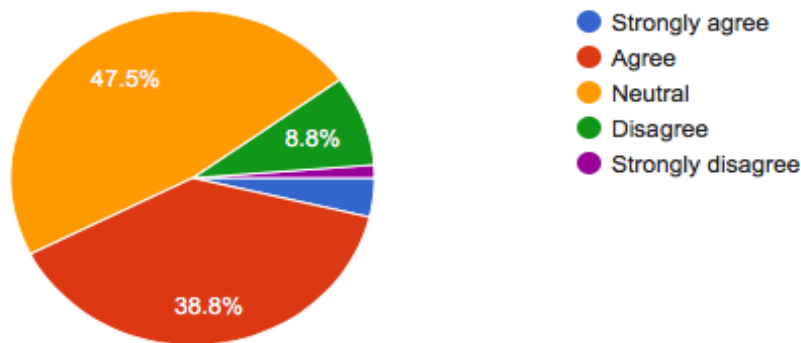
TAB1E4.11. Showing Satisfaction With Retirement Benefits Available

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	1	1.2
2	Disagree	7	8.8
3	Neutral	38	47.5
4	Agree	31	38.8
5	Strongly agree	3	3.8
TOTAL		80	100

GRAPHS 4.11. Showing Satisfaction With Retirement Benefits Available

The retirement benefits available are sufficient.

80 responses



Analysis: The above result shows that 38.8% of employees agree that they are satisfied with retirement benefits available at company and 3.8% strongly agree to the same. 47.5% of employees remain neutral here. 8.8% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are neither satisfied nor dissatisfied with retirement benefits available at the company because most of the employees are unaware of the retirement facilities.

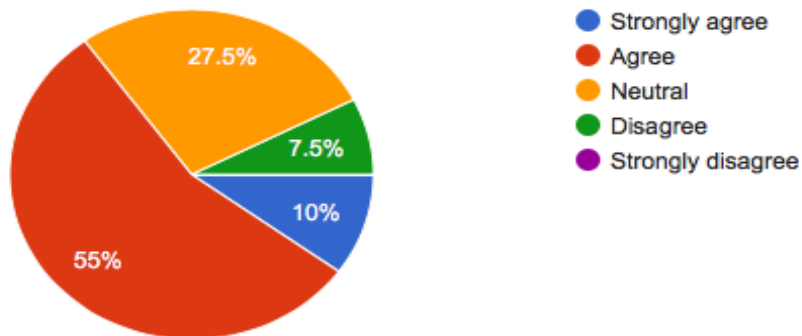
TAB1E4.12. Showing Satisfaction With Medical Benefits Provided

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	6	7.5
3	Neutral	22	27.5
4	Agree	44	55
5	Strongly agree	8	10
TOTAL		80	100

GRAPHS 4.12. Showing Satisfaction With Medical Benefits Provided

The medical benefits provided in the organization are satisfactory.

80 responses



Analysis: The above result shows that 55% of employees agree that they are satisfied with medical benefits given at company and 10% strongly agree to the same. 27.5% of employees remain neutral here. 7.5% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with medical benefits provided at the company as the employees are provided the medical allowance.

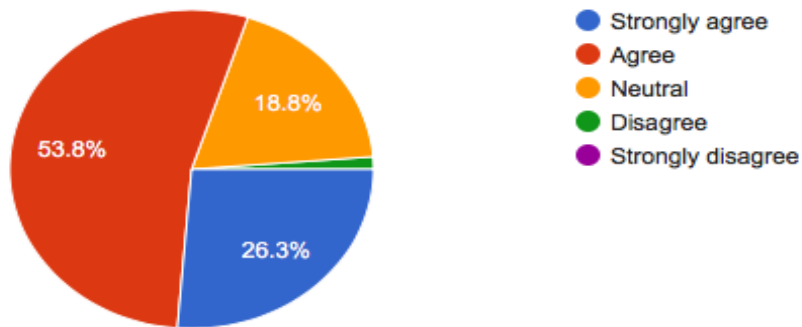
TAB1E4.13. Showing Visibility of Top Management

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	1	1.2
3	Neutral	15	18.8
4	Agree	43	53.8
5	Strongly agree	21	26.3
TOTAL		80	100

GRAPHS 4.13. Showing Visibility of Top Management

Visibility with top management is important to me.

80 responses



Analysis: The above result shows that 53.8% of employees agree that they are satisfied with visibility with top management at company and 26.3% strongly agree to the same. 18.8% of employees remain neutral here. 1.2% of employees disagree and 0% strongly disagree.

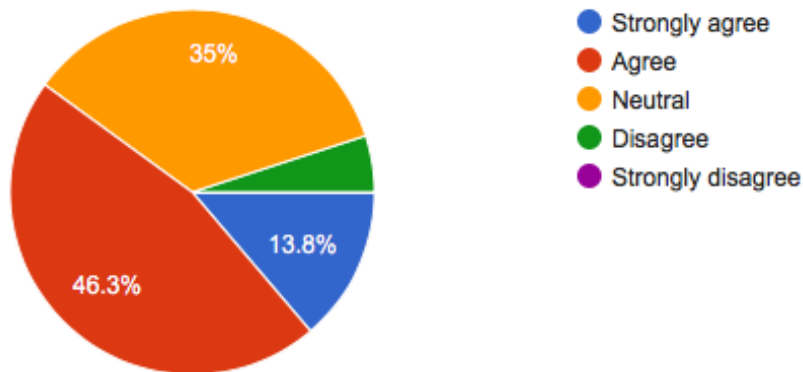
Interpretation: The above pie chart shows more number of employees are satisfied with visibility with top management at the company because the top the manager work with employees as a team.

TAB1E4.14. Showing Recognition Of The Work Done

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	4	5
3	Neutral	28	35
4	Agree	37	46.3
5	Strongly agree	11	13.8
TOTAL		80	100

GRAPHS 4.14. Showing Recognition Of The Work Done

I feel that my superior always recognises the work done by me
80 responses



Analysis: The above result shows that 46.3% of employees agree that they are satisfied with recognition of work done given at company and 13.8% strongly agree to the same. 35% of employees remain neutral here. 5% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with recognition of work done at the company as the job locations are good and salary is reasonable.

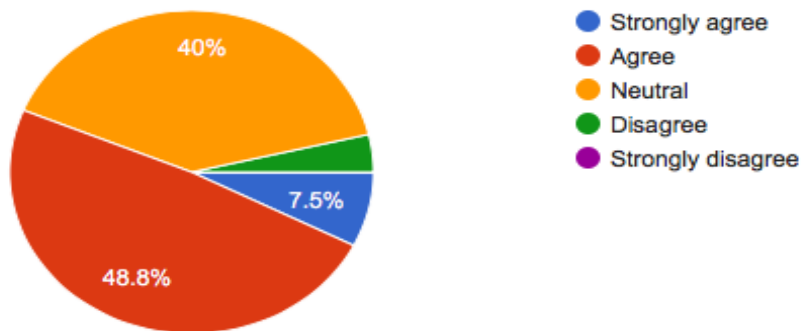
TAB1E4.15. Showing Satisfaction With Status

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	3	3.7
3	Neutral	32	40
4	Agree	39	48.8
5	Strongly agree	6	7.5
TOTAL		80	100

GRAPHS 4.15. Showing Satisfaction With Status

I feel that the job I do gives me a good status.

80 responses



Analysis: The above result shows that 48.8% of employees agree that they are satisfied with status given by job and 7.5% strongly agree to the same. 40% of employees remain neutral here. 3.7% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with status given by job at the company because the employees awarded with better recognition in the company when performed well.

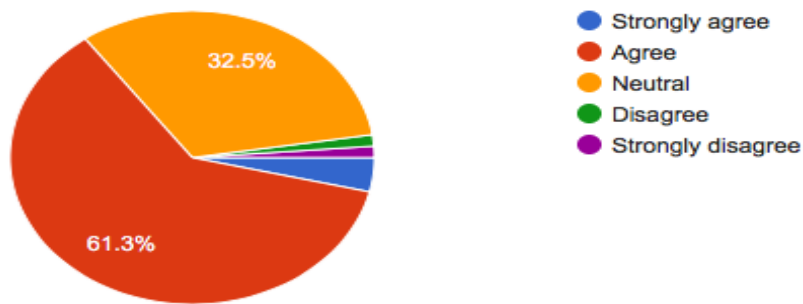
TAB1E4.16. Showing Satisfaction With Roles And Responsibilities

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	1	1.2
2	Disagree	1	1.2
3	Neutral	26	32.5
4	Agree	49	61.3
5	Strongly agree	3	3.8
TOTAL		80	100

GRAPHS 4.16. Showing Satisfaction With Roles And Responsibilities

I am satisfied with the responsibility and role that I have in my work.

80 responses



Analysis: The above result shows that 61.3% of employees agree that they are satisfied with roles and responsibilities given at company and 3.8% strongly agree to the same. 26% of employees remain neutral here. 1.2% of employees disagree and 1.2% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with roles and responsibilities at the company as the employees are given valid and reasonable duties.

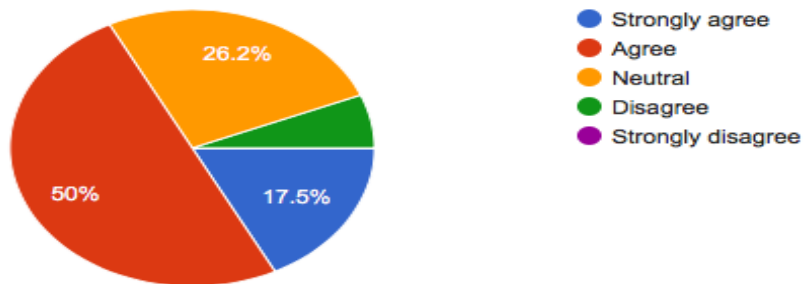
TAB1E4.17. Showing Satisfaction With Relationship In The Informa1 Workgroup

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	5	6.3
3	Neutral	21	26.2
4	Agree	40	50
5	Strongly agree	14	17.5
TOTAL		80	100

GRAPHS 4.17. Showing Satisfaction With Relationship In The Informa1 Workgroup

The quality of the relationships in the informal workgroup is quite important to me.

80 responses



Analysis: The above result shows that 50% of employees agree that they are satisfied with relationship in the informal workgroup at company and 17.5% strongly agree to the same. 26.2% of employees remain neutral here. 6.3% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with relationship in the informal workgroup at the company as the friendly nature is maintained among colleagues.

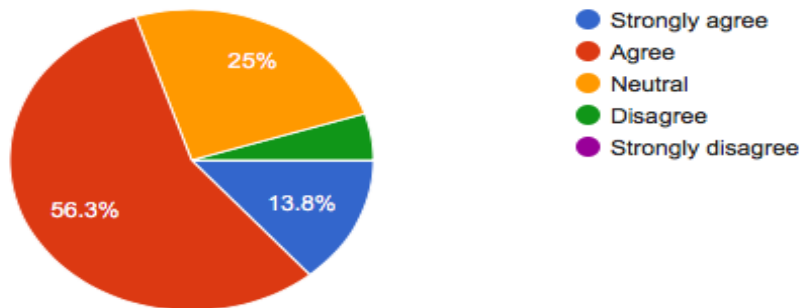
TAB1E4.18. Showing Satisfaction With Support From HR Department

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	4	5
3	Neutral	20	25
4	Agree	45	56.3
5	Strongly agree	11	13.8
TOTAL		80	100

GRAPHS 4.18. Showing Satisfaction With Support From HR Department

I am satisfied with the support from the HR department.

80 responses



Analysis: The above result shows that 56.3% of employees agree that they are satisfied with support from HR department given at company and 13.8% strongly agree to the same. 25% of employees remain neutral here. 5% of employees disagree and 0% strongly disagree.

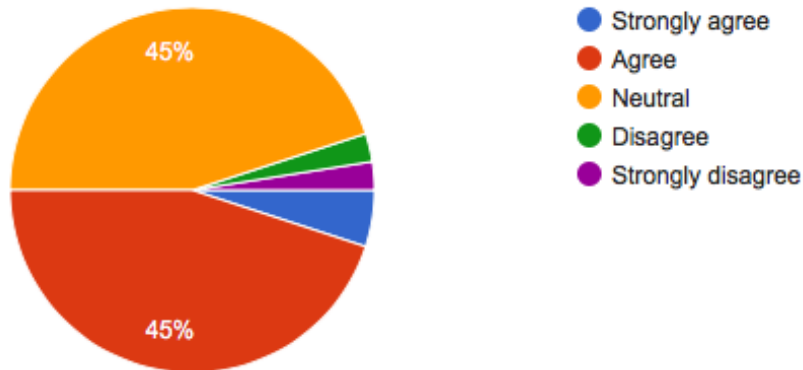
Interpretation: The above pie chart shows more number of employees are satisfied with support from HR department at the company because the issues at company are solved with any conflicts.

TAB1E4.19. Showing Satisfaction With Team Spirit

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	2	2.5
2	Disagree	2	2.5
3	Neutral	36	45
4	Agree	36	45
5	Strongly agree	4	5
TOTAL		80	100

GRAPHS 4.19. Showing Satisfaction With Team Spirit

In this organisation there is fair amount of team spirit.
80 responses



Analysis: The above result shows that 45% of employees agree that they are satisfied with team spirit at company and 5% strongly agree to the same. 45% of employees remain neutral here. 2.5% of employees disagree and 2.5% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with team spirit at the company as every tasks solved as a group.

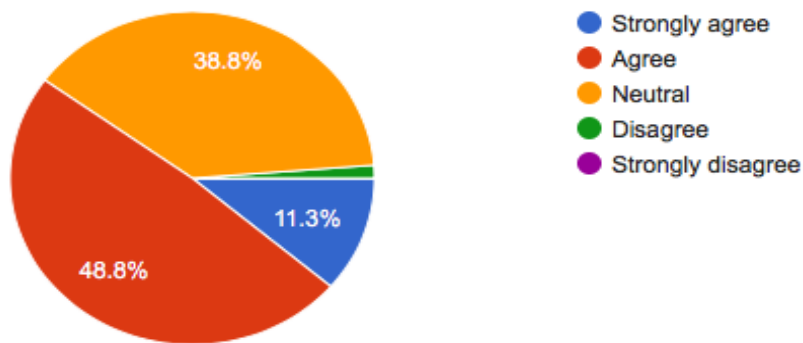
TAB1E4.20. Showing Satisfaction With Motivating Activities

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	1	1.2
3	Neutral	31	38.8
4	Agree	39	48.8
5	Strongly agree	9	11.3
TOTAL		80	100

GRAPHS 4.20. Showing Satisfaction With Motivating Activities

I feel more motivated while participating in activities done here like, Sports week, Cricket tournament's etc.

80 responses



Analysis: The above result shows that 48.8% of employees agree that they are satisfied with motivational activities at company and 11.3% strongly agree to the same. 38.8% of employees remain neutral here. 1.2% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with motivational activities at the company as it keep them happy and better performed.

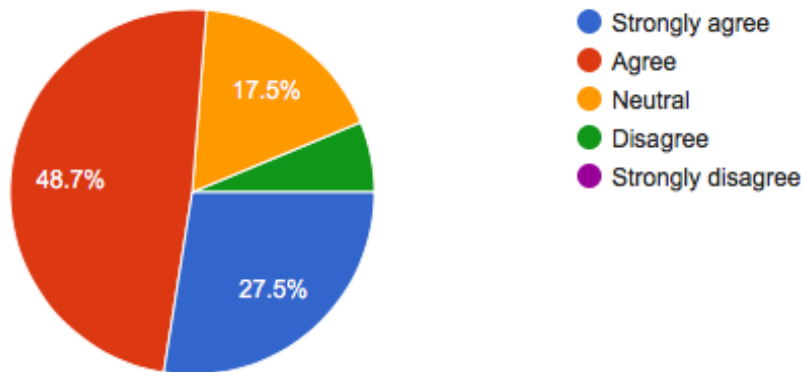
TAB1E4.21. Showing Wi1lingness To Be Best In Job

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	5	6.3
3	Neutral	14	17.5
4	Agree	39	48.7
5	Strongly agree	22	27.5
TOTAL		80	100

GRAPHS 4.21. Showing Wi1lingness To Be Best In Job

I want to be the best at my own job.

80 responses



Analysis: The above result shows that 48.7% of employees agree that they want to be best at job in company and 27.5% strongly agree to the same. 17.5% of employees remain neutral here. 6.3% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees want to be best at job in company as it gives them both monetary and non-monetary benefits if performed well.

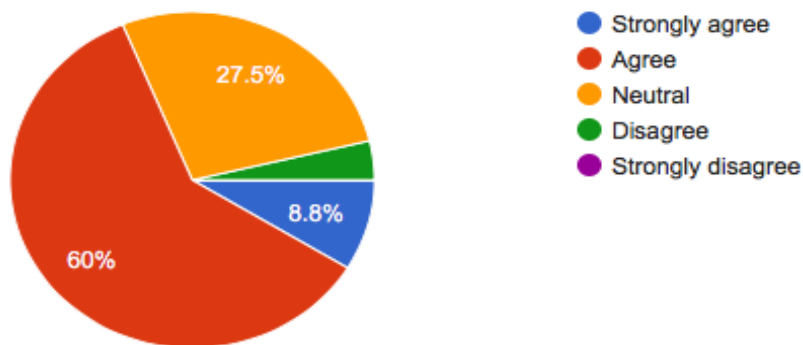
TAB1E4.22. Showing Satisfaction With Job Related Decision

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	3	3.7
3	Neutral	22	27.5
4	Agree	48	60
5	Strongly agree	7	8.8
TOTAL		80	100

GRAPHS 4.22. Showing Satisfaction With Job Related Decision

I generally like to schedule my own work and to make job-related decisions with a minimum of supervision.

80 responses



Analysis: The above result shows that 60% of employees agree that they are satisfied with their own job related decisions at company and 8.8% strongly agree to the same. 27.5% of employees remain neutral here. 3.7% of employees disagree and 0% strongly disagree.

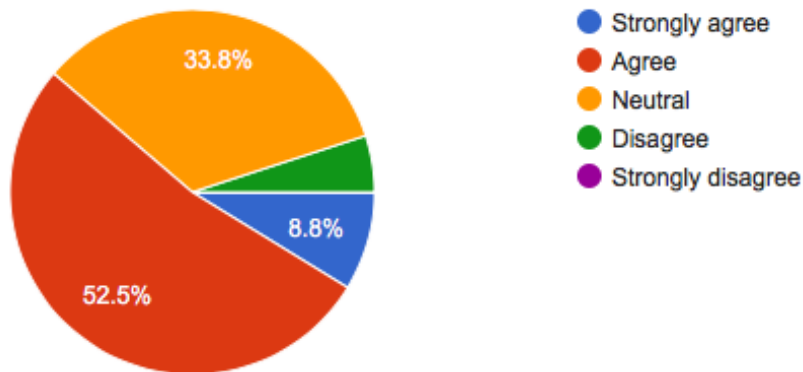
Interpretation: The above pie chart shows more number of employees are satisfied with their own job related decisions at the company as they can choose their shift of work when needed.

TAB1E4.23. Showing Satisfaction With Opportunity For Advancement

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	4	5
3	Neutral	27	33.8
4	Agree	42	52.5
5	Strongly agree	7	8.8
TOTAL		80	100

GRAPHS 4.23. Showing Satisfaction With Opportunity For Advancement

I find opportunities for advancement in this organisation.
80 responses



Analysis: The above result shows that 52.5% of employees agree that they are satisfied with opportunity for advancement given at company and 8.8% strongly agree to the same. 33.8% of employees remain neutral here. 5% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with opportunity for advancement given at the company as it gives a status to the rural people.

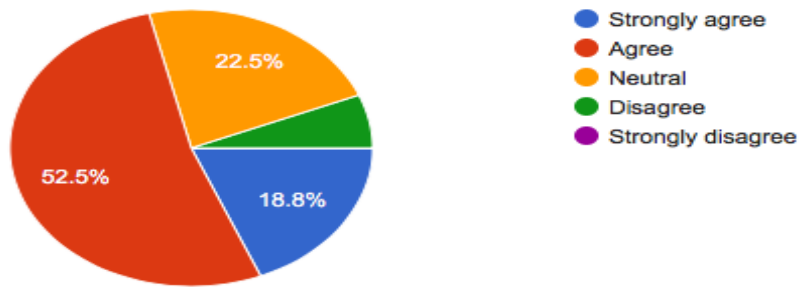
TAB1E 4.24. Showing Satisfaction With Self-Knowledge And Enlightenment

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	5	6.3
3	Neutral	18	22.5
4	Agree	42	52.5
5	Strongly agree	15	18.8
TOTAL		80	100

GRAPHS 4.24. Showing Satisfaction With Self-Knowledge And Enlightenment

My aim is self-knowledge and enlightenment. The most important thing to me is realising my ultimate personal potential.

80 responses



Analysis: The above result shows that 52.5% of employees agree that they are satisfied with self-knowledge and enlightenment got at company and 18.8% strongly agree to the same. 22.5% of employees remain neutral here. 6.3% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with self-knowledge and enlightenment got at the company with social exposure provided by the company.

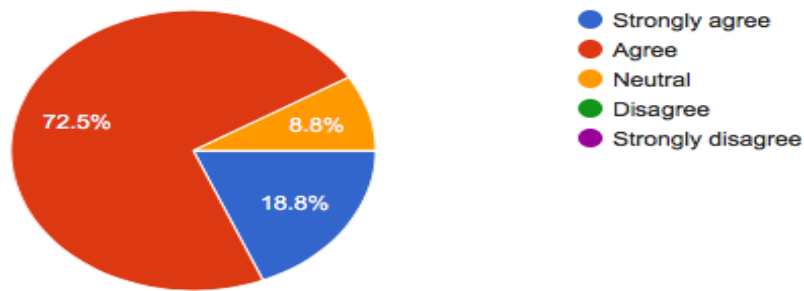
TAB1E 4.25. Showing Impact Of Motivational Techniques On Performance

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	0	0
3	Neutral	7	8.8
4	Agree	58	72.5
5	Strongly agree	15	18.8
TOTAL		80	100

GRAPHS 4.25. Showing Impact Of Motivational Techniques On Performance

Different techniques of motivation used at company have an impact on the performance

80 responses



Analysis: The above result shows that 72.5% of employees agree that they are satisfied with impact of motivational techniques on performance at company and 18.8% strongly agree to the same. 8.8% of employees remain neutral here. 0% of employees disagree and strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with impact of motivational techniques on performance at the company as the motivate employees are performing better and earning name.

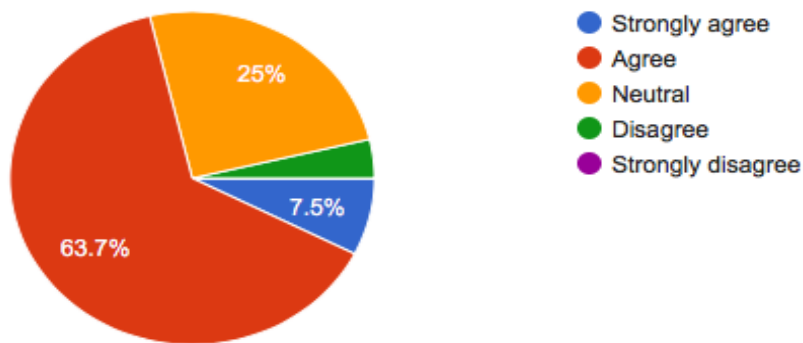
TAB1E 4.26. Showing Satisfaction With Monitory Terms Of Motivation

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	3	3.7
3	Neutral	20	25
4	Agree	51	63.7
5	Strongly agree	6	7.5
TOTAL		80	100

GRAPHS 4.26. Showing Satisfaction With Monitory Terms Of Motivation

The monitory terms of motivation have more impact on performance.

80 responses



Analysis: The above result shows that 63.7% of employees agree that they are satisfied with monitory terms of motivation given at company and 7.5% strongly agree to the same. 25% of employees remain neutral here. 3.7% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with monitory terms of motivation given at the company as it fulfill their useful needs.

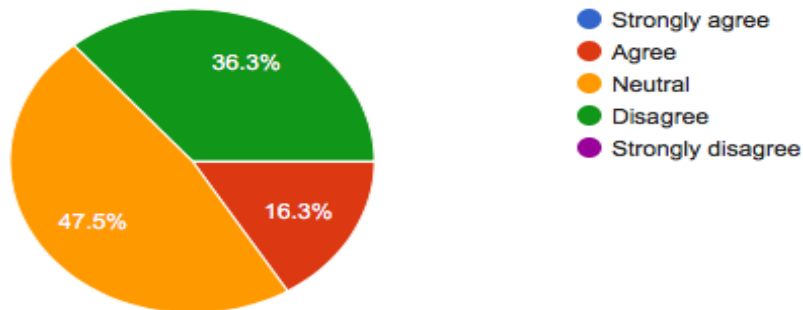
TAB1E 4.27. Showing Satisfaction With Non-Monitory Terms Of Motivation

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	0	0
3	Neutral	29	36.3
4	Agree	38	47.5
5	Strongly agree	13	16.3
TOTAL		80	100

GRAPHS 4.27. Showing Satisfaction With Non-Monitory Terms Of Motivation

Non-monitory terms of motivation have more impact on performance

80 responses



Analysis: The above result shows that 16.3% of employees agree that they are satisfied with non-monitory terms of motivation given at company and 0% strongly agree to the same. 47.5% of employees remain neutral here. 36.3% of employees disagree and 0% strongly disagree.

Interpretation: The above pie chart shows more number of employees are neither satisfied nor dissatisfied with non-monitory terms of motivation at the company as those provide good name but less profitable.

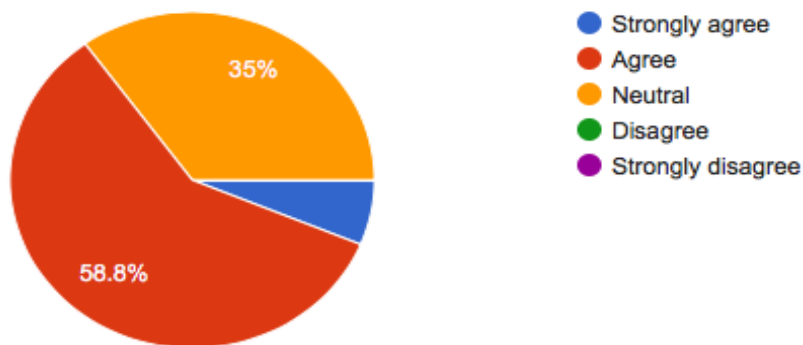
TAB1E 4.28. Showing Satisfaction With Supportive Nature Of Management

S1 no	Category	No of Respondents	Percentage %
1	Strongly disagree	0	0
2	Disagree	0	0
3	Neutral	28	35
4	Agree	47	58.8
5	Strongly agree	5	6.3
TOTAL		80	100

GRAPHS 4.28. Showing Satisfaction With Supportive Nature Of Management

The supportive nature of the management increases the performance

80 responses



Analysis: The above result shows that 58.8% of employees agree that they are satisfied with supportive nature of management at company and 6.3% strongly agree to the same. 35% of employees remain neutral here. 0% of employees disagree and strongly disagree.

Interpretation: The above pie chart shows more number of employees are satisfied with supportive nature of management at the company as their performance is getting better.

4.4 STATISTICAL TOOLS RESULTS

Introduction:

This chapter speaks to the result of the study from the factual investigation led on the gathered information. The initial segment of chapter will introduce the statistic profile of respondents of this examination. The legitimacy of estimation is controlled by breaking down outcomes accomplished from the unwavering quality examination, factor investigation & expressive investigation on the estimation. The last part of this section will center around aftereffects of the relationship testing & speculations testing.

Mean: The mean is the average of all numbers and is sometimes called the arithmetic mean. To calculate mean, add together all of the numbers in a set and then divide the sum by the TOTAL count of numbers.

Standard deviation: Standard deviation is the measure of dispersion of a set of data from its mean. It measures the absolute variability of a distribution; the higher the dispersion or variability, the greater is the standard deviation and greater will be the magnitude of the deviation of the value from their mean.

MOTIVATIONAL TECHNIQUES

Category	Frequency	Percent	Mean	Standard deviation
strongly agree	15	18.8	1.90	0.518
agree	58	72.5		
neutral	7	8.8		
TOTAL	80	100.0		

Interpretation: The result of the analysis shows that the mean is approximately 2, which interprets the agreeableness of employees with the motivational techniques used in the company.

MONITORY TERMS

Category	Frequency	Percent	Mean	Standard deviation
strongly agree	6	7.5	2.25	0.646
agree	51	63.8		
neutral	20	25.0		
disagree	3	3.8		
TOTAL	80	100.0		

Interpretation: The result of the analysis shows that the mean is approximately 2, which interprets the agreeableness of employees with the monitory terms of motivation used in the company.

NON-MONITORY TERMS

Category	Frequency	Percent	Mean	Standard deviation
agree	13	16.3	3.20	0.701
neutral	38	47.5		
disagree	29	36.3		
TOTAL	80	100.0		

Interpretation: The result of the analysis shows that the mean is approximately 3, which interprets the agreeableness of employees with the non-monitory terms of motivation used in the company is neutral.

SUPPORT MANAGEMENT

Category	Frequency	Percent	Mean	Standard deviation
strongly agree	5	6.3	2.29	0.578
agree	47	58.8		
neutral	28	35.0		
TOTAL	80	100.0		

Interpretation: The result of the analysis shows that the mean is approximately 2, which interprets the agreeableness of employees with the support from the management in the company.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

- It is observed that achievements, awards and recognition motivates the employee most.
- It is observed that the employees are satisfied with the salary increments.
- It is observed that the employees are satisfied with financial incentives given.
- It is observed that the company has provided good physical working condition.
- It is observed that the employees feel secured at their jobs.
- It is observed that employees at the company have neutral opinion about the retirement benefits.
- It is observed that majority of the employees are satisfied with medical benefits given
- It is observed that greater number of employees believe that monetary terms of motivation are more acceptable than non-monetary terms.
- It is observed that the team work and support from management at the organization keep the employees motivated.
- It is observed that motivated group of employees does give the better performance than the other.

5.2 CONCLUSION

The project of effectiveness of motivational strategies with reference to Squad India Secure Services Pvt Ltd, Bangalore can be concluded as below

Motivation plays an important part in developing the employee's success and achieve the objectives of the company. The employees at Squad India are engaged with distinct motivational areas to develop their skills and performances. It respectively demonstrates that one can't specifically inspire another person, yet can give them the apparatuses they have to persuade themselves. On the off chance that the above proposals are executed legitimately, representatives will be more motivated to work in the associations.

In the event that one component runs with the other component easily, the result will be helpful. Furthermore the significance of motivational strategies has been underscored which will clear path for progress. It is truly trusted that Squad India will find a way to execute the proposals of the research to motivate and take reasonable measures to satisfy the desire for the workers. Also, Alternative hypothesis is accepted-There is significant relationship between motivation & Job performance.

5.3 SUGGESTIONS

- Employees should be involved in decision making process.
- Incentives can be increased and paid on time.
- The departmental heads should involve in motivating the workforce.
- Roles and responsibilities must be given to employees.
- The employees can be involved in motivational activities often.
- The organization can help the employees with their personal problems.
- Better infrastructure can be provided to the employees.
- Organization should take care of the small issues which can create conflicts later.
- Regular training for field work should be given.
- Organization may conduct workshops on motivation often.
- Organization should see that the employees are respected by customer institutes.
- Company should continue acknowledging the employees for their performance.
- Company should provide good working environment.
- The company needs to make workers feel secure when they are engaged with the leadership.
- The company needs to keep a decent employer-employee, employee-employee relationship so that there will be a good connection & there won't be any issues.

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ANNEXURE

SD	Strongly disagree
D	Disagree
N	Neutral
A	Agree
SA	Strongly agree

S1	QUESTIONS	SD	D	N	A	SA
	BASIC NEEDS					
1	I am satisfied with salary increments given at company					
2	I am satisfied with financial incentives more than non-financial incentives					
3	I am satisfied with the salary I draw at present					
4	I am satisfied with the lunch break, rest breaks and leaves given in the organization					
	SAFETY					
5	Good physical working conditions are provided in the organization					
6	The employees in the organization feel secured in their job					
7	The retirement benefits available are sufficient					
8	The medical benefits provided in the organization are satisfactory					
	ESTEEM					
9	Visibility with top management is important to me					
10	I feel that my superior always recognizes the work done by me					

11	I feel that the job I do gives me a good status.					
12	I am satisfied with the responsibility and role that I have in my work					
	SANSE OF BELONGINGS					
13	The quality of the relationships in the informal workgroup is quite important to me.					
14	I am satisfied with the support from the HR department.					
15	In this organisation there is fair amount of team spirit.					
16	I feel more motivated while participating in activities done here like, Sports week, Cricket tournament's etc.					
	SELF ACTUALIZATION					
17	I want to be the best at my own job.					
18	I generally like to schedule my own work and to make job-related decisions with a minimum of supervision.					
19	I find opportunities for advancement in this organization					
20	My aim is self-knowledge and enlightenment. The most important thing to me is realising my ultimate personal potential.					
	PERFORMANCE					
21	Different techniques of motivation used at company have an impact on the performance					
22	The monetary terms of motivation have more impact on performance					
23	Non-monetary terms of motivation have more impact on performance					
24	The supportive nature of the management increases the performance					



ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA
INTERNSHIP WEEKLY REPORT (16MBAPR407)

Name of the Student: MOUSHIN JAWOOR

Internal Guide: Prof. MAHAK BALANI

USN No: 1AZ16MBA39

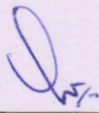
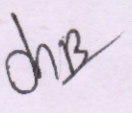

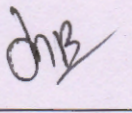

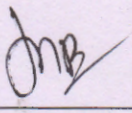

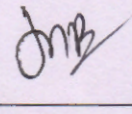

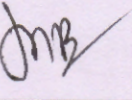
Specialization: Marketing and HR

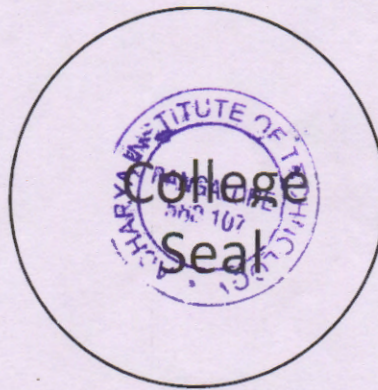
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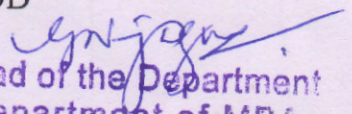
Company Name: Squad India Secure Services Pvt Ltd

Company Address: 2830, 3rd Floor, 15th Main, 2nd Cross, E Block,
Sahakarnagar, Bangalore 560092

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-2018 To 21-01-2018	Learnt about the organisation and its areas of operation		1
22-01-2018 To 28-01-2018	Understood about structure, culture and functioning of the organisation		2
29-01-2018 to 04-02-2018	Understood products or services and the problems of the organisation		3
05-02-2018 To 11-02-2018	Acquired indepth knowledge about performance of the employees		4
12-02-2018 To 18-02-2018	Preparation of research instruments for data collection		5

19-02-2018 to 25-02-2018	Interactions with employees of the company		6 
26-02-2018 To 04-03-2018	Designing the Questionnaire		7 
05-03-2018 to 11-03-2018	Data Collection		8 
12-03-2018 to 18-03-2018	Data Analysis using statistical tools		9 
19-03-2018 to 24-03-2018	Analysis and finalisation of the report and submission of report		10 



HOD

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