

Project Report (17MBAPR407)
On
A Study on Employee's Motivation and Its Impact on Employee's Performance
at Shresta Nutritions Private Limited

BY
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1IA17MBA53
Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI



In partial fulfillment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION
Under the guidance of

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March 2019

Project Competition Certificate

This is to certify that Ms.Shwetha H.K, bearing USN:11A17MBA53 student from Acharya Institute of Technology Soldevanahalli, Bangalore has completed 6 weeks (03.01.2019 to 16.02.2019) project in our Organisation.

During project period she conducted a project title * **A Study on employees motivation and it's impact on employees performance at Shresta Nutritions Private Limited***

For SHRESTA NUTRITIONS PRIVATE LIMITED.



SUNIL.K
Director





ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 04/04/2019

CERTIFICATE

This is to certify that **Ms. Shwetha H K** bearing USN **11A17MBA53** is a bonafide student of Master of Business Administration course of the Institute 2017-19 batch, affiliated to Visvesvaraya Technological University, Belagavi. Project report on “**A Study on Employees Motivation and its Impact on Employees Performance at Shresta Nutritions Pvt. Ltd, Bengaluru**” is prepared by her under the guidance of **Prof. Monica M** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

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DECLARATION

I, **Shwetha.HK**, hereby declare that the Project report entitled "A Study on Employee's Motivation and Its Impact on Employee's Performance at Shresta Nutritions Private Limited" with reference to "Shresta Nutritions Private Limited.Bangalore" prepared by me under the guidance of Prof.Monica.M, faculty of M.B.A Department, Acharya Institute of Technology and external guide by Sunil.K, Director and Shresta Nutritions Private Limited. I also declare that this Project work is towards the partial fulfillment of the university Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi. I have undergone a summer project for a period of Six 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: 05/04/2019


Signature of the student

ACKNOWLEDGEMENTS

I wish to express my sincere thanks to our respected Principal, **Dr.Prakash M R**, beloved Dean-Academics, **Dr. Devarajaiah R M**, and deep sense of gratitude to **Dr. M M Bagali**, HOD, Acharya Institute of Technology, Bangalore for their kind support and encouragement in completion of the Internship Report.

I would like to thank **Prof. Monica M**, Asst. Professor, Department of MBA, Acharya Institute of Technology, Bengaluru and external guide **Mr. Sunil.K**, Director, Shresta Nutritions Private Limited, Bengaluru, who gave me golden opportunity to do this wonderful Project in the esteemed organization, which helped me to learn various concepts.

Finally, I express my sincere thanks to my Parents, Friends and all the Staff of MBA department of AIT for their valuable suggestions in completing this Project Report.

Place: Bangalore

Date: 05/04/2019

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EXECUTIVE SUMMARY

This project work was done in Shersta Nutritious Private Limited, Bangalore. The topic chosen to conduct the project was “A Study on Employees Motivation and its Impact On Employees Performance”.

Shersta Nutritious Private Limited is one of the top Poultry Feed manufacturing companies in India to take up the challenges of the changing scenario of animal health segment. Since their establishment in year 2012, they are top the preferred choice of many companies. They value the relation with their customer, and hence they try to provide better services to each & every customer all the time. The feed manufactured by Shresta Nutritions is of the best quality. The company has never compromised on their products quality which is apparent by the level of confidence and trust. The company has also attracted various numbers of clients in the last few years.

The key aim of the project is to analyze about various factors such as salary, increments, promotion, recognition etc. leading to motivation of employees and to assess their relationship between the motivation and performance. The descriptive has been conducted with a convenient sampling of 50 respondents. Primary data was collected from the employees of the organization by using the close ended self-designed Questionnaire which as 20 statements on employee's motivation. Secondary data is gathered from the internet, journals, past records and reports.

And SPSS software was used to find the correlation between the employee's motivational factors and employees performance. The result shows that there is a significant relationship between employees motivation and employees performance.

Summarily, employee's motivation factor as significant impact on the employees performance which improves the organisational effectiveness. Hence it is recommended for the management of the organisation to focus more on motivational factors and policies.

CHAPTER: 1

INTRODUCTION

1.1 Introduction about the Project:

VTU has set up the project for MBA for duration of 06 weeks. The project program is associate degree initiative that bridge the gap between the information and its application through a series of interventions which permits to achieve insights and exposure to the business. The project program provides a good opportunity to experience the practicality in terms of the subjects studied. It also gives an opportunity to learn theoretical concepts by applying them in real life practically in the work place and help understand the corporate culture and disseminate them with the corporate code of behaviour and at the same time discover the professional strength and weakness align with the changing company environment and to sharpen domain knowledge and get insight on cross functional skills.

The present study was completed on the topic “A Study on Employee’s Motivation and its Impact on Employees Performance at Shersta Nutritious Pvt.Ltd’, Bangalore .The study is directed to comprehend the various s motivational factors that motivate the employee’s to improve their performance.

1.2. INDUSTRY PROFILE

Industry	MANUFACTURING INDUSTRY
Industry sector	FEED MANUFACTURING INDUSTRY

The manufacturing is the process of transforming raw materials either organic and natural or inorganic into the products that can be used by the world or society. Manufacturing involves two categories: durable and nondurable goods. Durable goods, such as cars, bus, airplanes, and massive household appliances. Nondurable goods, such as food, cosmetics, and clothing, are consumed added rapidly Production or manufacturing has emerged as one of the top development sectors in India. Production industries are the prosperity producing sectors of an economy. Manufacturing industries exercise many technologies and methods that are often established as manufacturing practice management. Production or manufacturing industries are categorized into various subdivisions such as Clothing and Textiles sectors, Petroleum, Chemicals and Plastic materials industries, Electronics industries, Computer systems or Personal computers and Transportation industries, Foodstuff Production industries etc. Prime Minister of India, Mr Narendra Modi, introduced the "Make in India" concept to leave India on the planet atlas as a manufacturing core and assign macro identification to the Indian economy. India would probably be the 50th major manufacturing country in the planet by the end of 2020.

Poultry feed is food processing industry for hens and chicks which is one of the sub division of manufacturing industry, Feed manufacturing is the process of producing animals feed from raw agricultural products. The feed industry expanded very rapidly in the first quarter of the 20th century

1.3 COMPANY PROFILE: Shresta Nutritons Private Limited

Table 1.1 Shows the company profile of Shresta Nutritious Private Limited

Name of the company	SHRESTA NUTRITIONS PRIVATE LIMITED
Nature of the business	MANUFACTURING COMPANY
COMPANY CEO	Mr.K.SUNIL.SHETTY
Year of establishments	12-03-2012
Head- quartered	Bangalore
Total no of employee	200-230
Legal status of the firm	PRIVATE LIMITED COMPANY
Listing status of the firm	UNLISTED COMPANY
Address	No. 45 Nagarur Village, Near Mantri Layout, Huskur ,Main road, Dasanapura Hobli, Bangalore North. Banglore Karnataka- 562123
Motive	To take up the challenges of the changing scenario Domestic Birds health segment.
E-mail	Info@shrestanutritions.com

1.4 PROMOTERS, COMPANY VISION, MISSION, QUALITY POLICY

PROMOTERS

Table 1.2: Shows the promoters of Shresta Nutritious Private Limited

Sunil Katapadi	Director
Ramakrishna	Director
Mohan Pothuri	Director
Kugonahalli Rudrappa Shiva Shankar	Director

VISION:

“To be the preferred poultry producer in the region”

MISSION:

To continuously produce and distribute poultry feeds of superior quality that will consistently give our customers maximum value and provide stakeholders with an optimal return

QUALITY POLICY

- Standard operating Procedures of monitoring from the material of dispatch of feeds.
- Eliminating and minimizing the contaminations at the earliest stage.
- Fulfilling the Statutory and Regulatory needs towards the feed quality.
- Ensures good manufacturing and hygiene is maintained during the operation.
- Quality Assurance System and Quality Management System ensure that the operation meets the quality standards and continuous improvement in feeds.
- Employee involvement develops people to their fullest potential.

1.5 PRODUCTS PROFILE

We offer Adaptable, Consistent and Economical Feed:

- 1) Broiler Feeds
- 2) Layer Feeds
- 3) Specialized Chick Feeds

a) BROILER FEED

Broiler are the Pre-starter Balanced nutritive chick feed with even crumble as good as baby care (0 to 15 days). And the broiler Starter Energy, protein and amino acid impartial crumble feed to avoid variation of growth in flock and also to maintain uniformity (16 to 25 days). Broiler Finisher Balanced with all micro and macro components of the nutritive needs to utilize the genetic potential of the broiler in the finisher stage. Our product is known for uniform pellet size. (26 to 45 days).

Benefits of Shresta Broilers Feeds

- 1) Increase the Weight gain
- 2) Reduces the Pathogen loads
- 3) Helps in better digestibility

b) SPECILIAZED IN LAYER CHICK FEED

Feeds are produced from extremely digestible ingredients and appropriate vitamins, minerals and other feed supplements. This feed is offered in the best possible absorbable form.

Benefits

- 1) Absolute feed for right growth and development
- 2) Overcome from dehydration
- 3) Helps in better digestion

1.6 INFRASTRUCTURE FACILITY

Table 1.3: Shows infrastructure facility of Shresta Nutritious Private Limited

Plant capacity	900 Tonnes per annum
Capacity of Production	500kgs per day
Shifts carried	1 shift per day
Production per annum	750 Tonnes
Total floor area occupied	650 sq.ft
Facility	Canteen facility First Aid Spittoons Lighting
Electricity Requirement	5KW
Water requirements for Production only	300 litres per day
Machinery	1) Feed grinder(Capacity 500kg/hr, 3HP motor) 2) Mixer (Capacity 500kg/hr, 5HP motor) 3) Weighing Machine
Rooms includes	Meeting Room Conference Room Training Room for Employee

1.7 COMPETITORS INFORMATION

- Suguna foods pvt.ltd, feed mill.
- Hindustan feeds.
- Royal poultry equipment.
- Primal feeds and farms LLP.
- Maruthi feeds and farms.
- Akshaya minerals and feed suppliments.

1.8 SWOT analysis Introduction

SWOT Analysis is an short form for strength, weakness, opportunity, and threat. It is the structured planning method that evaluates those four element of an organization. SWOT analysis can be conducted on any organisation, products, places or person. SWOT analysis involve specific the objective of the organisation and identifying the internal and external factors that are favourable and unfavourable to attain their objectives of the organisation. The extent upto which the internal surroundings of the organisation matches with the external surroundings can be expressed by the model of strategic fit.

- **Strength:**
It Characterise advantage over others.
- **Weakness:**
It Characterise disadvantage relative to others.
- **Opportunity:**
It is a environment that the business or project could exploit to its advantages
- **Threat:**
It's an environment that could cause trouble for the business of project.

SWOT analysis with reference to Shresta Nutritions Private Limited

STRENGTHS:

- 1) Continuous Innovation and Improvements of products.
- 2) Skilled labours.
- 3) 20% market share in Feed Industry.
- 5) Cost Advantages.

WEAKNESS:

- 1) Fluctuations in prices of Raw Materials.
- 2) Reliability of products in certain geographic conditions.

OPPORTUNITY:

- 1) Emerging market and new market.
- 2) Few competitors.
- 3) Product and services expansion.

THREATS:

- 1) Emerging competitors.
- 2) Changing regulatory environment.
- 3) Product Substitution.

1.9 FUTURE GROWTH AND PROSPECTS

- Feed penetration stands at around 90% in the state and it will rise further by 2019-20,
- CAGR of around 6% till 2018-19, poultry feed consumption is anticipated to grow with a CAGR of around 8% till 2019-20.

1.10 FINANCIAL STATEMENT

Table 1.4: Showing the balance sheet of Shresta Nutritious Pvt.Ltd as on 2016, 2017, 2018

PARTICULAR	2016	2017	2018
1.EQUITY AND LIABILITIES			
<u>(1)Shareholder's Funds</u>			
a)Share capital	50,00,000	50,00,000	50,00,000
b)Reserves and Surplus	7,96,738	3,63,732	5,74,918
<u>(2)Non-Current Liabilities</u>			
a)Long Term Borrowings	1,90,22,258	1,77,08,065	1,48,28,262
b)Deferred Tax Liabilities(Net)	1,84,437	25,698	-
<u>(3)Current Liabilities</u>			
a) Short-Term Borrowings	9,39,334	20,77,263	32,83,195
b)Trade Payables	30,14,489	85,28,003	45,24,651
c)Other Current Liabilities	6,40,942	23,10,121	12,83,642
d) Short-Term Provisions	4,37,833	5,89,179	9,22,444
<i>TOTAL EQUITY AND LIABILITIES</i>	<i>2,84,42,554</i>	<i>3,66,02,060</i>	<i>3,04,17,112</i>
2.ASSETS			
<u>(1)Non-Current Assets</u>			
a)Fixed Assets			
Gross Block	2,36,07,078	2,49,80,155	2,50,89,764

Depreciation	39,69,484	79,49,788	1,14,87,138
Net Block	1,96,37,594	1,70,30,367	1,36,02,626
b)Non-Current investments	-	-	-
c)Deferred Tax Assets(net)	-	-	2,92,978
d)Long Term Loans and Advances	4,52,000	10,02,000	24,41,662
e)Other non-current assets	4,97,270	3,72,952	2,48,634
(2)<u>Current Assets</u>			
a)Current investments	-	-	-
b)Inventories	15,70,044	27,75,697	27,92,568
c)Trade Receivables	51,44,833	1,34,93,741	86,39,582
d)Cash and Cash Equivalentts	9,49,653	9,23,602	10,96,515
e)Short term loans and advances	1,91,160	10,03,702	13,02,547
f)Other Current assets	-	-	
<i>TOTAL ASSETS</i>	<i>2,84,42,554</i>	<i>3,66,02,060</i>	<i>3,04,17,112</i>

Table 1.5: Showing the profit and loss account statement of Shresta Nutritious Pvt.Ltd

PARTICULAR	2016	2017	2018
Revenue from Operation	1,60,22,204	2,96,19,109	2,70,40,770
Other income	2,41,235	853	1,63,910
TOTAL INCOME	1,62,63,439	2,96,19,962	2,72,04,680
EXPENSES:			
Cost of Materials Consumed	88,78,719	2,10,49,719	1,85,61,217
Changes in inventories of finished goods and Work in progress	1,30,477	14,43,892	55,639
Excise duty on Sales of Products	-	-	-
Employee benefits expenses	4,58,701	11,10,989	12,96,462
Finance costs	22,20,156	19,74,308	17,45,612
Depreciation and Amortization expenses	33,01,452	41,04,622	36,61,668
Other expenses	7,30,426	15,68,179	16,86,698
TOTAL EXPENSES	1,54,58,977	2,83,63,925	2,68,96,018
PROFIT BEFORE TAX	8,04,462	12,56,038	3,08,662
Tax expense:			
-Current tax	1,63,143	2,54,306	4,16,153
-Deferred tax	1,08,879	1,58,739	3,18,676
TOTAL TAX EXPENSES	2,72,022	4,13,045	7,34,829
PROFIT FOR THE YEAR	7,50,198	11,60,471	2,11,185

RATIO ANALYSIS

Calculation of Current ratio:

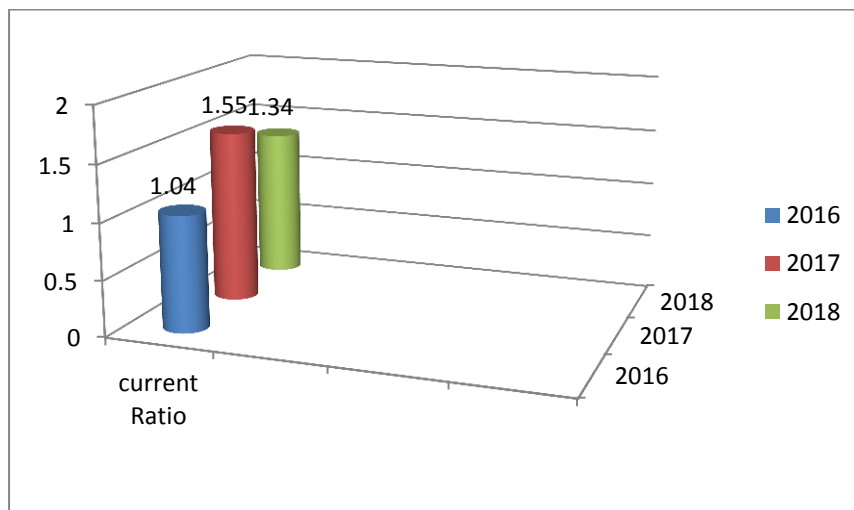
Table 1.6: Showing the calculation of Current Ratio:

Particulars	2016	2017	2018
Current Assets	3622034	7855690	18196742
Current Liability	3464341	5040698	13504566
Current Ratio	1.04	1.55	1.34

Analysis:

The current Ratio with reference to the above table consisting of the financial data of Shresta Nutritions, shows the company does not have an ideal current ratio, that is 2:1 but it is quite close to the ideal ratio. The ratios are neither high nor low, thus the company has an early stable position.

Graph 1.1: Showing the current ratio for the financial year 2016-2018



Inference:

The Current Ratio in the year 2016, 2017 and 2018 are 1.04, 1.55 and 1.34 respectively. The current ratio in the year 2017 depicts near to the ideal current ratio. Thus, the company has a moderate stability in terms of its liquidity position.

Calculation of Acid test ratio:

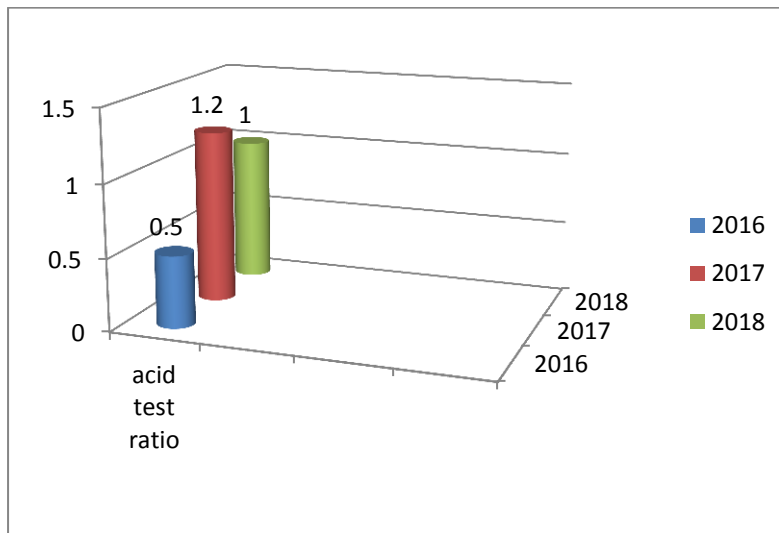
Table 1.7: Showing the calculation of Acid Test Ratio

Particular	2016	2017	2018
Quick Asset	1847678	6094486	14417343
Current Liability	3464341	5040698	13504566
Quick Ratio	0.5	1.2	1.0

Analysis:

The quick ratio with reference to the above table consisting of the financial data of Shresta Nutritions, shows that the company has slightly in low quick ratios in the year 2016, which means that the company's funds were not quite sufficient for the company repay the short term obligations. In the year 2017 and 2018 the quick ratio was moderate.

Graph 1.2: Showing the Acid Test Ratio for the financial year 2016-2018



Inference:

The quick ratio in the year 2016, 2017 and 2018 are 0.53, 1.2 and 1.06 respectively. The quick ratio in the year 2018 depicts near to the ideal quick ratio. This implies that the Shresta Nutritions had instability in terms of repaying the short term payments.

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 Theoretical background of the study Employee Motivation

Motivation Concepts

As identity, recognition, learning and frame of mind, motivation is a critical piece of understanding human conduct. Motivation is Internal and outside elements that support want and vitality in individuals to be consistently intrigued and focused on a vocation.

Motivation fundamentally comprises of three collaborating and bury subordinate component, i.e., need, motivation, and drive. It is the certainty of the board scientist that, authoritative objectives are unachievable without stable responsibility of the individuals from the association. Motivation is one of the human mental trademarks that add to an individual's level of duty. Motivation helps to accomplishing an objective, set apart by objective coordinated conduct. When somebody is being inspired, they suggest that an individual is making a decent attempt to be in charge of a specific task. In any case, motivation alone can't be adequate to achieve the assignment with higher viability. Having the expertise and learning, to play out that task is additionally critical in such manner. Now and again it turns into the determinant of viability.

Employees

Workers are genuinely affected by the motivation, and to fulfill their essential needs, for example, regard needs, physiological necessities, wellbeing needs, social needs, and self-completion levels. Henceforth it is particularly imperative for the association to keep workers spurred. Herzberg characterized work fulfillment as the acknowledgment and open door for improvement as worker's inspiration factors. By isolating satisfiers and disappoints he recognized disappoints as cleanliness factors that impacts wellbeing, solace and social prosperity. Evacuation of these components may result in disappointment of the representatives in association. A portion of the cleanliness factors are organization approaches, working conditions in organizations, pay or professional stability and so forth.

Decision making

Fundamental administration as an individual agents to think about his rights in an affiliation. It underpins the specialist to keep up a more elevated amount of unfaltering quality between their considerations and works. Delegates are influenced by both internal and external forces, anyway the impact of these forces depends a lot without anyone else dimensions of inner and outer locus of control.

Productivity

Efficiency is the generation limit of the representatives in the association. The indispensable essential nature of persuading the representatives is to upgrade efficiency. Representative is called as a successful worker when he forces both great range of abilities just as a beneficial workplace. Association relies upon their very own representatives to create and convey excellent items and administrations. Representatives are exceptionally affected by a different powers both interior just as outside as they endeavor to play out their activity obligations. This is legitimately identified with efficiency of the association.

Organization goal, organization performance and job satisfaction

For all organisations, the center reason behind playing out the activities is to accomplish association destinations or objectives and the dimension of execution. Authoritative execution has the significant influence in achieving such objectives. Some of them feel that it is basically how fulfilled an individual is with his or her activity, at the end of the day, regardless of whether they like the activity or individual viewpoints, for example, nature of work or supervision. Meeting individual objectives causes worker's to remain persuaded. By improving ability and representative association inspiration improves execution of workers and along these lines accomplishing hierarchical objectives. Authoritative viability is a degree up to which, the association satisfies its objectives utilizing certain assets and with setting strain on its individuals.

Various theories of motivation

Maslow's hierarchy of needs: Human behaviour is goal-directed. Motivation cause goal-directed behaviour. It is through motivation that needs can be fulfilled completely. According to these, need is categorized into five levels from lower to higher order of needs. Individuals require to satisfy their lower order of needs before they move towards higher order. Satisfied needs will no longer motivate the individuals. Motivating a person entirely depends upon knowing that at what level the person stands at hierarchy.

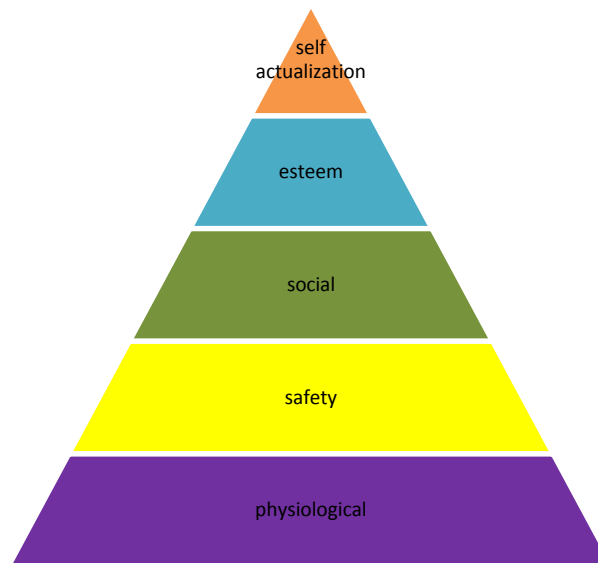


Fig 2.1: Showing Maslow's hierarchy of needs

Physical necessities: These are essential needs, for example, sustenance, cover, and dress. **Safety and security needs:** Needs, for example, free from physical threat and the dread of **Social needs:** Needs, for example, love and cordiality, accepting by colleagues and so forth. **Esteem needs:** Needs, for example, control, status, position and fearlessness.

Self-completion need: Needs, for example, goal to move toward becoming what one is fit for getting to be to exploit one's potential and to accomplish something's.

Mc Gregor's theory X and theory Y:



Fig 2.2: Showing Mc Gregor's theory X and theory Y

(a).As indicated by Theory X representatives are minimal ambitious; dislike intensely to work, stay away from the duty and require high supervision. Representatives would prefer not to work and make a decent attempt to stay away from it. In this way, the supervisors of the association need to control and undermine representatives to complete work.

(b).As indicated by Theory Y, representatives can utilize self-course, readiness to take obligations and like to work. People like to work. Individuals are self propelled to accomplish targets to which they are devoted to. Individuals are likewise dedicated to objective achievement. They will look for and furthermore acknowledge obligation under great condition. Workers will have limit with respect to development in taking care of issues.

Three needs theory:

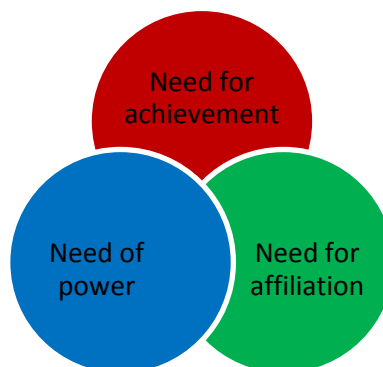


Fig 2.3: Showing McClelland's 3 needs theory

As indicated by Mc Clelland's 3 needs model each individual has one of 3 driving sparkssuch as requirement for accomplishment, connection or power. They aren't inbuilt however we create them through culture and experience.

Reinforcement theory:

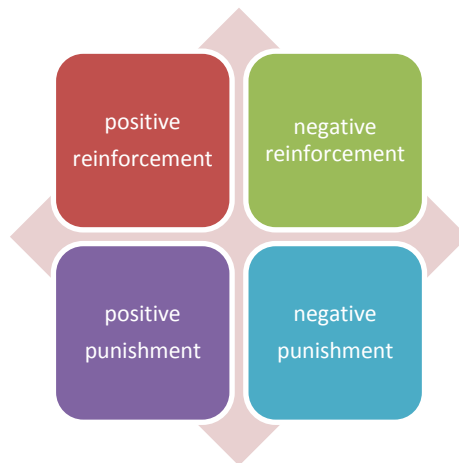


Fig 2.4: Showing Reinforcement theory

This model says that we can change any worker's conduct by utilizing support, discipline and elimination. Prizes are utilized to strengthen conduct we need and discipline to counteract conduct we don't need in representatives. Elimination is to prevent somebody from rehearsing learned conduct by any stretch of the imagination.

2.2 LITERATURE REVIEW

Author/Researcher	Title of the Article/Study	Objectives & Outcome	Gap/s Identified
Irum Shahzadi and Ayesha Javed (2014)	Impact of Employee Motivation on Employee Performance	To study factors that are influencing employee motivation and find the effect of employee motivation on employee performance.	The data was collected based on old questionnaires and literatures.
Nnaeto Japhet Olusadum & Ndoh Juliet Anulika (2018)	Impact of motivation on employee performance: A Study of Alvan Ikoju Federal College of Education	To identify the difference and relationship between performance appraisal and performance management.	Reason for the dissatisfaction of the employees were not clear from the collected data.
Bono, J. E. (2001)	Relationship of core self-evaluations traits self-esteem, generalized self-efficacy, locus of control, and emotional stability with job satisfaction and job performance: A meta-analysis.	To understand and analyze the employee job satisfaction and job performance:	As it was small budget project only small sample size was targeted and data were collected.
Mary Elector	Factors	To study the effect of	Further study should

Odukah(2016)	Influencing Staff Motivation among Employees: A Case Study on Equator Bottlers Kenya	employees recognition on the motivation and relation working environment and motivation of staff.	included quasi experimental studies since employees motivation remained as understudied issue.
Ngari Evelyne,Stephen Muathe,James Kilika(2018)	Mediating Effect of Motivation on Employee Performance in Private Equity Firms ,Kenya	To determine the effect of task identity, skill variety, autonomy, feedback and task significance on employee performance in the organization.	The impact of demographic factors such as age, education and psychological state of employee could have been also tested to determine the performance as a result of motivation.
Maja Rozman,Sanja Treven,Vesna Cancer(2017)	Motivation and Satisfaction of Employees in the Workplace	To investigate the difference between satisfaction and motivation of employees with different age group.	Majority of the respondents were mostly from the age 26-32years old.
Quratul-Ain Manzoor(2015)	Impact of Employees Motivation on Organizational Effectiveness	To identify the relationship between employee motivation and organizational effectiveness.	The study is completely theoretical; real time application is not emphasized.
Ofelia ROBESCU,Alina-	The Effects of	To know if management by	There is no clear answer to the question that what

Georgiana IANCU(2016)	Motivation on Employees Performance in Organization	objective method of performance appraisal enhances the employee productivity.	kind of motivation are suitable to increase the performance.
Nurpur Chaudhary,Dr.Bharti Sharma (2012)	Impact of Employee Motivation on Performance in Private Organization	Research on factors that creates positive motivational behavior among employees.	Research was limited to only 28 respondents only in the organization.
Dritan Shoraj (2015)	Motivation and Its Impact on Organizational Effectiveness and productivity in Albanian	This study is aimed at identifying the impact produced by the motivation of employee on organization effectiveness.	They did not indicate a satisfactory explanation to meet the requirements of large companies.
MUOGBO U.S.(2013)	The Impact of Employee Motivation On Organisational Performance (A Study Of Some Selected Firms In Anambra State Nigeria)	The study investigates the Impact of Employee Motivation on Organisational Performance of selected manufacturing firms.	The findings of this study was handy tool which was used to provide solutions to individual conflict that has resulted from poor reward system.
M.ChatzopoulouA.Vla chveiTh.Monovasilis (2015)	Employee's Motivation and Satisfaction in	To identify the most important factors of motivation -	The sample size selected for conducting the research was very less.

	Light of Economic Recession: Evidence of Grevena Prefecture-Greece	satisfaction that could lead the employees of Local Authority, to a more efficient behavior, under the conditions of the current economic.	
Jacqueline Mayfield (2018)	Effective leader talk in work place	To analyze the impact of leaders effective communication on employees performance at work place.	Research needs to include more longitudinal and experimental design for broader outcome.
Faiza Manzoor (2019)	The Impact of Transformational Leadership on Job Performance and CSR as Mediator in SMEs	To examine the impact of transformational leadership on the employees' job performance with the mediating mechanism of CSR.	The existing study is restricted to the SMEs sector.
M.K.Sanyal (2014)	Employee Motivation from Performance Appraisal Implications: Test of a theory in the Software Industry in West Bengal (India)	To study the attitude of the employees' of the software companies in West Bengal (India) towards performance appraisal.	The study was conducted Only on employees who have under gone performance appraisal process for more than 3 times.
Md. Nurun Nabi(2018)	Impact of Motivation on	To analyze the influences and	The study is conducted only in the banking

	Employees Performances-A Case Study of Karmasangsthan Bank Limited Bangladesh	outcomes of motivation on employee performance.	sectors of particular area.
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Tomonori Matsuki (2019)	Effect of Employees' Values on Employee Satisfaction in Japanese Retail and Service Industries	To study the Effects of Extrinsic Factors on Employee Satisfaction.	The model is applicable only to service industries. Combinations of text mining and quantitative methods will yield data that are more accurate.
Said abdi mohamud(2014)	The effect of motivation on employee performance: case study in hormuud company in mogadishu Somalia	To assess the effect of monetary rewards and training on employee performance.	The sample size of the population sample was limited to 30 respondents only.
Eloïse Marthouret Sofie Sigvardsson(2016)	The effect of quick feedback on employee motivation and performance	This thesis investigates the potential benefits of a quick feedback strategy focusing on short, specific and unambiguous. performance review from the manager to the employee.	The data are not so accurate as there was no face to face feed back.

CHAPTER 3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM:

Employees motivation allows management to meet the company's goals and the motivated employees can also lead to increased productivity and allow an organisation to achieve higher levels of outputs but if the employees are not motivated then the employees becomes demotivated and it is difficult for the organisation to meet its goals .Hence the fundamental nature of this study is to find out that what are the motivational factors that motivates the employees and show its impact on the performance of the employees in Shresta Nutritions Private Limited

3.2 NEED FOR THESE STUDY

The basic need of the study was to identify the motivational factors and its impact on employee's performance as motivation plays a vital role on employee's performance and productivity of the organisation. Hence a project was conducted to see how different variables motivate employees and support the organization (Shresta Nutritious Private Limited) to improve the performance of employees.

3.3 OBJECTIVES OF THE STUDY

The objectives of the study are

- To analyze about the various factors leading to motivation of employees.
- To assess the relationship between the motivation and performance.
- To suggest strategies to enhance the motivation level.

3.4 SCOPE OF THIS STUDY

These project study was conducted on one of the poultry feed manufacturing sector, Shresta Nutrition Private Limited. The study was conducted on about 50 employees and survey was conducted on employee,s of different culture, levels and on employee,s with different experience and different qualification.And closed ended self-developed descriptive questionnaire is used for data collection from the responders. This also improves employees relationship with the management and employee's performance.

3.5 RESEARCH METHODOLOGY

Research Design

The type of research design used in this study is “Descriptive Research”

Descriptive research design involves summarizing and organizing of the data so that they can be easily understood. The main purpose of this descriptive statistics is to provide a brief summary of the samples. This generally means that descriptive statistics is not developed on the basis of probability theory.

Data Source

Primary data: primary data was collected from the employees of the organization by using the close ended self-designed Questionnaire which as 20 statements on employees motivation.

Secondary data: is gathered from the internet, journals, past records and reports.

Sampling Methodology

The sampling methodology used is convenient sampling.

Research Tool

Percentage and correlation using SPSS software is used as a statistical tool to identify the significant relation between employees motivation and employee performance.

Sample size

The sampling size undertaken for this research was 50 employees of Shersta Nutritious Pvt ltd, Bangalore.

3.6 HYPOTHESIS

- Null Hypothesis: The association between the employee’s motivation and employee’s performance is insignificant
- Alternative Hypothesis: The association between the employee’s motivation and employee’s performance is significant

3.7 LIMITATIONS OF STUDY

- The study is restricted to 50 sample size only.
- Primary data collection is time consuming
- The study is limited to short period only
- It was difficult to meet the respondents and gain information as they were busy with their work.

3.8 CHAPTER SCHEME

CHAPTER 1: INTRODUCTION

Introduction about internship, Industry profile, Company profile, Promoters, Vision, Mission & Quality Policy, Product/ Services profiles, Areas of operation, Infrastructure facilities, Competitors information, SWOT analysis, Future growth and prospects, Financial statement

CHAPTER 2: CONCEPTUAL BACKGROUND AND REVIEW OF LITERATURE

Theoretical background of the study, Review of literature

CHAPTER 3: RESEARCH DESIGN

Statement of the problem, Need for the study, Objectives, Scope of the study, Research methodology, Hypothesis, Limitation

CHAPTER 4: ANALYSIS AND INTERPRETATION

CHAPTER 5: FINDINGS, CONCLUSION AND SUGGESTIONS

BIBLIOGRAPHY

ANNEXURE

CHAPTER 4

ANALYSIS AND INTERPRETATION

4.1 ANALYSIS AND INTERPRETATION:

Demographics information

Table no.4.1: Showing the demographic information of respondents

Characteristics		Frequency	Percentage(%)
Age	20-30	15	30
	31-40	18	36
	41-50	14	28
	51-60	3	6
Gender	Male	30	60
	Female	20	40
Experience	1-2 years	23	46
	3-5 years	25	50
	Above 6 years	2	4
Education	10 th	5	10
	12 th	7	14
	UG	29	58
	PG	9	18

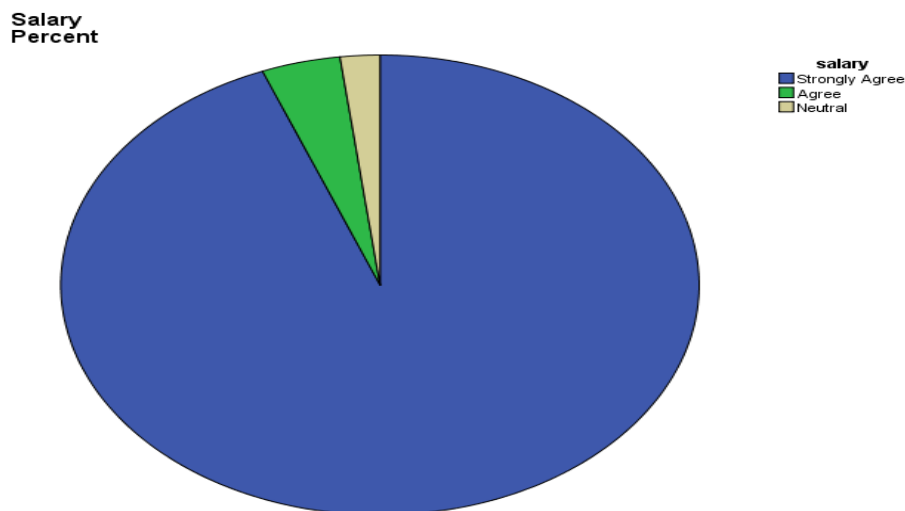
Analysis: The study shows that 30% of the respondents was between the ages 20-30 years, 36% were between 31-40 years, 28% of them were between 41-50 years and only 6% were between the age of 51-60 years. And it is seen that out of 50 respondents 40% of them were female employees and other 60% of them were male employees. It also shows that 46% of the respondents had work experience of 1-2 years, 46% of the respondents had experienced of 3-5 years and other 6% had experience above 6 years in the organisation. Further findings revealed that 18% of the respondents were post graduates, 58% were under graduate, 14% were 12th standard pass and other 10% were 10th standard pass.

5. Salary as the motivational factor to employee's performance

Table no 4.2: Showing salary as the motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	47	94.0	94.0	94.0
Valid Agree	2	4.0	4.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.1: Shows respondents rating salary as a motivational factor



Analysis: From study conducted it was found that majority of the respondents in the organisation consider that salary as a motivational factor to increase the performance of employees. 94% of the employees strongly agree, 4% of them agree and 2% of them are neutral in considering salary as a motivational factor.

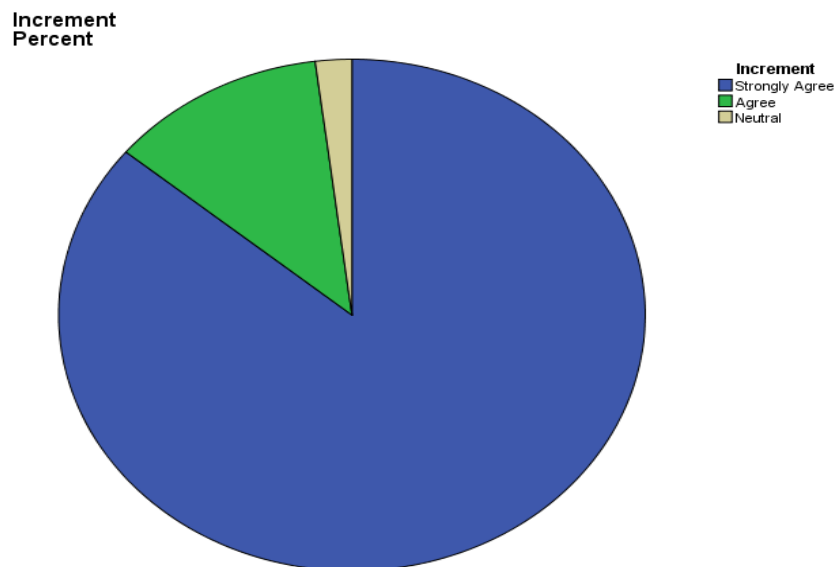
Interpretation: Salary provided is according to the expectation of the employees and comparatively equal to the market rate so the employees are happy with the salary at Shresta Nutritions

6. Increment as the motivational factor to employees performance

Table no 4.3: Showing increment as motivational factor

	Frequency	Percent age	Valid Percent	Cumulative Percent
Strongly Agree	43	86.0	86.0	86.0
Valid Agree	6	12.0	12.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.2: Shows respondents rating increment as a motivational factor



Analysis: From the study it was revealed that 86% of the respondents strongly agree, 12% of them agree and 2% of respondents are neutral that increment as an impact on the employee performance in the organisation.

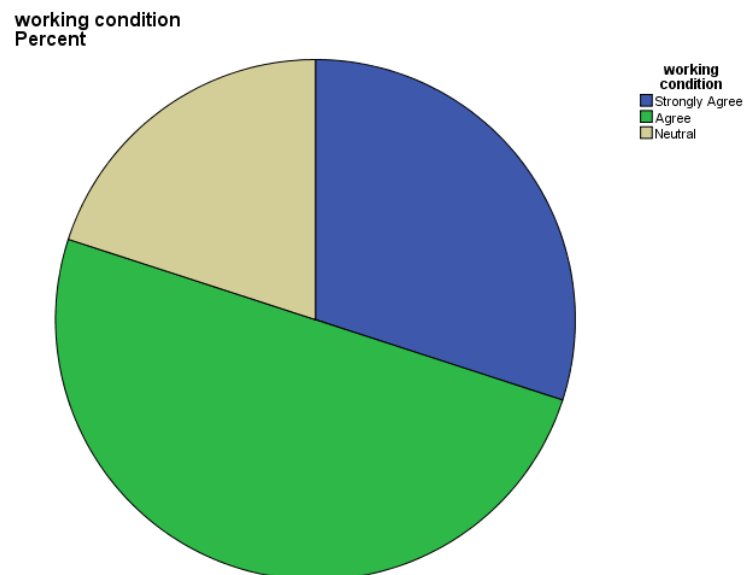
Interpretation: Regular and frequent changes in the increments were provided by the company which is another motivational factor for employees

7. Working Condition as the motivational factor to employees performance

Table no 4.4: Showing working condition as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	15	30.0	30.0	30.0
Valid Agree	25	50.0	50.0	80.0
Neutral	10	20.0	20.0	100.0
Total	50	100.0	100.0	

Graph 4.3: Shows respondents rating working condition as a motivational factor



Analysis: Further study revealed that majority of the respondents consider working condition as the motivational factor which improves the employees performance among 50 respondents 30% of them strongly agree, 50% of them just agree and 20% of were neutral.

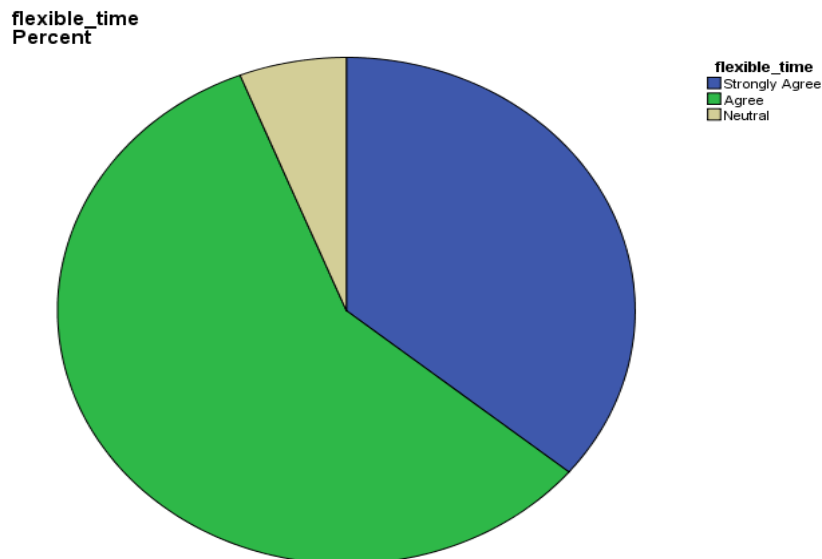
Interpretation: The condition in which the employees are working as a good amenities, and high degree of safety but high noise level hence few employees are not so happy towards the working condition of Shresta Nutritious private limited.

8. Flexible time as the motivational factor to employee's performance

Table no 4.5: Showing flexible time as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	18	36.0	36.0	36.0
Agree	29	58.0	58.0	94.0
Neutral	3	6.0	6.0	100.0
Total	50	100.0	100.0	

Graph 4.4: Shows respondents rating flexible time as a motivational factor



Analysis: From the study it shows that 36% of the respondents consider that flexible working time improves the performance of employees, 58% of the respondents just agree and the other 6% were neutral

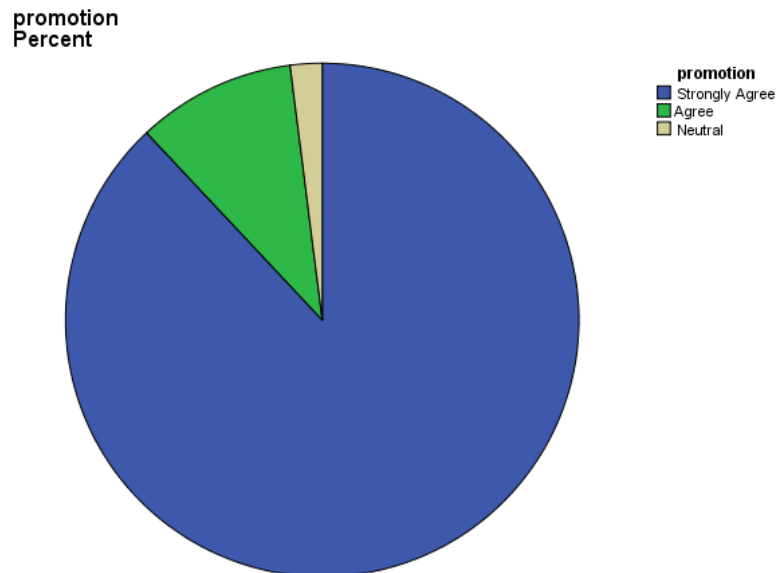
Interpretation: Flexi working arrangement is one of the major attentions for the employees which has been not provided by the Shresta Nutrition, so employees are not happy with the working time.

9. Promotion as the motivational factor to employee's performance

Table no 4.6: Showing promotion as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	44	88.0	88.0	88.0
Valid Agree	5	10.0	10.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.5: Shows respondents rating promotion as a motivational factor



Analysis: Further study revealed that majority of the respondents consider promotion as the motivational factor which improves the employees performance among 50 respondents 88% of them strongly agree,10% of them just agree and 2% of were neutral.

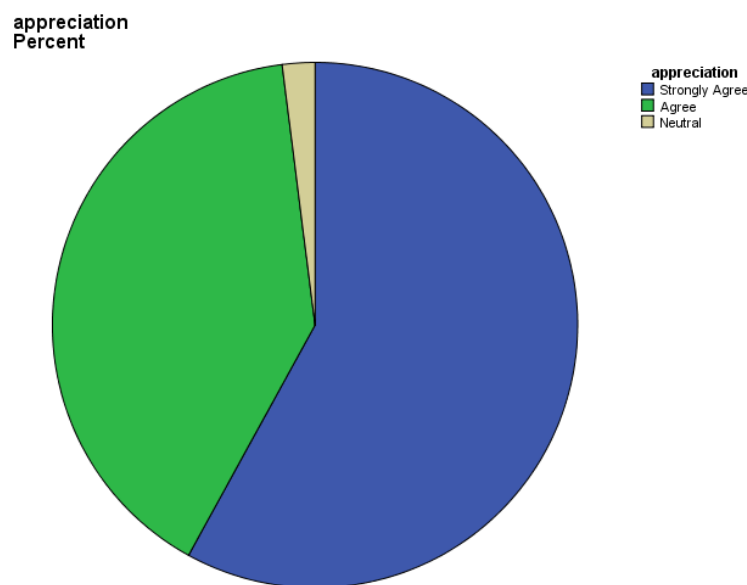
Interpretation: Employees feel that the promotions are based on the merit and performance, and there is transparency in the system. So employees feel happy about it in Shresta Nutrition.

10. Appreciation for the work performed as the motivational factor to employees performance

Table no 4.7: Showing appreciation as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	29	58.0	58.0	58.0
Valid Agree	20	40.0	40.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.6: Shows respondents rating appreciation as a motivational factor



Analysis: From the study it was revealed that 58% of the respondents strongly agree, 40% of them agree and 2% of respondents are neutral that increment as an impact on the employee performance in the organisation.

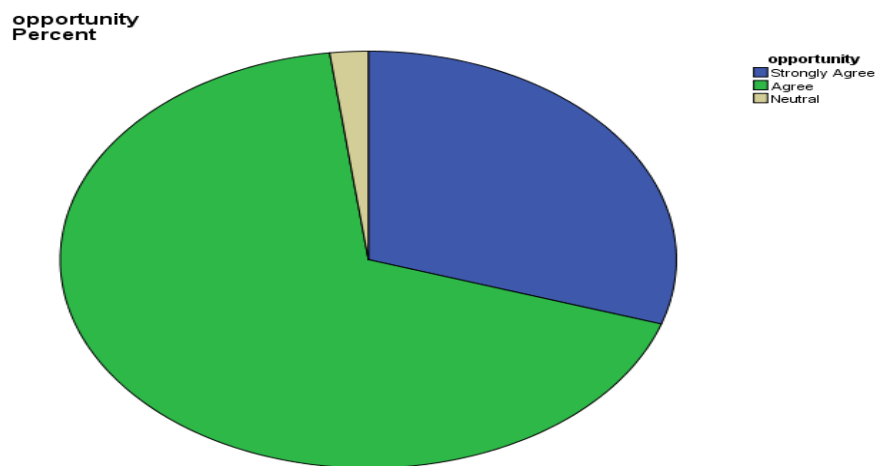
Interpretation: Appreciation for the work goes hand in hand, excellent performance should be appreciated. The same has been implemented at Shersta Nutritious.

11. Opportunity for advancement as the motivational factor to employee’s performance

Table no 4.8: Showing opportunity for advancement as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	15	30.0	30.0	30.0
Agree	34	68.0	68.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.7: Shows respondents rating opportunity for advancement as a motivational factor



Analysis: The study reveals that 30% of the respondents strongly agree that career growth opportunity as motivational factor to improve the performance where as other 68% agree as it the fact and rest 2% consider it as neutral

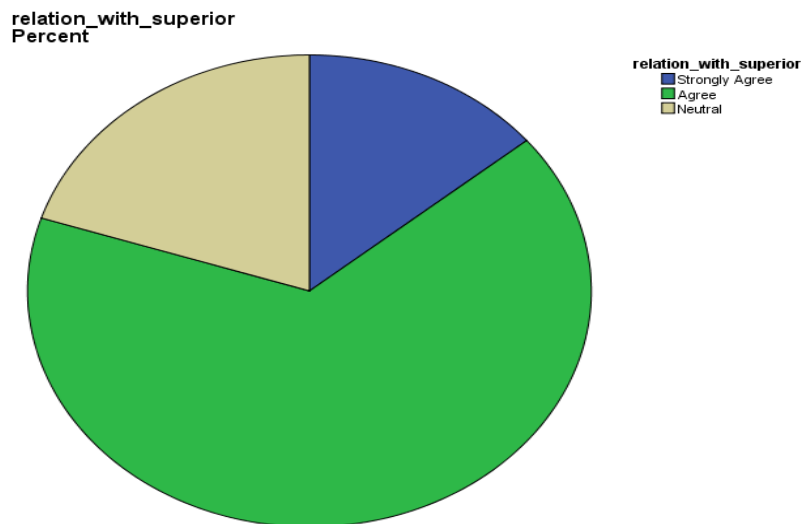
Interpretation: Lack of opportunity to advancement is one of the reason for attrition and but at Shresta employees were provided with opportunity for advancement and they encourage to utilize that opportunity.

12. Relation with superior as the motivational factor to employees performance

Table no 4.9: Showing relation with superior as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	7	14.0	14.0	14.0
Valid Agree	33	66.0	66.0	80.0
Neutral	10	20.0	20.0	100.0
Total	50	100.0	100.0	

Graph 4.8: Shows respondents rating relation with superior as a motivational factor



Analysis: From the study it shows that 14% of the respondents consider that maintaining good relation with superior improves the performance of employees, 66% of the respondents just agree and the other 20% were neutral.

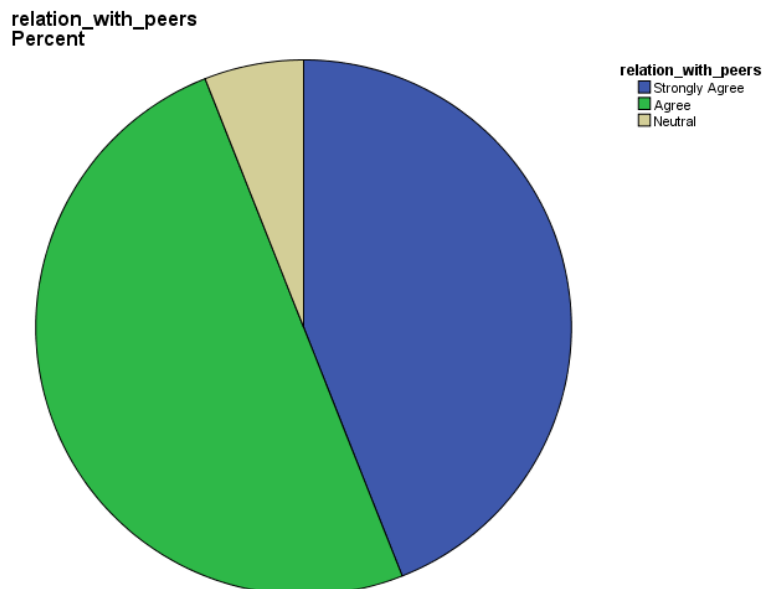
Interpretation: Harmony, synergy, friendliness, trust, respect, support are very much required for maintaining good relation with the superior same as been followed in organisation culture of Shresta Nutritions.

13. Relation with peers as the motivational factor to employee's performance

Table no 4.10: Showing relation with peers as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	22	44.0	44.0	44.0
Agree	25	50.0	50.0	94.0
Neutral	3	6.0	6.0	100.0
Total	50	100.0	100.0	

Graph 4.9: Shows respondents rating relation with peers as a motivational factor



Analysis: From the study it shows that 44% of the respondents consider that maintaining good relation with peers improves the performance of employees, 50% of the respondents just agree and the other 6% were neutral.

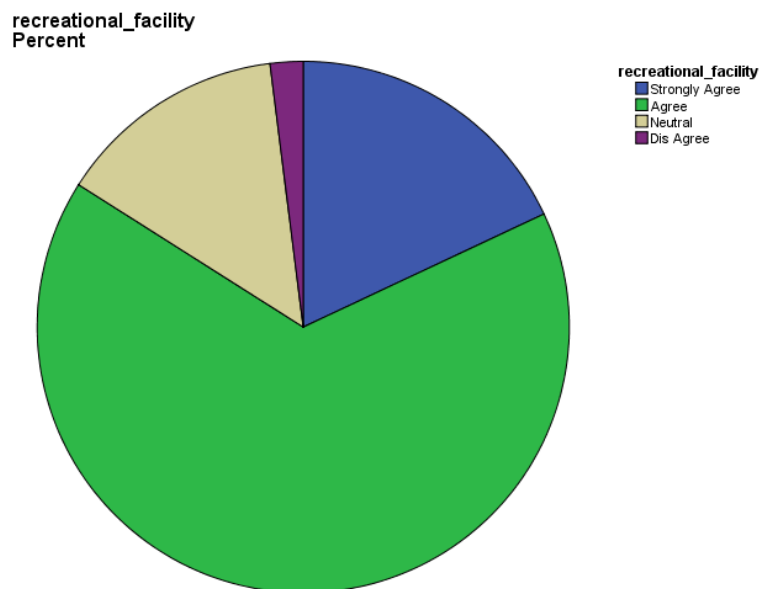
Interpretation: Mutual trust and respect are the key ingredients for any relation which as reflected in the result of Shresta Nutritions .

14. Recreational facility as the motivational factor to employees performance

Table no 4.11: Showing recreational facility as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	9	18.0	18.0	18.0
Agree	33	66.0	66.0	84.0
Neutral	7	14.0	14.0	98.0
Dis Agree	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.10: Shows respondents rating recreational facility as a motivational factor



Analysis: From the study conducted it was observed that 18% of the respondents strongly agree that recreational facility provided in the organisation as an impact on the performance of employee, 66 of them agree, 14% of them are neutral and other 2% of them disagree.

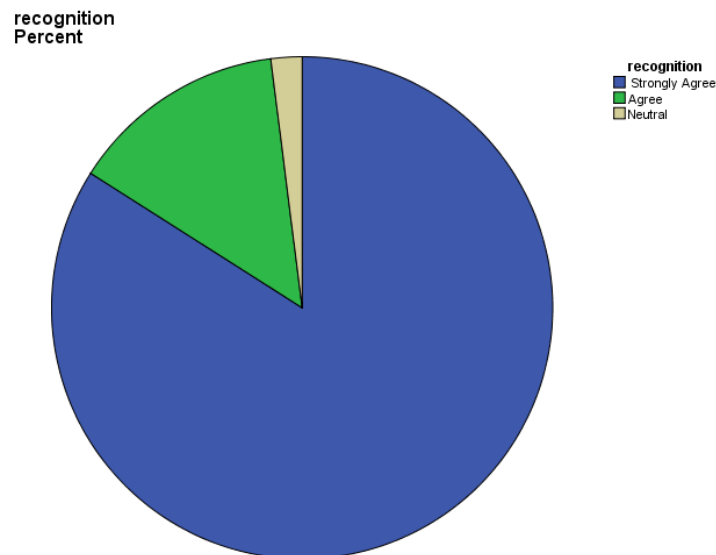
Interpretation: Recreational facility is one of motivational factor that most of the employees look for in the origination and Shresta provides recreation like visit to amusement parks, recreation centres, and golf courses. Hence employees are satisfied.

15. Recognition as the motivational factor to employee's performance

Table no 4.12: Showing Recognition as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	42	84.0	84.0	84.0
Agree	7	14.0	14.0	98.0
Valid Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.11: Shows respondents rating recognition as a motivational factor



Analysis: From the study it was revealed that 84% of the respondents strongly agree, 14% of them agree and 2% of respondents are neutral that increment as an impact on the employee performance

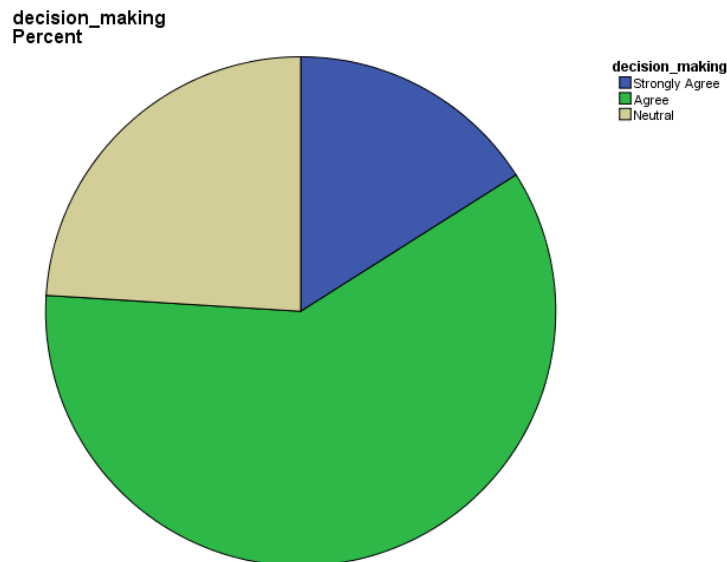
Interpretation: Recognition for the work goes hand in hand, excellent performance should be recognised .The same has been implemented at Shresta Nutritious.

16. Decision making authority as the motivational factor to employee’s performance

Table no 4.13: Showing decision making authority as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	8	16.0	16.0	16.0
Valid Agree	30	60.0	60.0	76.0
Neutral	12	24.0	24.0	100.0
Total	50	100.0	100.0	

Graph 4.12: Shows respondents rating decision making authority as a motivational factor



Analysis: The study reveals that 16% of the respondents strongly agree that authority to make decision in order to complete task as motivational factor to improve the performance where as other 60% agree as it the fact and rest 24% consider it as neutral

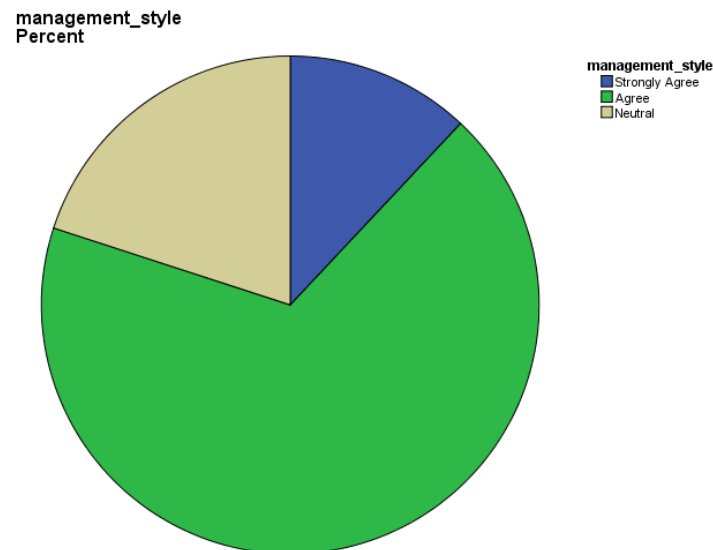
Interpretation: Involvement of employees in the decision-making process tells them that company value their opinions and it builds a strong working relationship. In Shresta employees are happy that they are involved in decision making process most of the time.

17. Management style as the motivational factor to employee's performance

Table no 4.14: Showing management style as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	6	12.0	12.0	12.0
Valid Agree	34	68.0	68.0	80.0
Neutral	10	20.0	20.0	100.0
Total	50	100.0	100.0	

Graph 4.13: Shows respondents rating management style as a motivational factor



Analysis: The study reveals that 16% of the respondents strongly agree that management style of the organisation is a motivational factor to improve the performance where as other 60% agree as it the fact and rest 24% consider it as neutral

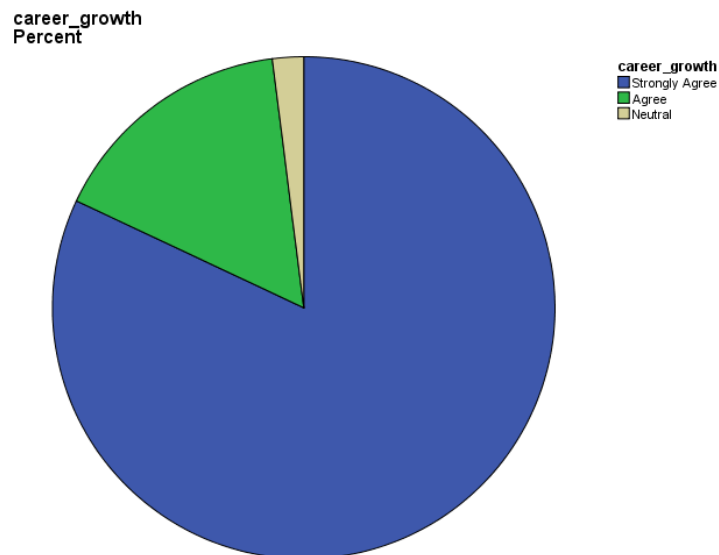
Interpretation: Management plays an important role in strengthening the bond amongst the employees and making them work together as a single team. And the employees are happy with the management style followed at Shresta Nutritions.

18. Career growth opportunity as the motivational factor to employee’s performance

Table no 4.15: Showing career growth opportunity as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	41	82.0	82.0	82.0
Valid Agree	8	16.0	16.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.14: Shows respondents rating career growth as a motivational factor



Analysis: Further study showed that majority of the respondents strongly agree that career growth is a motivational factor to increase the performance of the employees that is 82% of the respondents strongly agree, 16% of them agree and other 2% of them are neutral.

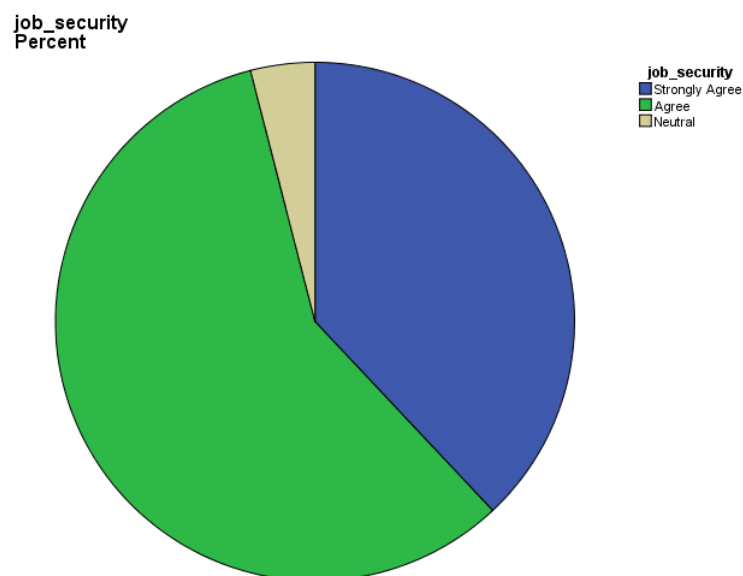
Interpretation: Lack of opportunity for the career growth is one of the reason for attrition and but at Shresta employees were provided with opportunity for advancement and they encourage to utilize that opportunity.

19. Job Security as the motivational factor to employee's performance

Table no 4.16: Showing job security as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	19	38.0	38.0	38.0
Valid Agree	29	58.0	58.0	96.0
Neutral	2	4.0	4.0	100.0
Total	50	100.0	100.0	

Graph 4.15: Shows respondents rating job security as a motivational factor



Analysis: From the study it shows that 38% of the respondents consider that job security provided by the company improves the performance of employees, 58% of the respondents just agree and the other 4% were neutral.

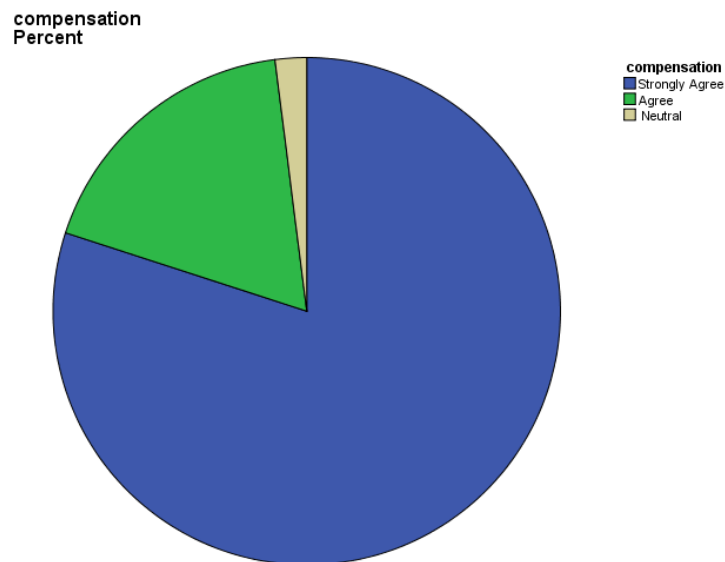
Interpretation: Job security help employees to achieve long-term career goals, better position themselves financially and gain marketable skills and as Shresta Nutritions provide job security to employees they are very happy to work in this company.

20. Compensation as the motivational factor to employee’s performance

Table no 4.17: Showing compensation as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	40	80.0	80.0	80.0
Valid Agree	9	18.0	18.0	98.0
Neutral	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.16: Shows respondents rating compensation as a motivational factor



Analysis: Further study revealed that majority of the respondents consider compensation as the motivational factor which improves the employees performance among 50 respondents 80% of them strongly agree,18% of them just agree and 2% of were neutral.

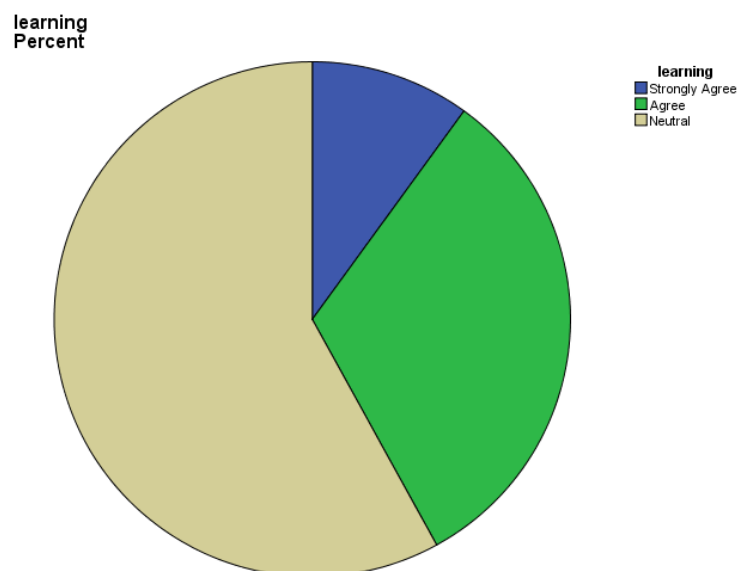
Interpretation: Properly compensating employees shows that they value them as workers and as human beings. Shersta provides good compensation package hence employees feel valued; they feel better about coming in to work.

21. Learning Opportunity as the motivational factor to employees performance

Table no 4.18: Showing learning opportunity as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	5	10.0	10.0	10.0
Valid Agree	16	32.0	32.0	42.0
Neutral	29	58.0	58.0	100.0
Total	50	100.0	100.0	

Graph 4.17: Shows respondents rating learning opportunity as a motivational factor



Analysis: The study interprets that 10% of the respondents strongly agree, consider learning opportunity as the motivational factor to improve the performance of the employee 32% of the respondents agree, 58% of the respondents are neutral.

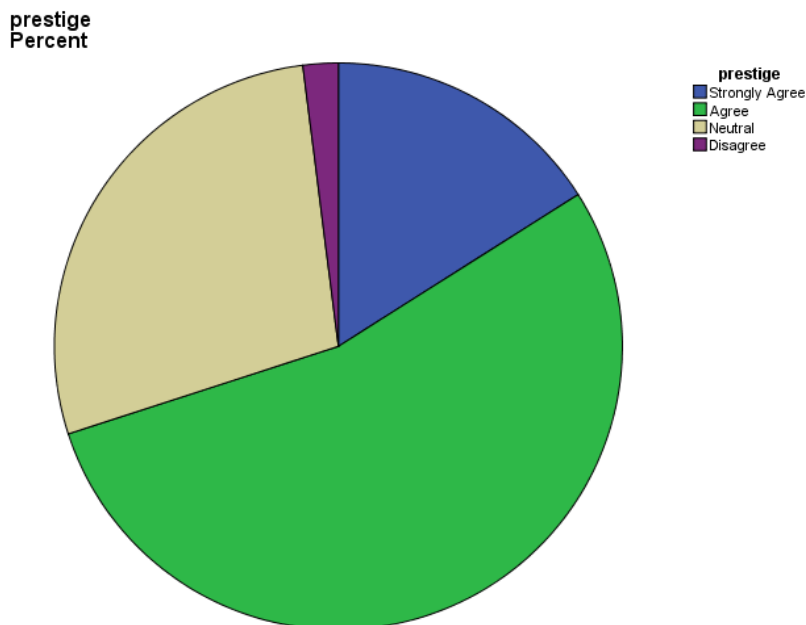
Interpretation: Workplace learning is one such tool that can be used to develop the staffs and maintain their effectiveness. Many employees believe that workplace is the best place for them to learn. And employees at Shresta are happy that they have learning opportunity.

22. Prestige as the motivational factor to employees performance

Table no 4.19: Showing prestige of the organisation as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	8	16.0	16.0	16.0
Agree	27	54.0	54.0	70.0
Neutral	14	28.0	28.0	98.0
Disagree	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.18: Shows respondents rating prestige of the company as a motivational factor



Analysis: The study shows that 16% of the respondents strongly agree, consider prestige of the organisation as the motivational factor to improve the performance of the employee 54% of the respondents agree, 28% of the respondents are neutral and other 2% of respondents disagree

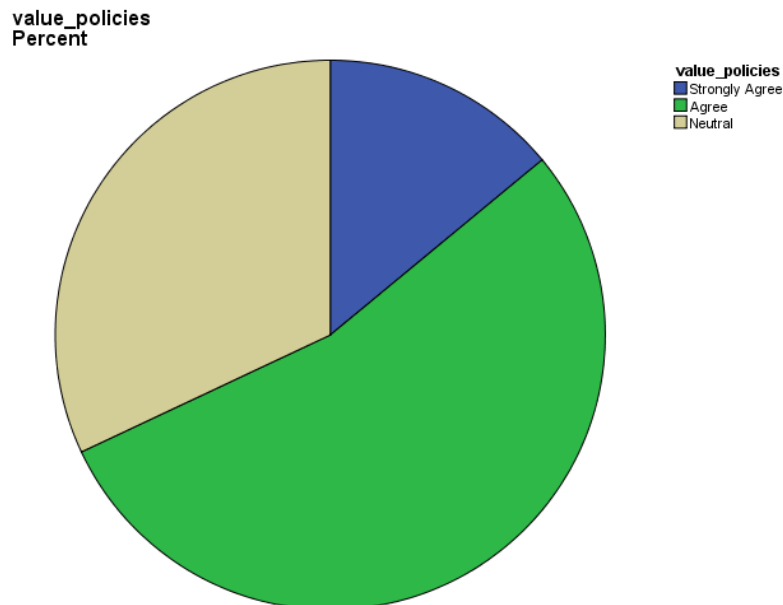
Interpretation: Prestige of the company plays a very important role in career growth of the employees and as Shresta Nutritions is one of the prestigious company employees feel happy to work.

22. Values and policies as the motivational factor to employees performance

Table no 4.20: Showing values and policies of company as a motivational factor

	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly Agree	7	14.0	14.0	14.0
Valid Agree	27	54.0	54.0	68.0
Neutral	16	32.0	32.0	100.0
Total	50	100.0	100.0	

Graph 4.19: Shows respondents rating values and policies as a motivational factor



Analysis: The above study reveals that 14% of the respondents strongly agree that values and policies in organisation are motivational factor to improve the performance where as other 54% agree as it the fact and rest 32% consider it as neutral

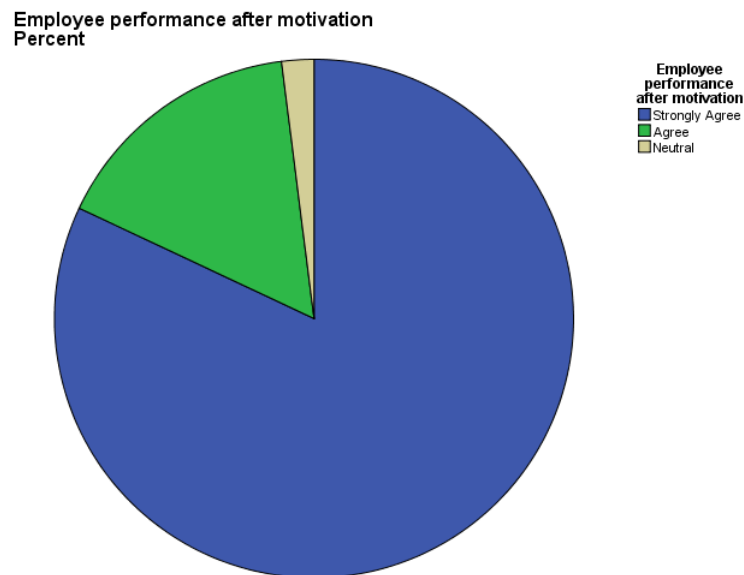
Interpretation: Policies and values are an essential component of any organization. Policies are important because they address related issues, such as what constitutes acceptable behaviour by employees hence employees are satisfied with Shresta policies and values

24. Employees rating their performance on the basis of standard set by the organisation?

Table no 4.21: Showing Employees rating their performance on the basis of the standard set by the organisation

	Frequency	Percent	Valid Percent	Cumulative Percent
Very good	41	82.0	82.0	82.0
Good	8	16.0	16.0	98.0
Valid average	1	2.0	2.0	100.0
Total	50	100.0	100.0	

Graph 4.20: Shows respondents rating their performance on the basis of standard set by the organisation



Analysis: These study shows that most of the respondents consider that their performance meet the standard set by the organisation 82% of them believe their performance is very good, 16% of them consider their performance is good and 2% of the respondents believe that their performance is average.

Interpretation: Job performance is the evaluation of whether an employee has done their job according to organization expected standard or not. And the employees in Shersta Nutritions meet the expectation of the organisation as the standards are set according to the market.

Hypothesis testing

The association between the employee's motivation and employee's performance is insignificant or significant?

Table no 4.22: Showing the correlation between employee performance and motivational factors

	Salary	Increment	Promotion	Appreciation	Recognition
Employee performance					
Pearson cor	.428	.578	.849	.490	.743
Significance	.02	.00	.00	.03	.00
N	50	50	50	50	50
Correlation	Positive	positive	positive	positive	Positive
Result	Significant	significant	significant	significant	Significant
Conclusion	Alternative hypothesis Proved	Alternative hypothesis proved	Alternative hypothesis proved	Alternative hypothesis proved	Alternative hypothesis Proved

Analysis: From the above correlation table it is found that the significance value of salary , increments, promotion, appreciation and recognition with respect to employees performance is less than .05 and it is positively correlated hence there is a significant relationship between employee's motivational factors (salary, increments, promotion, appreciation and recognition) and employee's performance in the organisation. As a result of this the alternative hypothesis is accepted.

Interpretation: Using SPSS software correlation was found between the employee's motivational factors such as salary, increments, promotion, appreciation, recognition for the work performed and employee's performance and from the results it was proved that there is a positive correlation and significant relation between the motivational factors and employee's performance.

CHAPTER 5

FINDINGS, CONCLUSIONS AND SUGGESTIONS

5.1 SUMMARY OF FINDINGS:

- Majority of the respondents are very much satisfied with the salary provided by Shresta Nutritions and hence salary as impact on the employees performance.
- Majority of the respondents strongly agree that regular increments provided by the organisation as a major impact on the performance of the employees.
- High degree of safety but high noise level is provided at working place in Shresta nurtitons hence employees are not so happy about working condition in company.
- The employees are not provided with flexi time by the Shresta Nutritious, so employees are not happy with the working time.
- Promotion is based on merit and performance at Shresta Nutritions which as major impact on the employees performance.
- Shresta Nutritions appreciate the employees for the work performed which shows positive impact on the employee's performance.
- Very good opportunities for advancement as been provided by Shresta to employees hence they are happy to work in the company.
- There is very good relationship between the superior and employees in Shresta Nutritions which has an impact on the employee's performance.
- Good relationship has been developed among the peers in Shreata Nutritions which has an positive impact on the employees performance.
- The recreational facilities such as visit to amusement park, recreation centres are provided by the organisation to keep the employees motivated.
- Recognition is been given to the work performed by employees at Shresta Nutritions hence the work force is very happy.
- Shresta Nutritions most of the time involve their employees in the decision making authority which make the employees to feel that they are valued.
- There is a good management style implemented in the organisation s result of this employees performance level is also high.
- Majority of the respondents strongly agree that career growth opportunity given by the Shresta Company as a positive impact on the performance of employees.

- Job security is one of most important factor to most of the employees and as there is provision of job security in Shersta Nutritions employees happy in organisation.
- As compensation package provided by the company is good the performance of the employees also high in terms of productivity.
- Very good learning opportunities have been provided by the organisation so that the employees can improve their skill and knowledge.
- The prestige of the company as an impact on the employees performance as it helps in career growth of the employees
- Shresta Nutritions pvt. ltd clearly defines values and policies of the organisation as it is clear and transparent the work force is very happy.
- Job performance of the employees meets the standard set by the organisation hence both employees and organisation are happy
- Employee's motivational factors such as salary, increments, promotion, appreciation, recognition for the work performed and employee's performance as positive correlation and there is significant relation between the motivational factors and employee's performance.

5.2 SUGGESTIONS

Following are the some of the suggestions to the company based on the findings and conclusion of this study on employee motivation and its impact on employee's performance for the purpose of increasing the performance of the employees in organisation.

- Promote internal employees rather than external recruitment.
- Encourage open end communication.
- Provide work from home facility to employees.
- Provide kids play home facility upto age of 5 Years.

5.3 CONCLUSIONS:

This study was carried at Shresta Nutritious Pvt.Ltd, Bangalore. It is an poultry feed manufacturing company. Various aspects of the organization related to employee motivation such as salary, increments, promotion, recognition etc were studied as part of project.

A study was also carried out on the topic “A Study on Employees Motivation and Its Impact on Employees Performance at Shresta Nutritious Pvt Ltd, Bangalore” .The study was conducted to understand the various motivational factors implemented in organisation in order to motivate the employees. The most important objective of the study were to analyze about the various factors leading to motivation of employees and to assess the relationship between the motivation and performance at Shresta Nutritious Pvt Ltd

Using SPSS software correlation was found between the employee’s motivational factors such as salary, increments, promotion, appreciation, recognition for the work performed and employee’s performance and from the results it was proved that there exist a positive correlation and also significant relation among the motivational factors and employee’s performance.

Hence the major findings of the study are the motivational factor such as salary, increment, promotion, recognition, appreciation as a significant relation on the employee’s performance at organisation

Overall the study was very helpful. It helped in understanding various employees motivational factors aspects of the organization. It enhanced my knowledge about work culture and style of an organization and gave me practical exposure to the theoretical aspects learned.

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ANNEXURE

Questionnaire of employee's motivation and employee's performance survey

(Note: This research is part of MBA academic project. Identity of the respondent will be kept confidential and information will not be disclosed anywhere)

A. Background information

1. Name (optional):
2. Age: 20-30 years 31-40year 41-50years 51-60 years
3. Gender: Male Female
4. Experience: 1-2 years 3-5 years above 6years
5. Qualification: 10th 12th UG PG

B. Factors that motivates employees

Choose from the list below your level of agreement and disagreement to the following factors

Sl.no	Factors motivates employee's	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
6	Salary					
7	increment					
8	Working condition					
9	Flexible working time					
10	Promotion					
11	Appreciation for work performed					
12	Opportunity for advancement					

13	Relationship with superior					
14	Relation with peers					
15	Recreational facilities					
16	Recognition at work place					
17	Decision making authority					
18	Management style					
19	Career Growth opportunity					
20	Job security					
21	Compensation packages					
22	Learning opportunity					
23	Prestige of company					
24	Organization values and policies					

25. Rate your performance based on the standards set by your organisation

Very good good average poor very poor



ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA

PROJECT(17MBAPR407) -WEEKLY REPORT

NAME OF THE STUDENT: Shwetha.HK

INTERNAL GUIDE: Monica.M

USN: 11A17MBA53

COMPANY NAME: Shresta Nutritions Private Limited.

WEEK	WORK UNDERTAKEN	EXTERNAL GUIDE SIGNATURE	INTERNAL GUIDE SIGNATURE
3 rd Jan 2019 – 9 th Jan 2019	Industry Profile and Company Profile		
10 th Jan 2019 – 17 th Jan 2019	Preparation of Research instrument for data collection		
18 th Jan 2019 – 25 th Jan 2019	Data collection		
26 th Jan 2019 – 2 nd Feb 2019	Analysis and finalization of report		
3 rd Feb 2019 – 9 th Feb 2019	Findings and Suggestions		
10 th Feb 2019 – 16 th Feb 2019	Conclusion and Final Report		



Company Seal



College Seal

HOD Signature