
A Comparative Study on the Motivation Level of Employees Working in Public Limited Vis-A-Vis Private Limited Companies at Nagpur

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Abstract

Employees are livelihood of the company. How they feel about the work they are doing and the results received from that work directly impact an organization's performance and, eventually the stability of organization. The motivational level of employees has direct relationship with their efficiency. Highly motivated employees have higher productive efficiency on the other hand employees with low motivation level has lower efficiency. The study aims to analyze and compare the impact of motivation level on employees working in Public limited Company and Private limited Company.

Key Words: Motivation level, Public Limited Company, Private Limited Company

Introduction:

Organization whose employees have low motivation is totally helpless against both internal and external environmental difficulties & challenges since its employees are not going to go out of way to keep up the Organization soundness. An unsteady Organization at last fails to meet expectations.

Absence of motivation promptly brings down the productivity efficiency of the employees of the organization. Productivity does not go way however it is generally hampered apparently leading to misutilisation of productive resources of the organization. Things like Internet surfing or taking longer rest hours, informal discussions, and prompt wastage of the money & time of organization. Decreased productivity can be harms the Organization development, growth & overall performance.

Job satisfaction of the employee additionally has an immediate relationship on the productive efficiency. Higher is the job satisfaction more is the productive efficiency of the employee. In case the employee is not satisfied the motivation level of employee turns out to be low because of which it negatively influences the productive efficiency of the employee.

The cost increases due to the employees with lower level of motivation employees which can be computed by considering the costs related with unproductive time spent at work, unresolved conflict, employee turnover, employee absenteeism and the expenses associated with declined productivity.

The study have been conducted to compare the motivation level of employees working in Public Ltd. Vis-à-vis Private Ltd. Companies and to find out the motivational factors that could be harnessed to inspire employees to increase and sustain performance. Also to make the organizations realize the importance of motivation level of employees and its impact on the productive efficiency. Thus there arises a need for systematic study on the motivation of employees working in Public and Private Companies in Nagpur.

Nagpur is the largest city of central India and it is the biggest trading centre with numerous industries, national and multi-national companies. It is third largest city of the State of Maharashtra. (maharashtra, 2015) It has one of the highest literacy rates, at 91.92%, among all the urban agglomerations in India. (city, 2016) It has been proposed as one of the Smart Cities in Maharashtra. (Jeelani, 2016) As Nagpur is the most developed city of the region, many big companies related to mining and other allied activities have been located in the city. (nagpurinfo, 2016)

Research Objectives of the Study:

- To compare the motivation level of employees working in Public Ltd. Vis-à-vis Private Ltd. Companies.
- To find out the motivational factors that could be harnessed to inspire employees to increase and sustain performance.

Hypothesis of the Study:

Ho: *There is no significant difference between the motivation levels of employees working in Public Ltd. Vis-à- vis Private limited companies at Nagpur*

Research Methodology:

One sample t-test is applied using SPSS ver. 20. Taking type of organization as grouping variable and factors defining motivation level such as, Satisfaction from Salary/wages; satisfaction from bonus; festival advances; leave facility; no difficulty in getting the leave sanctioned; use of praise and appreciation; opportunity for advancement; team spirit; boost by superiors; work recognition by superior; counseling during emotional disorder and incentives provided by organization as dependent variable

Data Analysis:

Group Statistics

	Type of Company	N	Mean	Std. Deviation	Std. Error Mean
I am satisfied with the wages / salary I draw at present	Private	250	2.7360	.75137	.04752
	Public	250	2.7880	.94797	.05996
In the organization the bonus scheme is satisfactory	Private	250	2.5960	.73958	.04677
	Public	250	2.6240	.89321	.05649
The festival advance offered is satisfactory	Private	250	2.5120	.80775	.05109
	Public	250	2.4400	.87261	.05519
The leave facility available is sufficient	Private	250	2.4440	.85427	.05403
	Public	250	2.4680	.89677	.05672
There is no difficulty in getting the leave sanctioned	Private	250	2.4200	.78873	.04988
	Public	250	2.3120	.83993	.05312
In this organization both praise and appreciation are used to extract work from employee	Private	250	2.4400	.76992	.04869
	Public	250	2.3800	.82360	.05209
I find opportunities for advancement in this organization	Private	250	2.4120	.70159	.04437
	Public	250	2.4160	.83290	.05268
In this organization there is fair amount of team spirit	Private	250	2.5200	.82725	.05232
	Public	250	2.4760	.86046	.05442
I feel that I am always boosted by my superior	Private	250	2.3680	.81685	.05166
	Public	250	2.2440	.83622	.05289
I feel that my superior always recognizes the work done by me	Private	250	2.4040	.79202	.05009
	Public	250	2.3200	.81748	.05170
The superiors in the organization provide counseling whenever sub-ordinates suffer from Emotional disorder	Private	250	2.4360	.66307	.04194
	Public	250	2.4280	.75305	.04763
How far you are satisfied with the incentives provided by the organization?	Private	250	2.1920	.76254	.04823
	Public	250	2.3040	.91594	.05793



Independent Samples Test

		Levene's Test for Equality of Variances		t-test for Equality of Means						
		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
I am satisfied with the wages / salary I draw at present	Equal variances assumed	15.605	.000	-.680	498	.497	-.05200	.07650	-.20231	.09831
	Equal variances not assumed			-.680	473.324	.497	-.05200	.07650	-.20233	.09833
In the organization the bonus scheme is satisfactory	Equal variances assumed	11.623	.001	-.382	498	.703	-.02800	.07334	-.17210	.11610
	Equal variances not assumed			-.382	481.255	.703	-.02800	.07334	-.17211	.11611
The festival advance offered is satisfactory	Equal variances assumed	.790	.375	.957	498	.339	.07200	.07520	.07576	.21976
	Equal variances not assumed			.957	495.059	.339	.07200	.07520	.07576	.21976
The leave facility available is sufficient	Equal variances assumed	1.439	.231	-.306	498	.759	-.02400	.07833	-.17790	.12990
	Equal variances not assumed			-.306	496.831	.759	-.02400	.07833	-.17790	.12990
There is no difficulty in getting the leave sanctioned	Equal variances assumed	.068	.795	1.482	498	.139	.10800	.07287	.03517	.25117
	Equal variances not assumed			1.482	496.043	.139	.10800	.07287	.03517	.25117
In this organization both praise and appreciation are used to extract work from employee	Equal variances assumed	.092	.762	.841	498	.400	.06000	.07130	.08009	.20009
	Equal variances not assumed			.841	495.755	.400	.06000	.07130	.08010	.20010
I find opportunities for advancement in this organization	Equal variances assumed	5.897	.016	-.058	498	.954	-.00400	.06888	-.13932	.13132
	Equal variances not assumed			-.058	484.028	.954	-.00400	.06888	-.13933	.13133
In this organization there is fair amount of team spirit	Equal variances assumed	.198	.657	.583	498	.560	.04400	.07549	.10432	.19232
	Equal variances not assumed			.583	497.230	.560	.04400	.07549	.10432	.19232

I feel that I am always boosted by my superior	Equal variances assumed	.434	.510	1.677	498	.094	.12400	.07393	-.02126	.26926
	Equal variances not assumed			1.677	497.727	.094	.12400	.07393	-.02126	.26926
I feel that my superior always recognizes the work done by me	Equal variances assumed	.321	.571	1.167	498	.244	.08400	.07199	-.05744	.22544
	Equal variances not assumed			1.167	497.502	.244	.08400	.07199	-.05744	.22544
The superiors in the organization provide counseling whenever sub-ordinates suffer from Emotional disorder	Equal variances assumed	1.951	.163	.126	498	.900	.00800	.06346	-.11668	.13268
	Equal variances not assumed			.126	490.148	.900	.00800	.06346	-.11668	.13268
How far you are satisfied with the incentives provided by the organization?	Equal variances assumed	7.611	.006	1.486	498	.138	-.11200	.07538	-.26010	.03610
	Equal variances not assumed			1.486	482.157	.138	-.11200	.07538	-.26011	.03611

The above table shows that the significance 2-tailed value in case of all the variables is more than the alpha value of 0.05 ($P > 0.05$) which states that the hypothesis i.e. *there is no significant difference between the motivation levels of employees working in Public Ltd. Vis-à-vis Private limited companies at Nagpur is accepted.*

Interpretation:

It is interpreted from the above that there is insignificant different in the motivation level of employees of public and private limited companies of Nagpur on the above factors.

Conclusion:

Also, there are few factors like leave facility, praise and appreciation used by organization, opportunities for advancement, team spirit in organization, boost by superiors and recognition by superiors have shown insignificant different on the motivation level of employees of both public and private company.

Overall, it is concluded that the motivation level of Public and Private company’s employees have shown insignificant difference.

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