
Employee Motivation And Productivity Questionnaire Sample

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Banks GRIN
Verlag
Master's

Thesis from the year 2020 in the subject Leadership and Human Resource Management - Employee Motivation, , language: English, abstract: The general objective of this study is to assess the effect of reward on employee motivation in Kirkos sub city administration , Addis Ababa. The study aims at assessment of the effect of reward on employee motivation in selected Kirkos sub city administration . Descriptive and inferential analysis was used to describe the effect of intrinsic and extrinsic rewards on employee motivation. Out of a total target population of four hundred forty one administrative employee; two hundred ten samples were taken in probability sampling more specifically, stratified sampling, technique from the Kirkos sub city administration chief executive pool. Questionnaire was developed and distributed to the administrative employees. The finding of the study indicated that administrative employees of the administration have moderate satisfaction with the total reward practices. However; employees are motivated better by intrinsic rewards than extrinsic rewards. When each

extrinsic reward items were computed, employees showed dissatisfaction from bonuses, similarly, when variables of each intrinsic reward were examined employees have moderate satisfaction the relationship of manager.

The Role of Motivation on Employee Performance in Public Organization. A Case of Ministry of National Development Planning

Hargeisa, Somaliland
GRIN Verlag
Thesis (M.A.)
from the year 2023 in the subject Leadership and Human Resources - Employee Motivation, , course: Master of Business Administration , language: English,
abstract: The purpose of the study was to investigate the influence of the work environment on the productivity of staff. The study was guided by the specific objectives; to identify

influence of physical work environment on productivity among teaching and non-teaching employees; to find out the influence of reward systems on employee productivity and to what extent does performance feedback influence employee productivity. The study undertook a literature review on Social Exchange Theory and Person-Environment Fit Theory as

the theoretical framework. The conceptual framework was focused on Physical Environment, Reward systems and performance-based pay driven by the study's objectives. The study used both qualitative and quantitative methods to collect data which include questionnaires and key informant interviews. The study did a pilot study to familiarize with the area of study. The

study used self-administration process of distribution as this assisted in providing clarity and completeness of the instrument from the respondents. Data gathered was analyzed using the Statistical Package for Social Sciences (SPSS) software version 20.0. **Performance Management** GRIN Verlag This book empirically attempts to examine the influence of rewards on

improving employee performance, as well as to determine the principles of effective approaches to performance management at the Koya University Kurdistan Region/Iraq. A survey questionnaire was established using Google Form and distributed through employees and 72 employees responded to the questionnaire, also semi-structured interview conducted

with seven employees. The data obtained from the questionnaire analysed quantitatively using SPSS program version 20 for both statistical tools descriptive and inferential statistics. In addition, data gathered from the semi-structured interviews analysed qualitatively using HyperResearch software. The results of this book revealed that there is a significant positive but

weak relationship between merit pay, non monetary, salary, benefits, and employee needs, and performance of the employee. Negative relationship exists between bonus and incentives and employee performance. However, it can be noticed that individual's performance are not adequately rewarded, as well as they did not train sufficiently in order to

improve their performance. Employee Motivation and Job Performance of Selected Construction Companies in Rivers State Springer Academic Paper from the year 2017 in the subject Business economics - Personnel and Organisation, , course: Thesis, language: English, abstract: The purpose of this study was to investigate the role of motivation on employee performance in public

organization: a case of ministry of national development planning Hargeisa, Somaliland. This study guided by the following research questions. To determine the methods used by employers to motivate employees in the MoNDP, to know the extent that extrinsic motivation affects employees' performance in the MoNDP, To examine how intrinsic motivation affect employees' performance in the MoNDP, To identify how motivation link with employee work performance. This study adopted a descriptive research design. The population of the study was 90 employees' of the MoNDP. A census sampling was done and so the 90 employees constituted the sample size. A structured questionnaire was used to collect the data. The questionnaire was to administer by the researcher. The completed questionnaires were edited for completeness. The data were analyzed using the statistical package for social sciences (SPSS) computer package. The data were interpreted using descriptive statistics through frequencies, percentages and correlation analysis. The findings were

presented in the form of tables and figures. The study found out that the ministry uses many different tools to motivate its employees. These include; payments on time, employee rotation within the ministry and salary provision. However, the study also found out that NDP does not use provide fringe benefits to its employees. It was also found out that ministry doesn't pay its workers

according to the amount of work they have done also when employees meet targets ministry doesn't provide bonuses the ministry does not carry out training of its employees. The study also found out that the organization does not make sure that that employee's work is challenging or involve them in decision making as a way of motivating them. The research results

indicated that there is a positive correlation between motivation and work performance. This means that changes in one variable are strongly correlated with changes in the second variable. Pearson's r is .440**. This number is very close to one. For this reason, we can conclude that there is a strong relationship between motivation and employee performance variables
Employee

**satisfaction.
Determining
and
improving
employee
satisfaction**

GRIN Verlag
Research
Paper
(postgraduate
) from the
year 2016 in
the subject
Business
economics -
Personnel and
Organisation,
grade: Merit, ,
course: MA in
Human
Resource
Management,
language:
English,
abstract: For
many years,
motivation
has been a
key indicator
of productive
employee
performance

within an
organisation,
so it has been
an area of
major concern
for the
organisation
and human
resource
managers.
There are
wide ranges of
factors related
to
management,
employees,
organisation
and the
workplace
which make it
a complex and
challenging
job to
motivate
employees in
an
organisation.
Therefore,
different
strategies and
methods
should be

used by the
organisation
and human
resource
managers to
motivate
employees.
There are
different
needs and
expectations
for an
employee to
join any
organisation.
Monetary and
non-monetary
factors are
used by
human
resource
managers to
achieve
different
employee and
organisation
related
objectives.
The present
research
works
investigates

the impact of motivation on the performance of employees in Ramchandrapur High School. Descriptive method and questionnaires embedded with Likert scale was used as main instruments for collecting necessary data to carry out this research work. Data is collected from the sample size of 50 where faculty members, employee assistants, office helpers, and

employees in training and security personnel were included. The critical review of the literature and the quantitative analysis of the survey data pointed that both extrinsic and intrinsic motivational factors play an important role in motivating employees. The study revealed that salary is the most effective motivational factor among various extrinsic and intrinsic motivational factors like job

security, advancement in career, the good relationship among co-workers, achievement sense, training and development and sense of recognition. The study further reveals that level of motivation among the employees of Ramchandrapur High School is low as compared to the expectation of employees. Although both extrinsic and intrinsic factors are responsible for motivating

employees in an organisation, this study reveals that employees of Ramchandrapur High School are motivated more by extrinsic factors than by intrinsic ones. The management of the school should focus more towards satisfying the extrinsic need of employees to hold the employees for long which subsequently helps to increase the quality of the output produced by it.

The Effect of

Transformational Leadership Style on Employee Motivation: In the Case of Agriculture and Natural Resource Bureau, Benishangul Gumuz Regional State
GRIN Verlag
Master's Thesis from the year 2015 in the subject Business economics - Personnel and Organisation, University of Chester, course: MBA, language: English, abstract: This study was conducted to find aspects of motivation in

the Libyan oil and gas sector. Mellitah was selected as the population of the study. Findings showed that a positive relation exists between extrinsic and intrinsic factors and employee motivation (with some exceptions). Also, the findings concluded that internal locus of control is also positively related to motivation of the employees. However, further

research was recommended by the researcher to investigate other aspects of the concept. Motivation is an interesting and researched topic and so is employee motivation. It has been found by various researchers that motivated employee perform better and help achieving the organisational goal. Therefore, motivating them ultimately benefits the

company. Hence, it is important for organisations to know the intrinsic and extrinsic motivational factors and their effects on their employees. Companies should also know the link between employee motivation and their locus of control. *The Relationship Between Factor of Motivation and Employee Performance* GRIN Verlag The subject matter of this research; employee

motivation and performance seeks to look at how best employees can be motivated in order to achieve high performance within a company or organization's Culture. Managers and entrepreneurs must ensure that companies or organizations have competent personnel that are capable to handle this task. This takes us to the problem question of this research "why Money is

not a sufficient motivation for high performance? ” The study was done at SORALCHINE Company which represents the case study of this research work. Interviews and questionnaires were conducted to sample employee and management view on motivation and how it can increase performance at the company. Finally, a comparison of findings with theories, a

discussion which raises critical issues on motivation/performance and conclusion constitute the last part of the research In this dissertation, I will analysis data collected from the questionnaire which aims to find out whether these Chinese and Algerian employees are motivated or not and satisfied or not and what they need to be like that. Whether there is any difference if the company

makes different HR motivation strategies, if there is, is that good or not, etc. Through analyzing and typing these answers from questionnaires to prove there is a need for HR managers to pay attention to the impact of culture diversity and which aspects should be more valued than others.

The Impact of Motivation on the Performance of Employees

Springer

Performance is the key outcome of high morale, and the reason why it should be taken so seriously: with research gathered from some of the world's largest employee opinion databases and best academic centres, the authors lay out the morale-performance connection. *Improving Employee Performance* LAP Lambert Academic Publishing This study examines the case

performance award program of the Department of the Army (DA) as it relates to General Merit (GM) employees and, based upon a review of program data, concludes that: several essential steps within the context of a broader performance management process are perhaps not being effectively negotiated; and, the process are perhaps not being effectively

negotiated; and, the program is characterized by a lack of clearly defined goals and objectives, and the existence of distributional inequities. The study develops a proposed survey research questionnaire that would enable DA to: determine if the cash performance award program serves as a positive motivator for GM employees to be more productive; and, examines

their attitudes and perceptions regarding a number of practices and procedures that could also have a bearing upon motivation and, hence, productivity. Data as obtained from the survey questionnaire would enable DA to better identify dysfunctional practices and procedures, and to formulate corrective fixes to enhance the viability of the broader performance management

process. That process is examined in some detail, to emphasize the interrelatedness of its component steps and to demonstrate how a failure to effectively negotiate each of those respective steps could serve to influence GM employee motivation, as well as have a bearing upon the effectiveness of the cash performance award as a motivational tool.
Keywords: Incentive

awards.
EVA-based Bonus Systems and the Influence on Motivation of Employees in Companies with Branch- or Profit-Centre Structure
D&M
ACADEMIA
Research Paper
(undergraduate) from the year 2012 in the subject Economics - Case Scenarios, Obafemi Awolowo University, language: English, abstract: The

book examined motivation and Job satisfaction in Oyo State Service. It also appraised the existing motivating packages for workers in the state and Investigated the effect of Staff motivation on job performance in the state. Simple random sampling method was adopted. The book concluded that employees should be well motivated by provision of

amenities like wages and salaries, bonuses and other entitlement which should be paid to enhance their standard of living
Effects of poor communication in an organization : Case of Kenya Seed Company
Atlantic Publishing Company
Flow can be defined as the experience of being fully engaged with the task at hand, unburdened by outside concerns or worries. Flow

is an enjoyable state of effortless attention, complete absorption, and focussed energy. The pivotal role of flow in fostering good performance and high productivity led psychologists to study the features and outcomes of this experience in the workplace, in order to ascertain the impact of flow on individual and organizational well-being, and to identify strategies to

increase the workers' opportunities for flow in job tasks. This groundbreaking new collection is the first book to provide a comprehensive understanding of flow in the workplace that includes a contribution from the founding father of flow research, Mihaly Csikszentmihalyi. On a conceptual level, this book clarifies the features and structure of flow experience; and provides

research-based evidence of how flow can be measured in the workplace on an empirical level, as well as exploring how it impacts on motivation, productivity, and well-being. By virtue of its rigorous but also practical approach, the book represents a useful tool for both scientists and practitioners. The collection addresses a number of key issues, including: Core components

of how the idea of flow differs from experience in the work context
Organizational and task-related conditions fostering flow at work
How flow can be measured in the workplace
The organizational and personal implications of flow
The relationship between task features and flow opportunities at work
Featuring contributions from some of the most active researchers in

the field, Flow at Work: Measurement and Implications is an important book in an emerging field of study. The concept of flow has enormous implications for organizations as well as the individual, and this volume will be of interest to all students and researchers in organizational /occupational psychology and positive psychology, as well as practitioners and consultants with an	interest in employee motivation and well-being. <i>Mapping Motivation</i> GRIN Verlag Project Report from the year 2009 in the subject Leadership and Human Resource Management - Employee Motivation, grade: 1,5, , language: English, abstract: "Only satisfied employees are good employees" What is satisfaction? What is motivation? What are the methods? How	can we find out whether employees are satisfied? Based on these questions, this project will conduct an employee survey using an anonymous questionnaire to make employee satisfaction measurable. Since employees are an important asset in a company and their job satisfaction affects the success of the business, this should be done extremely carefully. First, the
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current level of satisfaction must be determined, then ways can be sought to improve satisfaction even further. Satisfaction should be improved because it results in increased motivation - it is, so to speak, the basic prerequisite for motivated employees. The aim of the project is, after evaluation of the questionnaires , to introduce targeted measures through which

employee satisfaction can be improved and thus the working atmosphere can experience a positive development. In addition, the employees are to be motivated by new ideas, if necessary. The working atmosphere is understood to mean the interaction between colleagues and the interaction between managers and employees. If, for example, there is rivalry between

departments, this has a bad effect on the working atmosphere and thus disrupts the smooth running of the company. This can go so far that even the customer may notice any disputes, or at least notice the bad atmosphere. In such an environment, the performance of an of an employee could drop sharply. It must therefore be ensured that the working atmosphere is positively

<p>influenced. In companies with a good working atmosphere, the sickness rate is also often much lower. People who enjoy their work are less likely to take sick leave.</p> <p><i>Pay and Motivation</i> GRIN Verlag "I Love my job!" Is that what your employees are saying? Sadly, according to the U.S. Department of Labor's Bureau of Labor Statistics, American businesses lost an</p>	<p>average of 25 days of work in 2001 due to employee anxiety and stress. Don't let your business become part of this dismal statistic. You can improve employee morale and create a harmonious workplace, which will increase profits and productivity.</p> <p><i>Organizational commitment and employee performance. Factors that promote positive motivational behavior among the employees</i></p>	<p>Hyperion Books Poor Organizational performance in most of Tanzanian firms has been exacerbated due to most of employees being unmotivated. The critical addressed problem is that what seems to be a motivation strategy to one employee, it may not be the case to other employee. This study aimed at examining the effect of employee's motivation on job</p>
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<p>performance. A case study design was adopted. A sample size of 15 respondents was selected using judgmental non-probability sampling technique. Data were collected using questionnaire, interview, observation as well as documentary sources. Collected data were analysed using SPSS and presented using tables and frequencies. The findings revealed that</p>	<p>the motivation strategies applied in the organization includes; provision of transport facilities, pay of fringe benefits, promotion of workers, regular training, provision of food allowance and cooperation between employees and management. The revealed achievement through motivating employees were such as improvement of employee living standards and</p>	<p>working environment. T he observed challenges in motivating employees were lack of fund, difficult to link incentives with performance and lack of cooperations. <u>Payment Systems and Productivity</u> GRIN Verlag Master's Thesis from the year 2014 in the subject Business economics - Personnel and Organisation, grade: A, University of Sunderland (MBA), course: MBA HRM, language:</p>
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English, abstract: The general aim of this research is to examine the differing effects of intrinsic and extrinsic motivation in the company PEL, Punjab, Pakistan. The findings can be used by the company in order to enhance the extent of motivation at their workplace. Both primary and secondary data will be used while looking at the various elements of the two types of motivation, and the

differing effects they have on employees. Furthermore, the positive and negative sides of the two types of motivation will be discussed in the literature review. In order to gather primary data, sets of questions have been outlined and answers have been collected from the employees at the firm. The questions revolve around different elements of motivation,

and hence allow that the effectiveness of both the methods is thoroughly examined. The main conclusion is that it is not one of the two types of motivation that gives fruitful results, nor is there a combination of the two that works universally. *The Cash Performance Award Program as a Motivator of GM (General Merit) Employee Productivity* GRIN Verlag Master's Thesis from

the year 2017 in the subject Leadership and Human Resources - Employee Motivation, grade: 4.45, Abubakar Tafawa Balewa University, language: English, abstract: This paper is about the effects of motivation on construction worker's performance in Nigeria. The construction industry has been recognised as the locomotive for development of any economy. However, the

continuing decline in the performance of the industry and the increasing challenges facing the industry militate against the industry as the engine of growth. Lack of workers motivation has been identified and this partly contributes to the steady decline in performance. Against this backdrop, the research was tailored to develop ways of improving productivity through appropriate

motivational strategies. The study adopted the use of quantitative approach. Data were collected through questionnaire survey from 102 construction workers randomly selected from the accessible population in Bauchi metropolis. The questionnaire sought to elicit response from various workers in the construction industry. Subsequently, the collected data was

subjected to descriptive statistical analysis with relative importance index to examine the degree of agreement and significance of the various motivational strategies to the construction site work.

Influence of Work Environment on Employee Productivity in Institutions of Higher Learning
Routledge
Master's Thesis from the year 2019 in the subject Business

economics - Business Management, Corporate Governance, grade: 0,74, , course: Master of Business Administration , language: English, abstract: The aim of this research was to evaluate employee engagement within Northlands Medical Group, Namibia and its potential impact on organisational performance. The company management made a realisation that there was a dearth of

robust information regarding employees' engagement levels, as well as their intentions to quit or stay, and factors influencing these. This was a quantitative survey study and a structured questionnaire was used to ascertain the factors affecting employee engagement. The survey was conducted telephonically to a study population of 80 respondents.

The study population was randomly selected from the company database of all the employees. Employee performance and the nature of interaction with customers are critical in the service industry such as the health care industry. Employee engagement, a contemporary concept linked to employee job satisfaction and motivation, has been well recognised in

the literature as being sturdily correlated with their performance, presentism, and advocacy and retention intentions. Therefore, organisations need to empirically and robustly measure employee engagement amongst their staff complement, and determine factors that may influence it, so as to take evidence-based remedial action. Findings from primary research

pertaining to the factors affecting engagement levels of the employees at Northlands Medical Group revealed that there were 3 main factors that affect employee engagement namely emotional, cognitive/mental and physical energy factors. The majority of the Northlands Medical Group employees have been found to be actively engaged in all the three major factors that affect

engagement. In relation to describing the relationship between employee engagement and organisational performance, findings revealed that there is a very strong connection between employee engagement and organisational performance. The primary research findings revealed that the majority of the Northlands Medical group employees were fully committed to their job, the

organisation and they have great advocacy for the company to potential employees and clients. This could be a sign of active engagement and in turn, organisational performance thrives from that. Trends in Product Quality and Worker Attitude GRIN Verlag Ever wondered what motivation is, and why organizations do not and cannot - until now - measure

it? James Sale tackles the question of what motivation is, why we need it and what happens when we don't have it. He defines and measures motivation from an individual, team and, most critically, organizational or workplace point of view and he introduces the reader to the core concepts of how it relates to fundamental issues such as performance and productivity, and its role in a number of

key management functions: team building, performance appraisal, leadership development, engagement and change management. Motivation is a core aspect of all people development initiatives and programmes - if we wish them to succeed. Based on over ten years of research into motivation and performance, James created Motivational Maps, the first and only accurate diagnostic tool

that describes, measures, monitors and maximizes motivation and performance through an easy, simple to use, online questionnaire that takes only 10 minutes to complete, and which readers have access to. Mapping Motivation, therefore, is the definitive book on motivation, its language and metrics, written by its creator are full of knowledge, insight and practical tips; this will

appeal to leaders, managers, HR specialists, trainers, coaches, consultants and visionaries around the world, who wish to engage with people development and productivity in a new, dynamic way.

Motivation and Job Satisfaction in Oyo State Civil Service
Scarsdale, N.Y. : Work in America Institute
Includes such key areas as work planning and goal

setting, training and learning, line management, feedback and the conception of reward, this guide examines the implementation and development of, and issues involved in, performance management. Employees' Motivation and its Origins LAP Lambert Academic Publishing This study was aimed to investigate the effect of transformational leadership on employee motivation in Bureau of

agriculture and natural Resource of Benishangul Gumuz Region. In order to meet the objective of the study, data collected through questionnaires were analyzed using both descriptive statistics such as, mean, standard deviation, percentage, tables and inferential analysis, to infer the effects of the transformational leadership style on employees' motivation. The study employed

quantitative research approach and the data collected was analyzed by using the Statistical Package for Social Science (SPSS 22). The finding of the study indicated that: significant strong positive relationship is found between the dimensions of Transformational Leadership styles, Idealized influence Behavioral, Idealized influence Attributed, inspirational motivation, intellectual

stimulation, and individualized consideration. Based on the finding, it is recommended that, the Bureau, should give attention on how the organization's leadership style has an influence on its employee's motivation and focus on hiring transformational leaders. From this it is suggested that leaders influence the

employee's motivation and the result of the present study emphasizes the significance of suitable leadership style in such organizational settings. Moreover, the organization needs to assure that Transformational leadership style must be advanced given better attention through the organization's

leaders and higher authorities. Furthermore, motivation of employees and the transformational leadership style are positively correlated, indicating that the leaders of the Bureau have a lot to work on to motivate employees to help the organization in to sharing the vision, cooperate in achieving the shared goals.