

A Study on The Impact of Motivation And Job Satisfaction Towards Employee Performance At Sri Ganapathy Polymers

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Abstract- *employees is a critical determinant of organizational success. The present study, titled “Impact of Motivation and Job Satisfaction on Employee Performance at Sri Ganapathy Polymers,” aims to examine the relationship between employee motivation, job satisfaction, and performance. It explores how intrinsic and extrinsic motivational factors influence employees’ productivity, commitment, and overall contribution toward achieving organizational goals. The research adopts a descriptive research design to ensure an accurate understanding of employee perceptions. The study encompasses the entire population of 115 employees at Sri Ganapathy Polymers, representing departments such as Production, Marketing, Finance, and Human Resources. Data were collected through structured questionnaires using a five-point Likert scale and analyzed using statistical tools such as Percentage Analysis, ANOVA, Correlation, and Chi-Square tests through SPSS software. These tools were selected to assess demographic trends, test relationships between motivation and satisfaction, and identify their combined influence on performance outcomes. Findings reveal that motivation and job satisfaction significantly influence employee performance. A majority of employees expressed moderate levels of satisfaction regarding rewards, recognition, and trust from management. However, many respondents remained neutral about career advancement, salary structure, and managerial support, indicating potential areas for improvement. The ANOVA results showed a significant difference between employee age and recognition of achievements, while the correlation analysis revealed a strong positive relationship between training opportunities and peer support ($r = 0.738$). The Chi-square test further established a significant association between gender and perceptions of the working environment ($p = 0.006$). These findings collectively confirm that both motivation and job satisfaction are crucial predictors of employee performance at Sri Ganapathy Polymers. In conclusion, the study reaffirms that employee motivation and job satisfaction are interdependent and collectively drive superior performance. For Sri Ganapathy Polymers, fostering a supportive, fair, and growth-oriented work culture will be*

essential to sustaining productivity and competitive advantage in the polymer manufacturing sector success.

Keywords- Motivation, Job Satisfaction, Employee Performance, Polymer Industry, Organizational Behavior.

I. INTRODUCTION

Employee performance is central to organizational excellence. Motivation drives engagement, while job satisfaction influences emotional well-being and work output. Sri Ganapathy Polymers faces challenges in salary, recognition, promotion, and supervisory communication, making it crucial to study how motivation and satisfaction influence performance. In today’s competitive business environment, organizations increasingly recognize human capital as a key driver of productivity and long-term success. Employee performance is influenced by multiple factors, among which **motivation** and **job satisfaction** play a pivotal role. Understanding how these factors shape employee behavior is essential for improving organizational effectiveness.

Motivation refers to the internal and external forces that encourage individuals to work toward personal and organizational goals. It may arise from intrinsic factors such as personal growth and achievement or extrinsic factors such as salary, benefits, and recognition. Motivated employees generally demonstrate higher creativity, commitment, and resilience.

Job satisfaction represents an employee’s positive emotional response toward their job and work environment. It is shaped by working conditions, compensation, relationships, career opportunities, and leadership. Satisfied employees tend to show strong commitment, lower turnover intentions, and higher engagement.

Although motivation and job satisfaction independently contribute to employee performance, their

interaction strengthens overall effectiveness. Motivated employees often feel more satisfied when their efforts are acknowledged, while satisfied employees are more willing to exert greater effort. This interdependent relationship creates a cycle that enhances both individual and organizational outcomes.

Despite extensive research, the exact influence of motivation and job satisfaction on employee performance remains complex and varies across industries, work cultures, and individual characteristics. Therefore, this study aims to explore their impact in detail and analyze how these factors collectively influence employee performance. The findings will provide useful insights for managers and HR professionals to develop strategies that improve motivation, satisfaction, and overall workforce performance.

II. OBJECTIVES OF THE STUDY

- To measure employee motivation.
- To identify factors influencing motivation.
- To examine the association between job satisfaction and performance.
- To evaluate the effect of motivation on performance.

III. REVIEW OF LITERATURE

Motivation and Performance

Larasati (2023) emphasizes that human resource quality drives organizational success and global competitiveness. Motivated employees adapt better and perform more effectively.

Job Satisfaction and Engagement

Setyo et al. (2021) found that employee engagement acts as a mediator between job satisfaction and performance outcomes.

Rewards and Performance

Kalpna et al. (2021) highlight that recognition and rewards strongly influence job satisfaction and improve employee performance.

Motivation in Modern Workplaces

Hema Kumara (2020) confirms that motivation positively correlates with performance across industries, stressing the importance of effective motivational strategies.

IV. METHODOLOGY

A descriptive design was used. Primary data were collected using a structured questionnaire from 115 employees. Tools used include Percentage Analysis, ANOVA, Correlation, and Chi-Square.

Research Design Descriptive research design.

Sample Size 115 employees (census method).

Data Collection

- Primary data: Structured questionnaire (26 questions).
- Secondary data: Journals, company reports, websites, articles.

Statistical Tools:

- CORRELATION
- ANOVA

V. DATA ANALYSIS AND INTERPRETATION

CORRELATION:

Aim: To find out whether there is a significant relationship between training and development opportunities provided and Support provided by my colleagues.

HYPOTHESIS:

1. **NULL HYPOTHESIS:** There is no significant relationship between Training and development opportunities provided and Support provided by my colleagues.
2. **ALTERNATIVE HYPOTHEIS:** There is a significant relationship between Training and development opportunities provided and Support provided by my colleagues.

		Training and development opportunities provided.	Support provided by my colleagues.
I am satisfied with the training and development opportunities provided.	Pearson Correlation	1	.738**
	Sig. (2-tailed)		.000
	N	115	115
I am satisfied with the support provided by my colleagues.	Pearson Correlation	.738**	1
	Sig. (2-tailed)	.000	
	N	115	115

Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION:

The correlation result shows that the significance value ($p = 0.000$) is less than 0.01. Therefore, the null hypothesis is rejected and the alternative hypothesis is accepted. This indicates that there is a strong positive correlation ($r = 0.738$) between training and development opportunities provided and support from colleagues. Thus, the alternative hypothesis is accepted.

ANOVA:

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	18.083	4	4.521	6.662	.000
Within Groups	74.648	110	.679		
Total	92.730	114			

ANOVA: Age VS My achievements are acknowledged by my team or manager

Aim: To find out whether there is a significant difference between age of respondents and their achievements are acknowledged by their manager.

HYPOTHESIS:

1. NULL HYPOTHESIS: There is no significant difference between age of respondents, and their achievements are acknowledged by their manager.
2. ALTERNATIVE HYPOTHEIS: There is a significant difference between age of respondents, and their achievements are acknowledged by their manager.

INTERPRETATION:

The ANOVA result shows that the significance value ($p = 0.000$) is less than 0.05, Therefore, the null hypothesis is rejected, and the alternative hypothesis is accepted, which means there is a significant association between age of the respondents and their achievements. Thus, the alternative hypothesis is accepted.

VI. RESULTS & DISCUSSION

- Correlation showed a strong positive relationship between training satisfaction and colleague support ($r = 0.738$).
- ANOVA revealed age affects recognition perception.

VII. FINDINGS

- Intrinsic motivation is strong.
- Salary and promotion opportunities require improvement.
- Training enhances performance.
- Job satisfaction and motivation directly improve performance.

VIII. SUGGESTIONS

- Create structured promotion systems.
- Improve supervisor communication.
- Benchmark salaries.
- Expand training programs.
- Promote work–life balance.

IX. CONCLUSION

The study concludes that motivation and job satisfaction are strong predictors of employee performance at Sri Ganapathy Polymers. Employees who feel valued, recognized, and supported show higher levels of productivity and commitment. However, neutral responses regarding salary, promotions, and managerial support indicate the need for organizational improvement in these areas. Enhancing motivation and satisfaction will ultimately lead to better workforce stability, reduced turnover, and improved organizational growth. Motivation and satisfaction significantly impact employee performance. Enhancing salary, communication, and promotion opportunities will improve engagement and reduce turnover.

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