

"Impact of motivational factors on organization's efficiency and productivity: within minimum resources".



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ABSTRACT

This study is focused on minimum-expensed motivational factors that may help an organization to motivate their employees within limited budget. This study is basically targeted for the private sector organizations; their main focus in this modern world is to hire multi-skilled workers.

The private sectors usually have fewer financial budgets for human resource management department of their organizations because their foremost aim is to compete and expand in the relevant market for their survival. This study has found out some non-expensed factors which are Organization's efficiency, organizational productivity, employee appreciation, job rotation, organizational culture and good compensation plans. With the application of these variables in the organizational setup the private sector organizations and public organizations as well, an organization can boost up the motivation level of their work force.

If the organization will adopt this practice of employee appreciation (verbal or written) during official meetings, on achievement of assigned tasks on time, on achievement of goal by utilizing minimum financial & non-financial resources, then the organization can see the wonders.

A dedicated employee, if get motivated towards his/her tasks accomplishment then he can take the organization to the sky of success from scratch. Job rotation is another way to smart dealing. Job rotation is usually done by the organization to provide opportunity to its employees for getting knowledge of different processes which are going on in each department. Through job rotation not only employee is getting benefited but in long-term organization is training an employee with dual skills for a safe side. This needs minimum investment to train an existing/new employee with different knowledge area but the output would be more than the investment, because then organization can assign dual responsibilities to that employee at the same time.

Good compensation plans are also a source of motivation for an employee to keep his dedication level high for better productivity and efficiency at work. This study has revealed that organizational culture plays a very vital role in any organization.

It is the culture of the organization which makes employees feel comfortable and relaxed for performing his/her assigned tasks. In this *study deductive reasoning* was been done because this study has been narrow down from broader perspective towards conclusion.

The population of this study are private sector educational institutes/organizations of Rawalpindi and Islamabad, 200 questionnaires were distributed to the employees of private sector educational institutes/organizations and 127 fully filled questionnaires were received from the respondents. Few respondents belong to public sector and in this study those responses were also considered for future implication or expansion of the study in public sector educational institutes as well.

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