

A Study on the effect of Motivation among the Students of the various departments of an Engineering College in Tamilnadu

N.Kuppuswamy¹ V.Eswaramoorthy² L.Vigneash³ V.Sudha⁴

¹Professor and Principal ^{2,3,4}Assistant Professor

^{1,2,3,4}Maharaja Engineering College, India

Abstract— This has a look at empirically examines the connection between Good Salary, Job Satisfaction, Team Spirit, Promotions/ Expectation, Management Styles, Recognition, Satisfying Goals, Possibilities of Layoffs, Working Hours, Good Working Conditions, Job Security and so on., by using the scholars of the branch Mechanical Engineering of Maharaja Engineering College, Avinashi, Tamilnadu by the usage of self-designed questionnaires containing 20 attributes. The sample size turned into 75 so seventy five questionnaires was distributed and only 60 turned into decided on. Analysis turned into performed the use of Microsoft excel and the end result concludes that there may be a significant positive relationship between students' motivation and their career increase. Equal treatments of employees, Satisfying Goals and a Feeling of being worried had been decided on with the aid of the above Engineering students. Hence it is able to be concluded that the motivation is the very critical component in estimating the conduct of the individual.

Key words: Job Satisfaction, Equal Treatment of Employees, Engineering Students, Organizational Behavior, Attributes, Motivation

I. IMPORTANCE OF MOTIVATION

Motivation is one of the crucial functions of the management with out which organizational objectives are difficult to achieve. It is a fundamental a part of the management method and each manager have to inspire his subordinates to create in them the need to paintings. Motivation is essential for the higher overall performance [1-3]. The importance of motivation is in brief given below.

- Motivation creates a willingness of employees to do their paintings in a better way.
- Motivation is the premise of co-operation to get the great consequences out of the efforts of the guys on the process.
- Proper usage of human resources possible because it evokes employees to make best feasible use of different factors of manufacturing.
- Higher motivation leads to process delight and hence exertions absenteeism and turnover are reduced.
- A proper motivation scheme promotes a closer dating between business enterprise and people.
- High motivation facilitates to lessen resistance to change. By providing right motivation, all of the members will try to be as efficient as viable.

II. MASLOW'S HIERARCHY OF NEED THEORY

Dr.Maslow became the pioneer inside the proper type of human wishes [17-20]. Some of the salient features of this theory are as follows.

- Human needs are innumerable and by no means ending if one need is happy, any other need emerges in that vicinity.
- Adult motives are complicated. No unmarried purpose decides behavior, rather, a number of reasons function on the identical time.
- Human wishes form a hierarchy. Lower levels desires should at the least in part are glad before higher degree needs emerge. In other words, a better order wishes are basically glad.
- Satisfied wants do now not motivate the employees. Only Unsatisfied desires set off the person to paintings tough.
- Various needs may be inter-established and overlapping.
- Higher level wishes may be glad in a whole lot more methods than can the decrease degrees desires.
- The urge to fulfill wishes is a prime component within the motivation of human beings at work. People are seeking for growth; they want to move up the hierarchy of needs. Usually, people are seeking for the delight of better order needs.
- Maslow proposed that fundamental needs are structured in a hierarchy as proven in the figure.1

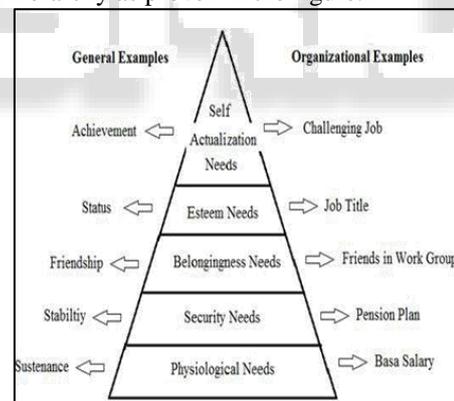


Fig. 1: Maslow's Hierarchy of Needs

III. SPECIAL MOTIVATIONAL TECHNIQUES

Various theories of motivation suggest that several factors have an impact on the performance of personnel [9]. But a number of the factors are greater predominant in comparison with others. Some of the major motivational factors are identified as given below:

A. Money

Money is one of the essential motivational elements. It may be inside the form of wages, incentives, bonuses, the enterprise paid coverage or another matters that can be given to people for performance.

The Manager need to keep in mind the followings while money is a sort of motivator.

- 1) Money is probably being extra vital to folks who are raising a circle of relatives. Money is an pressing means of achieving a minimum preferred living.
- 2) Various establishments make wages and salaries aggressive inside their enterprise and their area to draw and maintain people.
- 3) Money no longer most effective satisfies physiological and security wishes but is likewise a source of reputation and prestige in society.
- 4) Management ought to make certain that person workings within the equal class are given the same or almost the equal earnings and wages inside the business enterprise as well as the alternative organization within the surrounding areas.
- 5) Even if a business enterprise is devoted to the practice of comparable wages and salaries, a nicely-managed firm want by no means be sure to the equal practices with admire to bonuses i.e., the bonuses for managers ought to be primarily based on their man or woman overall performance and effects.

B. Participation

Research on motivation reveals that majority of employees are capable of creativity and self-discipline. Their session and participation in paintings-associated issues have a positive impact on their motivation and performance. Such participation displays a authentic faith in human nature and provides dignity to labors.[4-6]

Participation is also a means of reputation. It appeals to the need for association and reputation. Further, it gives people a experience of accomplishment.

C. Quality of Working Life

One of the most vital and thrilling procedures to motivation is the quality of running life. Good bodily working situations together with proper temperature, good enough lightning, right air flow, noise free environment have nice results on the motivation and overall performance of people[12-15].

IV. RESEARCH METHODOLOGY & DATA COLLECTION

A. Data Survey

Several references have been applied, for this text. The books and articles had been observed using the search engines like google and yahoo and databases to be had at Maharaja Engineering College and the Internet [16]. From an assessment of the literature, a survey questionnaire changed into advanced to acquire facts for the examine from the engineering students of the branch of Mechanical Engineering of Maharaja Engineering College. The survey questionnaire advanced covered a listing of twenty attributes [7-11]. During the look at period, 75 surveys have been administered to college students who represent the goal population of this text. These typed questionnaires have been all hand-added to participants and 60 were selected. The applicable cause of the questionnaire is given to the scholars. The questionnaire requested members to rank the surveys twenty questions in keeping with how essential each is in motivating them as destiny employees to perform first-rate at paintings. The most essential characteristic was ranked 5 and least vital ranked 1. All attributes have been to be ranked and no rank can be used extra than as soon as.

The members had been as well asked to suggest their; Name, Department, Gender, Age, Class, email Id.

B. Data Analysis

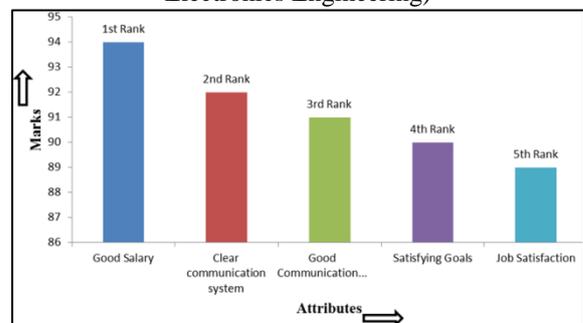
After information was gathered on all of the attributes, excel laptop software turned into used to offer the consequences. The collective rank order changed into decided by way of entering the ranking given to each of the 20 attributes inside the survey questionnaire. After getting into the ratings given to every attribute by using every pupil, the whole or sum of all the rankings for that characteristic changed into totaled. This machine of statistics evaluation was determined to be more suitable as extraordinary individuals gave a exclusive rating for the same characteristic. The studies for this text could be taken into consideration as a subject studies as it is performed amongst engineering students who appear to constitute the destiny paintings pressure. Furthermore, to make sure each internal and external validity believes to have used the most correct and updated literature. The proper and applicable questions asked within the survey, the maximum viable facts collection approach used, and the equipment used to analyze the facts also are taken into consideration to be correct and produce valid results; the overall validity of this newsletter is considered to be high. Finally, the goal of this text is to determine attributes that encourage Engineering students at present.

C. Presentation of Data and Discussion of Results

Questionnaires were issued to Electrical and Electronics Engineering students of Maharaja Engineering College. The obtained facts in conjunction with the rank evaluation precis is given under in Table 1.

S.No	STUDENTS --> ATTRIBUTES	STUDENTS																				Weights Assigned to the Attributes			Weights in %	Ranks				
		STUDENT 1	STUDENT 2	STUDENT 3	STUDENT 4	STUDENT 5	STUDENT 6	STUDENT 7	STUDENT 8	STUDENT 9	STUDENT 10	STUDENT 11	STUDENT 12	STUDENT 13	STUDENT 14	STUDENT 15	STUDENT 16	STUDENT 17	STUDENT 18	STUDENT 19	STUDENT 20	5 Marks	4 Marks	3 Marks						
1	Good Salary	5	4	3	4	5	4	5	3	3	5	4	4	3	5	4	5	5	5	5	5	10	6	4	0	0	86	5.22	5	
2	Job Satisfaction	5	5	5	5	4	4	4	4	5	4	2	5	4	4	4	5	5	5	9	10	0	1	0	87	5.29	4			
3	Team Spirit	5	4	5	4	3	5	4	4	5	4	4	3	3	3	3	3	3	3	3	3	3	3	0	0	87	5.29	4		
4	Promotions/ Expectations	3	3	4	5	5	4	5	2	5	5	3	5	3	5	5	5	5	4	5	4	11	4	4	1	0	85	5.16	6	
5	Management Style	4	4	4	4	4	4	4	3	3	3	2	3	2	4	3	3	4	5	5	5	7	4	2	0	0	75	4.56	9	
6	Recognition	4	3	3	4	3	5	5	5	4	1	1	1	1	4	3	4	4	5	5	5	8	5	2	0	0	75	4.56	9	
7	Satisfying Goals	5	5	4	3	4	4	5	4	5	4	5	4	5	2	4	4	4	4	5	5	9	9	1	1	0	86	5.22	5	
8	Flexibility of Layout	3	2	5	4	4	3	3	4	4	5	1	3	3	1	1	4	4	4	5	5	4	7	5	1	3	68	4.13	12	
9	Working Hours	3	3	5	3	4	5	4	2	3	5	1	5	3	3	3	3	5	4	4	5	5	7	4	7	1	75	4.56	9	
10	Good Working Conditions	4	5	5	3	4	5	5	4	4	5	2	5	4	4	5	5	5	5	5	5	12	6	1	1	0	89	5.41	2	
11	Job Security	4	4	2	3	3	3	4	5	5	5	5	5	2	5	5	4	4	4	5	5	10	6	2	2	0	84	5.10	7	
12	A Feeling of Being Satisfied	3	2	5	4	4	1	5	4	3	4	2	4	2	4	3	3	4	4	5	5	6	7	3	3	1	74	4.50	10	
13	Gender for Job-well done	4	4	3	5	3	5	4	4	4	5	4	3	4	5	5	4	5	4	5	4	5	9	4	0	0	83	5.04	8	
14	Support for Learning and Training	5	5	5	3	3	4	4	5	5	5	5	5	3	4	4	5	5	5	5	5	13	4	3	0	0	90	5.47	1	
15	Opportunity for In-house Feedback	4	4	5	3	4	5	4	5	4	4	5	3	5	3	3	5	5	5	5	5	11	6	3	0	0	88	5.35	3	
16	Equal treatment of employees	5	3	5	4	3	5	5	4	5	3	5	5	3	3	4	3	5	5	5	5	11	3	6	0	0	85	5.16	6	
17	Rewards for achievements	5	4	4	3	4	4	4	4	5	4	4	5	2	3	4	4	4	4	5	5	7	10	2	1	0	83	5.04	8	
18	Good Communication Skills	5	3	5	4	5	4	5	4	4	3	4	3	5	3	5	5	5	4	5	4	5	10	6	4	0	0	86	5.22	5
19	Supervisor's help with personal problems	4	4	3	3	4	5	3	4	2	2	1	5	2	5	5	3	5	5	3	5	7	4	5	3	1	73	4.43	11	
20	Clear communication system	5	5	5	4	4	4	5	4	3	5	4	3	5	4	4	4	4	5	4	5	9	4	2	0	0	87	5.29	4	
TOTAL																						176	129	69	17	9	1646	100.00		

Table 1: Rank Assessment Summary Sheet-1(Electrical and Electronics Engineering)



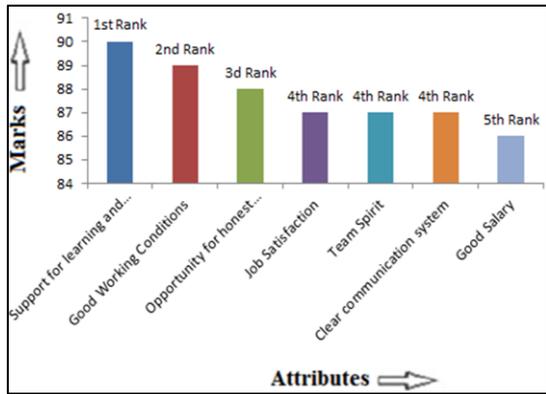


Fig. 2: Ranks Assigned to Attributes by Final Year Electrical and Electronics Engineering students

Electrical and Electronics Engineering students decided on Support for Learning and Training as First Rank. Good Working Conditions is selected as second rank and Opportunity for honest feedback is chosen as third rank. Questionnaires had been issued to Electronics and Communication Engineering students of Maharaja Engineering College. The acquired record along with the rank assessment summary is given underneath in table 2.

S.No	STUDENTS— ATTRIBUTE	STUDENTS																				Weightage Assigned to the Attributes			Weights in Marks	Weightage in %	Ranks				
		STUDENT 1	STUDENT 2	STUDENT 3	STUDENT 4	STUDENT 5	STUDENT 6	STUDENT 7	STUDENT 8	STUDENT 9	STUDENT 10	STUDENT 11	STUDENT 12	STUDENT 13	STUDENT 14	STUDENT 15	STUDENT 16	STUDENT 17	STUDENT 18	STUDENT 19	STUDENT 20	4 marks	3 marks	2 marks							
1	Good Salary	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	15	4	1	0	0	94	5.59	1		
2	Job Satisfaction	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	11	7	2	0	0	89	5.29	6		
3	Team Spirit	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	9	6	3	0	0	86	5.12	8		
4	Promotions/Expectation	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	8	9	2	1	0	84	5.00	10		
5	Management Styles	4	5	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	8	10	2	0	0	86	5.12	8		
6	Recognition	5	5	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	8	9	3	0	0	85	5.06	9		
7	Satisfying Goals	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	13	4	3	0	0	90	5.55	4		
8	Possibilities of Layoffs	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	6	10	0	0	0	88	5.36	9		
9	Working Hours	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	6	10	0	0	0	88	5.36	9		
10	Good Working Conditions	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	7	4	7	1	1	75	4.46	14		
11	Job Security	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	8	6	3	2	1	78	4.64	13		
12	A Feeling of Being Involved	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	5	5	13	1	0	1	81	4.82	12
13	Gratitude for Job well done	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	6	6	5	2	1	74	4.40	15		
14	Support for learning and training	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	9	7	2	0	2	81	4.82	12		
15	Opportunity for honest feedback	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	10	7	2	0	1	85	5.06	9		
16	Equal treatment of employees	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	11	6	3	0	0	83	5.23	6		
17	Rewards for achievements	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	11	3	4	2	0	83	4.94	11		
18	Good Communication Skills	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	13	5	2	0	0	91	5.41	3		
19	Supervisor's help with personal problems	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	8	11	1	0	0	87	5.18	7		
20	Clear communication system	5	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	14	4	2	0	0	92	5.47	2		
TOTAL																						190	131	60	8	11	1681	100			

Table 2: Rank Assessment Summary Sheet-2(Electronics and Communication Engineering)

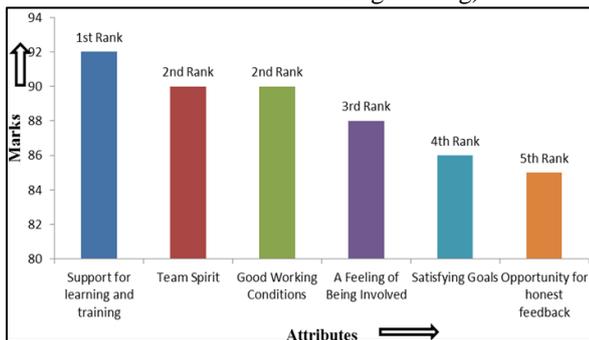


Fig. 3: Ranks Assigned to Attributes by Electronics and Communication Engineering Students

Electronics and Communication Engineering students decided on Good salary as First Rank. Clear Communication System is selected as second rank and Good Communication Skills is chosen as third rank.

Questionnaires were issued to Mechanical Engineering students of Maharaja Engineering College. The obtained information together with the rank assessment precis is given in Table 3.

S.No	STUDENTS— ATTRIBUTE	STUDENTS																				Weightage Assigned to the Attributes			Weights in Marks	Weightage in %	Ranks			
		STUDENT 1	STUDENT 2	STUDENT 3	STUDENT 4	STUDENT 5	STUDENT 6	STUDENT 7	STUDENT 8	STUDENT 9	STUDENT 10	STUDENT 11	STUDENT 12	STUDENT 13	STUDENT 14	STUDENT 15	STUDENT 16	STUDENT 17	STUDENT 18	STUDENT 19	STUDENT 20	4 marks	3 marks	2 marks						
1	Good Salary	4	3	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	9	7	3	1	0	84	5.23	6	
2	Job Satisfaction	4	5	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	7	11	1	1	0	84	5.23	6	
3	Team Spirit	5	4	5	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	12	6	2	0	0	90	5.60	2	
4	Promotions/Expectation	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	8	7	0	0	78	4.85	10	
5	Management Styles	3	4	5	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	6	10	0	0	0	74	4.60	12	
6	Recognition	4	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	11	5	0	0	79	4.92	9	
7	Satisfying Goals	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	11	6	1	2	0	86	5.35	4	
8	Possibilities of Layoffs	4	3	5	4	2	1	4	3	5	3	5	3	5	3	5	3	5	3	5	3	4	3	5	4	3	65	4.04	13	
9	Working Hours	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	10	6	0	0	78	4.85	10	
10	Good Working Conditions	4	5	5	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	4	0	0	90	5.60	2	
11	Job Security	3	4	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	5	5	4	1	0	80	4.98	8	
12	A Feeling of Being Involved	5	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	4	5	4	5	8	5	4	
13	Gratitude for Job well done	4	4	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	3	2	4	5	4	1	0	80	4.98	8	
14	Support for learning and training	4	4	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	13	6	1	0	83	5.16	7	
15	Opportunity for honest feedback	5	5	5	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	10	6	3	1	85	5.26	5	
16	Equal treatment of employees	3	2	2	2	4	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	0	76	4.73	11	
17	Rewards for achievements	4	4	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	6	7	7	0	0	79	4.92	9	
18	Good Communication Skills	4	2	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	8	4	0	0	84	5.23	6	
19	Supervisor's help with personal problems	4	2	4	3	3	4	2	4	2	4	2	3	1	3	1	4	1	6	4	6	3	5	6	3	5	56	3.48	14	
20	Clear communication system	2	2	3	3	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	4	5	6	9	0	0	76	4.73	11	
TOTAL																						144	145	88	18	6	1667	100		

Table 3: Rank Assessment Summary Sheet-3(Mechanical Engineering)

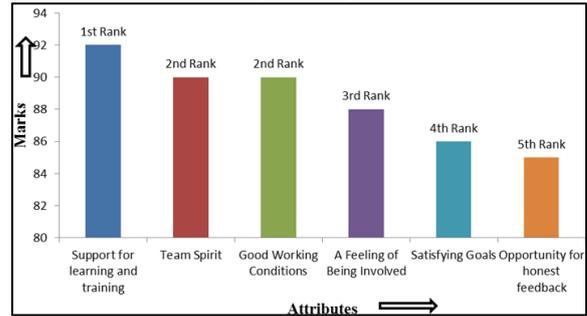


Fig. 4: Ranks Assigned to Attributes by Mechanical Engineering Students

Mechanical Engineering students decided on support for learning and training as First Rank. Team Spirit is selected as second rank and Good working conditions is chosen as third rank.

Table 4 displays the comparison of Ranks assigned to attributes by the Electrical and Electronics Engineering, Electronics and Communication Engineering and Mechanical Engineering Students.

S.No	STUDENTS— ATTRIBUTE	% Assigned to Attributes			Average %	Ranks
		EEE	ECE	MECH		
1	Good Salary	5.22	5.59	5.23	5.35	1
2	Job Satisfaction	5.29	5.29	5.23	5.27	6
3	Team Spirit	5.29	5.12	5.60	5.33	3
4	Promotions/Expectation	5.16	5.00	4.85	5.00	12
5	Management Styles	4.56	5.12	4.60	4.76	17
6	Recognition	4.56	5.06	4.92	4.84	16
7	Satisfying Goals	5.22	5.35	5.35	5.31	4
8	Possibilities of Layoffs	4.13	3.93	4.04	4.03	20
9	Working Hours	4.56	4.46	4.85	4.62	18
10	Good Working Conditions	5.41	4.64	5.60	5.22	8
11	Job Security	5.10	5.12	4.98	5.07	10
12	A Feeling of Being Involved	4.50	4.82	5.48	4.93	14
13	Gratitude for Job well done	5.04	4.40	5.16	4.87	15
14	Support for learning and training	5.47	4.82	5.72	5.34	2
15	Opportunity for honest feedback	5.35	5.06	5.29	5.23	7
16	Equal treatment of employees	5.16	5.23	4.73	5.04	11
17	Rewards for achievements	5.04	4.94	4.92	4.97	13
18	Good Communication Skills	5.22	5.41	5.23	5.29	5
19	Supervisor's help with personal problems	4.43	5.18	3.48	4.37	19
20	Clear communication system	5.29	5.47	4.73	5.16	9
TOTAL			100.00	100.00	100.00	

Table 4: Comparison of Rank Assigned by EEE, ECE and MECH Students.

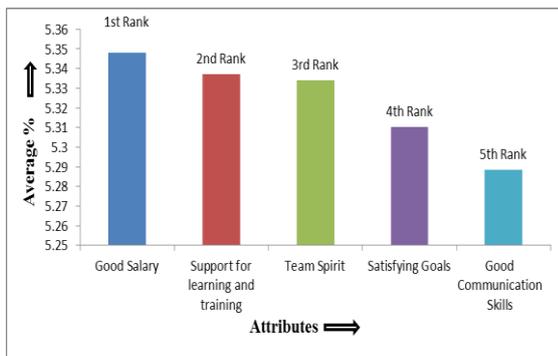


Fig. 5: Comparison of Ranks Assigned to Attributes by EEE, ECE and MECH Students

The Students of Electrical and Electronics Engineering, Electronics and Communication Engineering and Mechanical Engineering decided on Good salary as First Rank. Support for learning and training is selected as second rank and Team Spirit is chosen as third rank.

V. CONCLUSIONS

The college students of the branch of Electrical and Electronics Engineering, Electronics and Communication Engineering and Mechanical Engineering have decided on Good salary as First Rank. Support for learning and training is chosen as second rank. Team Spirit is selected as third rank. It is concluded that the lengthy-term survival of any corporations depends largely at the motivation of its employees. Therefore companies ought to be inclined to continuously and on normal foundation, undertake employee's surveys along with this one with a view to recognize what their employees assume from their contemporary process. The result of such sports should prove useful for the company. Finally, the outcomes of this study and people offered and discussed in this article might be useful in helping organizations determine what motivates personnel these days and in the foreseeable destiny.

REFERENCES

- [1] Ann, M., (1999). "Motivating different personality types on your team". *International journal of Human Resources*, pp. 1-3.
- [2] Baker, D., (1999). "Strategic Human Resource Management: Performance, alignment management", *Strategic Human Resource Management*, 7(5), pp. 51-63
- [3] Carolina Mikander "The impact of a reward system on employee motivation in motonet-Espoo". Article report submitted to *International Business*, Arcada, Finland. May 2010.
- [4] Hsiu-Fen, L., (2007). "Effects of Extrinsic and intrinsic motivation on employee knowledge sharing intentions", *Journal of Information Science*, 33(2), pp. 135-149.
- [5] Keli Burton "A Study of motivation: How to get your employees moving". Article report submitted to *SPEA Honors Thesis*, Indiana University, United States. May 2012.
- [6] M.Sivakumar (2013) "Organizational Behaviour" A.R.Publications Chennai, pp.6.1-6.26.
- [7] Mutuku, C. K. & Mathooko, P. (2014). Effects of organizational communication on employee motivation: A case study of Nokia Siemens Networks Kenya.

- [8] Nadja Zabouj and Nicole Antoniadou "A Study about the use of reward Systems and Employee Motivation in a call Centre". Project Report Submitted to University of Gothenburg School of Business, Economics and law, Sweden .June.2015.
- [9] Peter EbongAjang "Assessing the role of work Motivation on Employee Performance" Article Report submitted to Umeå School of Business and Economics, Sweden. June.2007.
- [10] Rima Ghose Chowdhury "A Study on the Impact of Leadership Styles On Employee Motivation and Commitment: An Empirical Study of Selected Organizations in Corporate Sector" Ph.D. Dissertation submitted to the Padmashree Dr D.Patil University, Navi Mumbai. Nov. 2014.
- [11] Robichaud, Y. E., McGraw and Roger, R., (2001). "Toward the Development of a measurement for entrepreneurial motivation", *Journal of Development entrepreneurship*, 6, pp. 189-202.
- [12] Ronald, J. Burke & Lisa F., (2009). "Work motivations, Work Outcomes, and Health: Passion Versus Addiction", *Journal of Business Ethics*, 84, pp. 257-263.
- [13] Ryan, M. R., & Deci, L. E., (2000). "Self-Determination Theory and the Facilitation of Intrinsic Motivation, Social Development, and Well-Being", *American Psychologist*.
- [14] S.Shajahan LinuShajahan(2010) "Organization Behaviour" New Age International (P) Limited, Publishers , NewDelhi, pp.90-91.
- [15] Saida Mohamed "Learning Organization and employee motivation: A case study of Equity Bank, Kenya". Article Report Submitted to School of business, University of Nairobi, Kenya. Nov.2015.
- [16] Salasiah, H.H., Zainab, I., Rosmawati M., Ermy, A.R., (2010). "Methods of Increasing Learning Motivation among Students", *Procedia Social and Behavior Science*, 18(2011), pp. 138-147.
- [17] Samira Al Jasmi "A Study on Employees work Motivation and its effect on their performance and business Productivity". Article report submitted to The British University in Dubai, Dubai. March.2012.
- [18] Sara L. Rynes, Barry Gerhart, and Kathleen A. Minette, (2004). "The importance of pay in employee motivation: discrepancies between what people say and what they do", *Human Resource Management*, 43 (4), pp. 381-394.
- [19] Shemiah, W., (2009). "How Does Motivation Impact Organizational Performance".
- [20] Vance F. M., & Pravin, M., (1976). "Measurement of Maslow's Need Hierarchy. *Journal of organizational behaviour*, 16, pp. 334-349.