

Effectiveness For Work From Home On Employee Motivation And Work Performance In It Sector Tamilnadu

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Motivation is an internal drive that activates behavior and gives its direction. The word motivation is coined from the Latin word “movere”, which means to move. The term motivation theory is concerned with the process that describes why and how human behavior is activated and detected. It is regarded as one of the most important areas of the study in the field of organizational behavior

Keywords: Creative Ideas, Interpersonal Relationship, Task Orientation, Personal factors Work Life Balance, Work Family Conflict, Work Performance and Intention quit.

1.1 INTRODUCTION

Motivation: While a motive is energizer of action, motivating is the channelization and activation of motives, motivation is the work behavior itself. Motivation depends on motives and motivating; therefore, it becomes a complex process. For example, Dubin has defined motivation as follows: “Motivation is the complex forces starting and keeping a person at work in an organization. Motivation is something that moves the person to action, and continues him in the course of action already initiated”.

Nature of Motivation

Based on the definition of motivation, we can derive its nature relevant for human Behavior in organization. Following characteristics of motivation clarify its nature:

1. **Based on Motives:** Motivation is based on individual's motives which are internal to the individual. These motives are in the form of feeling that the individual lacks something. In order to overcome this feeling of lackness, he tries to behave in a manner which helps in overcoming this feeling.
2. **Affected by Motivating:** Motivation is affected by way the individual is motivated. The act of motivating channelizes needs satisfaction. Besides, it can also activate the latent needs in the individual, that is, the needs that are less strong and somewhat dormant, and harness them in a manner that would be functional for the organization.
3. **Goal-directed Behavior:** Motivation leads to goal-directed behavior. A goal-directed behavior is one which satisfies the causes for which behaviour takes place. Motivation has profound influence on human behavior; in the organizational context; it harnesses human energy to organizational requirements.
4. **Related to Satisfaction:** Motivation is related to satisfaction refers to the contentment experiences of an individual which he derives out of need fulfillment. Thus, satisfaction is a consequence of rewards and punishments associated with past experiences. It provides means to analyze outcomes already experienced by the individual.
5. **Person motivated in Totality:** A person is motivated in totality and not in part each individual in the organization is a self-contained unit and his needs are interrelated. These affect his behavior in different ways. Moreover, feeling of needs and their satisfaction is a continuous process. As such, these create continuity in behavior
6. **Complex Process:** Motivation is a complex process; complexity emerges because of the nature of needs and the type of behavior that is attempted to satisfy those needs.

BENEFITS OF MOTIVATION

1. To turn up the sub-ordinates.
2. Maintain very good climatic condition in the industry.
3. Maintain very good industrial relations.
4. To reduce the material loss and man hour loss.
5. To increase the job satisfaction level.
6. To avoid boredom.

2. REVIEW OF LITERATURE

2.1 EMPLOYEE MOTIVATION

Employees' communication expectations are a necessary component to understand when addressing the issue of employees' motivation. Expectations have been found to influence motivation in the instructional context. For instance, students' pre-interaction expectations were found to be essential in predicting their motivation in a learning context (Dobos, 1996). Predictable patterns of student motivation in a collaborative learning context can be discerned from knowledge of students' pre-interaction expectations. In the instructional context, Dobos (1996) found optimal motivation to occur when the individual's expectations are equal to the expected task challenge. This research can give insight into employees' motivation in the organizational context since prior research about employees' communication expectations in relation to motivation has not been addressed adequately. For example, an inference can be made that employees' motivation level may be partially determined before a task begins as a

result of their expectations. In addition, employees' pre-interaction communication expectations might have the potential to affect the communication interaction differently than do employees lacking such pre-expectations. In addition, employees may have pre-interaction communication.

Expectations that impact motivation long after the actual interaction has taken place. Motivation plays a major part in the organizational context, which places a heavy emphasis on motivation as a means to increase productivity and efficiency. Individuals are often motivated by the valence of possible outcomes from the task at hand and the differing amounts of effort exerted. In other words, how much effort an individual wants to put forth in a particular task in order to obtain a specified outcome will be a determinant of the person's level of motivation (Vroom, 1964),

Mr.Scott (1960) found ten factors associated with motivation. They were pay, co-workers, supervisors, and types of work, working condition, identification of the company.

Mr.Gilmar (1966) observed that, job satisfaction or dissatisfaction is the result of various attitudes a person holding towards his job, towards related factors and towards life in general.

Mr.Baldev, R.Sharma (1971) studied the determinants of job satisfaction among the industrial workers. He took six variables for his study as work technology, monthly income, occupational aspirations, requirement policy, union involvement and social-economic background the findings of the study reveal that each independent variable is positively related to job satisfaction and motivation.

Mr.Pastonjee (1973) has suggested that, motivation is summation of employees feelings in four important areas of this area encompass factors, directly connected with the job, and other two include factors not directly connected with the job.

Mr.S.K.Bhatia(1979) studied the job satisfaction among women workers taking into consideration, health and safety, attitude towards salary, change in job, attitude etc., his conclusion was that hygienic and motivating factors are important for the employee' job satisfaction and motivation.

Prakash (1999) conducted his study on motivational factors Annai Sathya Transport cooperation Ltd., Dharmpauri, with his basic objective as to identify the impact of motivational factors on workers' health and productivity. Stratified Random sampling technique was adopted for a sample size of 250. The study brought out an important conclusion that increase motivational factors would lead to increase more productivity.

Mr.S.K.Parthiban (1999) made a study on workers motivation will special reference to meridian industries limited. Pollachi, the research concern with the considerations like job contents, recruitment, selection, increments, management styles, individual factors, working conditions, welfare facilities and industrial relations. The conclusion of the study reveals that the management should provide necessary medical treatment to the employee to minimize the occupational diseases.

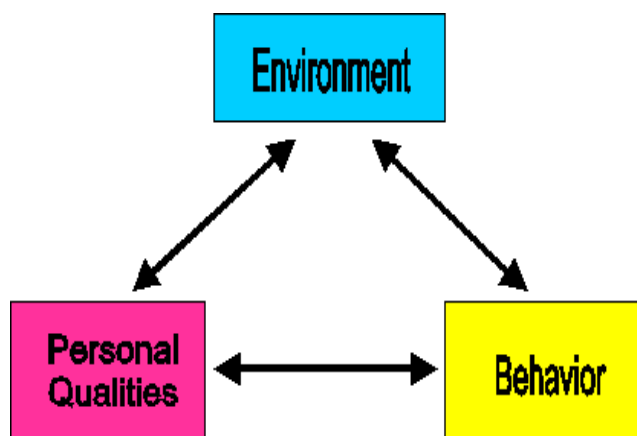
Ms.M.Sevika (1999) has made a study on employee's motivation in English tools and casting private limited, Thamaraiikulam, Pollachi. To collect the workers, the investigator used questions in the areas of family data, job contents, recruitment, promotions, transfer, management style, wages, individual factors, working condition, welfare facilities, industrial relations, opinion factors, leave facilities etc. The study revealed that almost 70% of the respondents are highly motivates with high level of job performance.

Social Learning

Social learning (or observational) theory suggests that modeling (imitating others) and vicarious learning (watching others have consequences applied to their behavior) are important motivators of behavior.

Social Cognition

Social cognition theory proposes reciprocal determination as a primary factor in both learning and motivation. In this view, the environment, an individual's behavior, and the individual's characteristics (e.g., knowledge, emotions, and cognitive development) both influence and are influenced by each other two components. Bandura (1986, 1997) highlights self-efficacy (the belief that a particular action is possible and that the individual can accomplish it) and self-regulation (the establishment of goals, the development of a plan to attain those goals, the commitment to implement that plan, the actual implementation of the plan, and subsequent actions of reflection and modification or redirection. The work of Ames (1992) and Dweck (1986) discussed below is a major component of social cognitive views on motivation.



2.1 WORK-FAMILY CONFLICT

Vigneshwaran, D., Mohankumar, S., & Vimala, B. (2022). “This paper describes a study on work-family warfare among women personnel in the insurance plan diagram sector. This learns about of work-family conflict is a section of an individual’s everyday existence or organizational combat which has a tremendous effect on employee behavior, performance, and satisfaction. This examination of the capability to simultaneously manipulate existence with multi-field behaviors moreover affects the effectiveness of the organization. This chapter is committed to a different communication of the nature of the conflict, the degree of conflict, and the decision strategies. Towards the top of the chapter, we refer to the managerial implications of the conflict.

Vigneshwaran, D., Mohankumar, S., & Vimala, B. (2021). The objective of this research is to study the predictors of work-family conflict among women employees in the insurance sector. The research was conducted among women employees in the insurance sector in the Cuddalore district. Predictors of work-family conflict entail attaining equilibrium between professional work and other activities so that it reduces friction between work-family

conflicts. Work-life Balance enhances efficiency and thus, the productivity of an employee increases. It enhances satisfaction, in both the job factors and family lives. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors. These factors can be related to career or family or social support. The relationships between predictors of work-family conflict can be achieved through emotional intelligence. Better emotion management is necessary to accomplish day-to-day objectives of personal factors in life. This paper attempts to identify the various factor which helps to maintain predictors of work-family conflict among women employees in the insurance sector. **Vigneshwaran, D., and Mohankumar, S. (2020).** The objective of this research is to study the predictors of work-family conflict of women employees in insurance sector. The research was conducted among women employees in insurance sector with reference to cuddalore district. Predictors of work-family conflict entails attaining equilibrium between professional work and other activities, so that it reduces friction between work-family conflicts. Work-life Balance enhances efficiency and thus, the productivity of an employee increases. It enhances satisfaction, in both the job factors and family lives. The ultimate performance of any organization depends on the performance of its employees, which in turn depends on numerous factors. These factors can be related to career or family or both social supports. The relationships between predictors of work-family conflict can be achieved through emotional intelligence. Better emotion management is necessary in order to accomplish day to-day objectives of personal factors life. This paper attempts to identify the various factor which helps to maintain predictors of work-family conflict among women employees in insurance sector. **Vigneshwaran, D., and Mohankumar, S. (2020).** This paper describes a study on work-family conflict among women personnel in the insurance plan sector. This learns about of work-family hostilities is a part of an individual's everyday existence or organizational combat which has a vast effect on employee behavior, performance, and satisfaction. This examination of the capacity to simultaneously manipulate existence with multi-field behaviors additionally affects the effectiveness of the organization. This chapter is committed to a distinctive dialogue of the nature of the conflict, the level of conflict, and the decision strategies. Towards the top of the chapter, we refer to the managerial implications of the conflict. **Vigneshwaran, D., and Mohankumar, S. (2020).** This paper is desirable in labor work-family conflict among women employees. This family work conflict study involves examining the level of satisfaction with work-life balance to simultaneously manage life behaviors. Job and family satisfaction can be determined by a multitude of factors, it is chosen as a result variable due to its relationship with the family-work conflict. **Carmeli (2005)** studied employees' intention to quit comprises of thinking to quit and intention to quit. As the feeling to quit triggered one's mind, turnover intentions would be displayed (Hanisch & Hulin, 1991). Individuals' intention to quit is portrayed through job search behaviors such as contacting employment agencies, preparing curriculum vitae, submitting curriculum vitae to various employers, and attending interviews (Spector, 1997). **Firth et al. (2004)** study found that the intention to quit was highly influenced by job dissatisfaction, lack of commitment to the organization, and feeling of stress. **Siu (2002)** the there is significant evidence to suggest that chronic and high levels of occupational stress are related to job dissatisfaction, absenteeism, stress-related injury, and intention to quit. The negative effects of occupational stress include impaired performance or a reduction in productivity, diminishing levels of customer service, health problems, industrial accidents, alcohol, and drug use, and **Cohen and**

Golan, 2007; Shore & Martin (1989) study learned that the intention to quit will lead to actual turnover. Bluedorn (1982) and Price & Mueller (1981) recommended using turnover intention over actual turnover because actual purposefully destructive behaviors (Wright & Smye, 1996). turnover is more difficult to predict than intentions as many external factors affect turnover behavior. Intention to quit is probably the most important and immediate antecedent of turnover intentions. **Portrayed by Porter and Steers (1973)** the intention to quit concept was initially as a figure in the work environment in terms of employee dissatisfaction. Following that, the intention to quit became the subject of research to distinguish influencing components.

Awan et al. (2021) and Secilmiş and Kılıç (2017) have found that role conflict significantly influences the intention to leave the job. Elizabeth Amihere (2020) found a statistically significant influence of work-family conflict on turnover intentions of female staff.

Soomro, Breitenecker et al. (2018) studied that a work-family conflict is a form of conflict between roles in the form of negative impacts from the work-to-family domain. This determines the level of stress for employees when employees spend more time working, which results in less time available for families. The conflict between two roles, work, and family, is inevitable because they both pull in opposite directions, which are completely incompatible with each other. After all, the two fields demand different demands, priorities, norms, expectations, and requirements.

2.2 PERSONAL FACTORS

Vigneshwaran, D., Mohankumar, S., & Vimala, B. (2022). The personality factors influence each and every individual person's emotion, cognition and behavioral patterns with differences among them. An individual's personality can be conceptualized with his/her personality traits which endure an individual's personal characteristics explain his / her behavior at different situations. Personality has great influences over an individual's behavior as well as performance in any domain. Questionnaire-based survey was used here and conducted using life insurance private sector of the Cuddler district experience, with results based on 649 women employees' responses through their interviews. Individual personality traits are playing crucial role at organizational parameters like work-life balance, work-family conflict, social support & intention to quit. This paper has tried on studying previous literatures over association of personality traits with performances-based parameters and understanding its associated relationship. The first results show that, as assumed, the personal factors lead to performance. This woman is understood to the social support, personal factors, work-family conflict & work-life balance clear pattern on the organization furthermore, exploration with SEM (Structural Equation Modeling) indicates that performance orientation is connecting relationships between personal factors & intention quit, and also between intention to quit & not balance between work and private life. The findings of this study confirm that Employer should analyze and understand each and every employee's strong personal factors from multiple dimensions.

2.3 Work-life Balance

Vigneshwaran, D., Mohankumar, S., & Vimala, B. (2021). The consequences of the Covid 19 pandemic, several businesses, and government organizations require an effort after a home

-based (WFH) policy for their employees. At all times, workers feel comfortable at home with their families, particularly in unexpected situations. On the other hand, because of workplace and domestic tasks at the same time, workload starts growing automatically. Whether professional concerns interfere with personal life or vice versa, this can lead to conflict. Working from home makes it difficult to strike a work-life balance (WLB). Work-life balance requires to be situated explored extensively in previous studies; however, this study aims to examine work-life balance completes the covid 19 epidemics. The goal research remained near to see in what way work-life balance affects people. This study also focuses on women employees working in the insurance sector.

Vigneshwaran, D., and Mohankumar, S. (2021). The literature review on Work-life Balance has been framed up because of its gained popularity with the major aim to have the prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies. The literature identifies its effect on various quality life conditions i.e. Job Satisfaction, Work Stress, Career Growth, Turnover, Absenteeism, Appreciation, and competitive environment in context with Work-life Balance and its practices/policies. In this paper, an endeavor has been made to provide an overview of various aspects of Work-Life Balance through the review of existing literature. The sources referred include various journals, books, doctoral thesis, working papers, reports, magazines, internet sites, newspapers, etc, and have been reflected as references at the end.

Poonam Kaushal (2020) found a significant correlation between social support factors and the work-life balance of the selected police personnel. Mahi Uddin, Kalsom Binti Ali, and Mohammad Aktaruzzaman Khan (2020) found the perceived supervisory emotional support, perceived workplace support, perceived co-worker emotional support, perceived supervisory instrumental support, and perceived family support on WLB of Bangladeshi female bankers.

2.4 INTENT TO QUIT

Vigneshwaran, D., Mohankumar, S., & Vimala, B. (2022). The intention to quit has drawn attention in the context of employee attrition, with a focus on its antecedents. A related aspect that requires attention is the outcome of the intention to quit, where little research has been done, especially in the Indian context. The present study explores social benefit support, personal factors, work-family conflict, and work-life balance as results of the intention to exit the insurance sector of the Cuddalore district. These factors become critical in the context of women because employees who want to quit can become less productive or even dysfunctional for the organization. Interviews and a questionnaire-based survey were used in this research. The survey was conducted using software professionals with less than four years' work experience, with results based on 650 responses. Total find out infinite population -1200, Confidence levels =95%, Margin of Values = 2.5%, Select Sample Size=650, Quota sampling the first results show that, as assumed, the intention to quit leads to lower performance. The first results show that, as assumed, the intention to quit leads to lower performance. This woman is understood to the social support, personal factors, work-family conflict, and work-life balance clear pattern of the organization. Furthermore, exploration using structural equation modelling shows that performance orientation mediates the relationships between the intention to quit and social support, personal factors, work-family conflict, as well as between the intention to quit and the balance between work and private life. The findings of this study

imply that organizations need to understand that employees with a strong intention to quit can prove costly from multiple dimensions.

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III. METHODOLOGY TO BE FOLLOWED FOR THIS STUDY

This research is based on descriptive mode. The sample of the study will be approximately 100 respondents those who have permanently working in IT Sector Tamilnadu, Random sampling method will be adapted to this study for select the samples and questionnaire method to be adopted to collect the primary data. The collected data will be analyzed in order to confirm the objectives also certain hypotheses are framed. Suggestions and conclusion will be finding out based on the research data with help of relevant secondary sources.

3.1 OBJECTIVES OF THE STUDY

Primary objective

- ❖ To study Employees Motivation practices followed in IT sector tamilnadu

Secondary objectives

- ❖ To find out whether the existing motivation practices are adequate to influence the workers in the organization.
- ❖ To find the influence of various factors those are related to employee motivation.
- ❖ To find out the factors influencing the motivation of the workers.
- ❖ To find out the financial & non-financial factors that affects the level of the workers.
- ❖ To find the satisfaction level of the workers.
- ❖ To provide suitable suggestions to the company for enhancing motivation methods to the workers.

4.1 ANALYSIS AND INTERPRATION

Table 1 T-test (Independent sample T-test)

Showing Mean, S.D. And t-value for respondents' level of Creative Ideas, Creative Ideas, Task Orientation, Personal factors indicators and Work Life Balances on the basis of gender

Variable	Gender	N	Mean	Std. Deviation	Std. Error	t-value	P-value
Creative Ideas	Male	63	16.62	3.22	0.17	1.03	0.30 NS
	Female	37	16.36	3.12	0.17		
Creative Ideas	Male	63	16.34	2.79	0.15	8.06	0.001 S
	Female	37	14.47	3.19	0.17		
Task Orientation	Male	63	30.93	4.80	0.26	7.65	0.001 S
	Female	37	27.96	5.24	0.28		
Personal factors	Male	63	15.67	3.26	0.17	3.71	0.001 S
	Female	37	14.83	2.54	0.14		
Work Life Balance	Male	63	16.95	3.40	0.63	3.10	0.01 S
	Female	37	14.23	2.86	0.42		
Work Family Conflict	Male	63	30.92	2.80	0.22	3.64	0.001 S
	Female	37	27.94	2.22	0.22		
Intention quit	Male	63	30.91	2.82	0.24	3.70	0.001 S
	Female	37	27.92	2.22	0.22		
Overall Work Performance	Male	63	28.86	2.84	0.77	1.56	0.001 S
	Female	37	26.94	2.41	0.62		

NS - Not Significant S – Significant

Source: Primary Data Computed

The above table exhibits the mean, S.D and t-value for respondents level of Creative Ideas P-value 30, Creative Ideas P-value 0.001 S, behavioral P-value 0.001 S, , Personal factors indicators P-value 0.001 S and Work Life Balances P-value 0.01 S on the basis of gender. It is observed from the result in Creative Ideas, behavioral, , Personal factors indicators Work Life Balances Work Family Conflict P-value 0.001 S and Intention quit 0.001 S on the basis of gender there is a significant difference between male and female respondents. Also in Creative Ideas indicators there is no significant difference between male and female respondents. Therefore, it is concluded that in all scored variables male respondents have higher mean value than female respondents.

Table 2 Showing Mean, S.D. And t-value for respondents level of Creative Ideas, Creative Ideas, Task Orientation, , Personal factors indicators and Work Life Balances on the basis of marital status

Variable	Marital status	N	Mean	Std. Deviation	Std. Error Mean	t-value	P-value
Creative Ideas	Married	13	18.22	2.41	0.19	8.31	0.001 S
	Unmarried	87	15.95	3.19	0.14		
Creative Ideas	Married	13	12.98	3.01	0.23	12.58	0.001 S
	Unmarried	87	16.19	2.76	0.12		
Task Orientation	Married	13	25.23	4.30	0.34	13.18	0.001 S
	Unmarried	87	30.80	4.77	0.21		
, Personal factors	Married	13	15.41	2.62	0.20	0.755	0.45 NS
	Unmarried	87	15.21	3.06	0.13		
Work Life Balance	Married	13	16.72	3.48	0.186	2.01	0.05 S
	Unmarried	87	16.25	2.79	0.156		
Work Family Conflict	Male	63	15.23	4.30	0.34	7.64	0.001 S
	Female	37	15.80	4.77	0.21		
Intention quit	Male	63	14.41	2.62	0.20	3.70	0.001 S
	Female	37	14.21	3.06	0.13		
Overall Work Performance	Male	63	13.41	2.84	0.93	7.09	0.001 S
	Female	37	13.21	2.41	0.95		

NS - Not Significant S – Significant

Source: Primary Data Computed

The above table exhibits the mean, S.D and t-value for respondents' level of Creative Ideas P-value 0.001 S, Creative Ideas P-value 0.001 S, Task Orientation P-value 0.001 S, Personal factors indicators P-value 0.45 NS P-value 0.05 S Work Life Balances on the basis of gender. It is observed from the result in Creative Ideas, Task Orientation, Personal factors

indicators Work Life Balances P-value 0.001 S Work Family Conflict and P-value 0.001 S organization technique on the basis of marital status there is a significant difference between married and unmarried respondents. Also, in, Personal factors indicators there is no significant difference between married and unmarried respondents.

4.1 FINDINGS

1. Result shows distribution of employees on the basis of their gender, 85 percent of employees are male and 15 percent of employees are female. Therefore, it is concluded from the table at majority of employees are male.
2. Result inferred that distribution of employees on the basis of their age, 38 percent of employees are 20-30 years age, 46 percent of respondents are 31-40 years age groups and 16 percent of employees are 41 & above years of the age groups. Therefore, it is concluded from the table at majority of employees are 31-40 years age groups.
3. Result reveals that distribution of employees on the basis of their educational qualification, 8.0 percent of employees are SSLC, 7.0 percent of respondents are H.Sc, 62.0 percent of the employees degree and 15 percent of employees are other. Therefore, it is concluded from the table at majority of employees are degree qualification.
4. Result reveals that distribution of employees on the basis of their experience, 47.0 percent of employees are below 1 years' experience, 14.0 percent of employees are 1-5 years' experience, 31.0 percent of the employees 5-10 years' experience and 8.0 percent of employees are above 10 years of the experience. Therefore, it is concluded that the table at majority of employees are below 1 years' experience groups.
5. Result inferred that distribution of employees on the basis of their designation, 38.0 percent of employees are operational, 40.0 percent of employees are clerical groups and 22.0 percent of employees are managerial groups. Therefore, it is concluded from the table at majority of employees are clerical groups.
6. Result inferred that distribution of employees on the basis of their department 26.0 percent of employees are safety, 34.0 percent of employees are operation, 19.0 percent of them finance, 7.0 percent of them marketing, 7.0 percent of them administration and 7.0 percent of employees are production. Therefore, it is concluded from the table at majority of employees are operation department.
7. Result reveals that the respondents opinion about satisfied with our job, collective motivation process is important for set of people working together and organization the place were set of peoples works together, the table consist of five opinion, they are highly satisfied, satisfied, uncertain, dissatisfied and highly dissatisfied, 8 percent of them highly satisfied, 77.0 percent of them satisfied, 8.0 percent of them have felled in uncertain and 7.0 percent of them dissatisfied that collective motivation can involvement of our job.
8. Result shows the respondents opinion about satisfied with the HR department, collective motivation process is important for set of people working together and organization the place were set of peoples works together, the table consist of five opinion, they are highly satisfied, satisfied, uncertain, dissatisfied and highly dissatisfied, 27.0 percent of them highly satisfied, 64.0 percent of them satisfied and

- 9.0 percent of them have felled in uncertain that collective motivation can satisfied with the HR department.
9. Result exhibits that 15.0 percent of the respondents say highly satisfied and 85.0 percent of them say satisfied about interested in motivating the employees.
 10. Result inferred that 36.0 percent of the respondents say strongly agree, 32.0 percent of them say agree, 12.0 percent of them say neutral, 14.0 percent of them say disagree and 6.0 percent of them say strongly disagree about benefits of influence or performance.
 11. Result inferred that 46.0 percent of the respondents say strongly agree, 34.0 percent of them say agree, 6.0 percent of them say neutral, 4.0 percent of them say disagree and 10.0 percent of them say strongly disagree about happily accept any work given by our superior.
 12. It is concluded that 7.0 percent of the employees strongly disagree, 4 percent of them disagree, 24 percent of them express Neutral, 18 percent of them agree and 47 percent of them strongly agree about canteen facilities. Thus, majority of employees are fully satisfied with canteen facilities.
 13. Result inferred that 18.0 percent of the respondents say highly satisfied, 44.0 percent of them say satisfied, 16.0 percent of them say uncertain, 6.0 percent of them say dissatisfied and 16.0 percent of them say highly dissatisfied about respondent's satisfaction about medical benefits.
 14. Result exhibits that 24.0 percent of the respondents say highly satisfied, 30.0 percent of them say satisfied, 26.0 percent of them say uncertain, 12.0 percent of them say dissatisfied and 8 percent of them say highly dissatisfied about relationship to work with co-worker.
 15. Result shows that, 13.0 of the employees highly satisfied, 18.0% of them satisfied, 49.0 of them are uncertain, 16.0 of them dissatisfied and 4.0 of them highly dissatisfied regarding the safety measures. So, majority of the employees uncertain that the company provides enough safety measures.
 16. It is concluded that 73 percent of the employees highly satisfied, 7 percent of them satisfied, 15 percent of them uncertain and 5 percent of them dissatisfied about working condition. Thus, majority of employees are highly satisfied with working condition provided by the organization.
 17. Result shows that 34.0 percent of the respondents say highly satisfied, 18.0 percent of them say satisfied, 32.0 percent of them say uncertain, 16.0 percent of them say dissatisfied about present communication system used by the organization.
 18. Result shows that 35.0 percent of the respondents say highly satisfied, 21.0 percent of them say satisfied, 19.0 percent of them say uncertain, 16.0 percent of them say dissatisfied and 9.0 percent of them highly dissatisfied about present performance appraisal in the organization.
 19. It is observed that 55.0 percent of the respondents satisfied that they have participation in all activities. 15.0 percent of them say uncertain, 20.0 percent of them dissatisfied, 5.0 percent of them highly dissatisfied and 5.0 percent of them highly satisfied regarding the participation in all activities. So nearly 40.0 of them are not satisfied about the participation in all activities.

20. Result shows that 42.0 percent of the respondents say highly satisfied, 22.0 percent of them say satisfied, 10.0 percent of them say uncertain, 14.0 percent of them say dissatisfied and 12.0 percent of them say highly dissatisfied about employee's satisfaction about the present mutual help.
21. Result shows that 16.0 percent of the respondents say highly satisfied, 69.0 percent of them say satisfied, 13.0 percent of them say uncertain and 2.0 percent of them say dissatisfied about employee's satisfaction about the job security.
22. Result shows that 15.0 percent of the respondents say highly satisfied, 45.0 percent of them say satisfied, 28. Percent of them say uncertain, 8 percent of them say dissatisfied and 4.0 percent of them say highly dissatisfied about employee's satisfaction about the present salary.
23. It is inferred that 46.0 percent of the respondents say highly satisfied, 30.0 percent of them say satisfied, 8. Percent of them say uncertain, 8 percent of them say dissatisfied and 8.0 percent of them say highly dissatisfied about employee's satisfaction excellence are recognized by their superiors and co-workers.
24. The result infers that male and female employees differ in their motivation.
25. The result infers that there is a significant difference among various groups of employees and their motivational factors on the basis of their age.
26. The result infers that there is a significant difference among various groups of employees and their motivation on the basis of their educational qualification
27. The result infers that there is a significant difference among various groups of employees and their motivation on the basis of their experience.
28. The result infers that there is no significant difference among various groups of employees and their motivation on the basis of their designation.
29. The result infers that there is a significant difference among various groups of employees and their motivation on the basis of their department.
30. There is an association between employee's opinion about the job security and qualification. It is concluded that there is an association between opinion about present salary and experience.
31. It is concluded that there is an association between opinion about job recognized and experience. Result reveals that there is a negative correlation between age and employee's motivation. It is also observed that there is a positive correlation between designation, qualification, gender and experience of IT sector tamilnadu employee's motivation.

4.2 SUGGESTION

Motivation is the basic need for all employees. If it is fulfilled, the employees can get satisfaction in their job and their performance will be improved. The researcher suggested from the research work that the employee motivation in this industry is somewhat satisfied. Only few of the employees are not satisfied present condition. The medical facilities provided to the staffs are not satisfied optimum level. The canteen facilities should be improved by arranging food items supplied by private catering specialists. The organization can take steps to improve allowances and medical allowances. The industries have to concentrate the motivation of job improvement by giving promotions and periodical incentives in time.

4.4 CONCLUSION

The present study aimed to know the motivation level among the employees in IT SECTOR TAMILNADU. The research was framed by using questionnaire and objectives related with the study. The questionnaire method is used to collect the data. The size of the sample is 100 and it was collected randomly. After collecting the data analyzed by using standardized statistical package called SPSS. The statistical tools such as ANOVA, t-test and Chi-square were applied. From the analysis, it is found that majority of the employees' opinion is they were satisfied with the motivation provided by the organization and the superiors are also encouraged by giving proper guidance and work balance assistance to their job.

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