

Motivation Impact on Organization Effectiveness: Reference to Afghanistan Organizations

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Abstract

Organizations and businesses want to succeed in the marketplace and achieve long-term economic prosperity. On the other hand, in today's world of globalization and fierce competition, tools and technology are rapidly evolving. As a result, the market has become dangerous. Business enterprises would have to make full use of all available resources. It is commonly understood that human resources or organizational personnel are a critical asset for attaining success. However, what makes workers of a business organization (BO) happy or driven to reach their set goals? In this study, we look at some of the factors that influence employees' motivation to improve their performance. The study will recognize the link between employee motivation and organizational success, and ultimately the development of business organizations' profits, via theoretical and empirical analysis. The goal of this study is to examine the impact of employee motivation on organizational success. Personnel motivation will comprise elements such as employee bonuses and awards, good communication within the workplace, and job satisfaction. Moreover, a positive organizational culture and a supportive work environment are instrumental in nurturing motivation. When employees feel valued, respected, and connected to the larger mission of the business, they are more likely to demonstrate commitment and dedication. Leaders who prioritize transparency, inclusivity, and a collaborative approach contribute significantly to building a motivational atmosphere within the workplace.

Keywords: organizational effectiveness, motivation, performance, business organization, employee effectiveness.

INTRODUCTION

Globalization has progressively led to the enlargement of Bazar and the reduction of barriers, but on the other hand, it has highly increased competition between business organizations. Accordingly, business organizations attempt at least to maintain their market share and even grow it. Notably, this is a demanding entrepreneurship as business organizations should face not only local but also foreign competitors, different management methods and new technologies. However, this whole trend generally makes the bazaar unpredictable. Given that HR or organization officials are an added benefit and the organization's major and most important source for both its own capacities and facilities (Llaci, 2010), in addition to competitive benefits (Pfeffer, 1994). First and foremost, it necessitates the involvement of specialists and motivated individuals (Llaci, 2012) [1,2].

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The motivation influence on business organization is an important topic of study that has the ability to dramatically impact company performance and growth. Motivation is a driving force behind employee engagement, productivity, and innovation, and can be influenced by a variety of factors, including personal goals, rewards, recognition, and feedback. In this proposal, we will outline a comprehensive research plan to explore the motivation effect on business organization and

its impact on employee engagement, productivity, and innovation. The proposed research will be conducted through a combination of qualitative and quantitative methods, including surveys, interviews, and case studies. The research will focus on identifying the key factors that influence motivation within the workplace, as well as the impact of motivation on employee engagement, productivity, and innovation. The research will also explore the role of leadership in motivating employees, and will examine the different types of motivation, including intrinsic and extrinsic, and their benefits and drawbacks. The research will provide practical tips and strategies for increasing motivation levels within the workplace and will also identify the challenges and barriers to motivation. The proposed research will have significant implications for businesses, as it will provide valuable insights into the motivation effect on business organizations and its impact on employee engagement, productivity, and innovation. The research will also provide practical recommendations for businesses to increase motivation levels within the workplace, leading to increased success and growth. The proposed of this research is to be conducted by a team of experienced researchers with expertise in the fields of organizational behavior, leadership, and motivation. This study will be carried out in compliance with appropriate protocols and will be subjected to rigorous peer review. In conclusion, the motivation effect on business organization is a critical area of research that has the potential to significantly impact the success and growth of companies. The proposed research will provide valuable insights into the motivation effect on business organization and its impact on employee engagement, productivity, and innovation, and will provide practical recommendations for businesses to increase motivation levels within the workplace. This study aims to find the Motivation Effect on Business Organization, on business growth and how motivation influences business.

PROBLEM STATEMENT

To boost efficiency and production in the workplace or any organization, scholarly interest in the topic of motivation has grown over the years. Scholars have long been curious about what elements contribute to a person's desire to work. As a result, both academics and practitioners in human management are concerned with motivation. Hardworking and happy personnel contribute to harmony and organizational victory (Ryan, 2012), from productivity and profitability to recruiting and retention.

The Motivation Effect on Business Organization and Organizational Performance and Employee Motivation has recently been the focus of intense study effort. Employees are driven to realize their objective and vision, which is of the utmost importance. Employees in both the public and commercial sectors are increasingly aware that motivation boosts productivity. Inadequate motivation can lead to losses, which can lead to low staff turnover, a negative attitude toward work, low productivity levels, and low profitability. Considering this, the study proposes to investigate the impacts of motivation on organizational performance and workers on organizational performance. As a result, the study will clearly describe some of the motivational tactics that will allow them to encourage and inspire staff as well as attain organizational aims and Effect on Business Organization (BO). Employee motivation promotes the workplace and improves and increases employee performance.

The problem statement can be summarized as follows:

- Motivation is a crucial factor in the success of business organizations, as it affects the intensity, direction, and persistence of employees' efforts towards achieving goals.
- In the context of Afghan businesses, the motivation of employees can be influenced by various factors, such as performance appraisal, financial rewards, decision-making authority, and regular training.
- The Afghan government faces challenges in hiring and upgrading governmental employees, which can impact the motivation and productivity of the workforce.
- The motivation of employees can also be affected by the organization's culture, leadership styles, and person-organization fit.

Based on these factors, the main problem to address is how to enhance motivation in Afghan businesses and organizations, considering the unique cultural, social, and political context of

Afghanistan. This can be achieved by identifying the most effective strategies and interventions to improve employee motivation, job satisfaction, and organizational productivity.

RESEARCH QUESTIONS

Main Question

Do financial compensation, communication, and satisfaction at work influence to increase the motivation of employees in the Afghan's organization?

LITERATURE REVIEW

It is critical to acknowledge that business organizations require appropriate motivation inputs as a source of energy to create outputs. Institutes are systems created by people, who being motivated and aid with each other achieve the set of objectives.[3] The more motivation a company sends to an individual, the more benefits the employee will offer, including being more effectively included in an organization (Lee & Bruvold, 2003) and performing at greater output levels (Gardner, Van Dyne, & Pierce, 2004). Thus, motivation is an inherent force driving people to attain their own ambitions and that of the organization.[4] In the second half of the twentieth century, several scholars explored motivation, which is present in organizational literature and in this study (Adams, 1965. [5,6] Most of them have prepared their own definitions about motivation.[7] Motivation is regularly described as a purpose to act or as a psychological process producing the arousal, direction, and persistence of behavior (Luthans, 1977), and the needs of human beings to manage, control, or explain human behavior (Llaci, 2012) [8,9].

This literature review focuses on the impact of motivation on business organizations, drawing from various sources that discuss motivation theories, techniques, and their effects on employee performance and organizational success.

1. A literature review on motivation - Global Business Perspectives: This study provides managerial implications for employee motivation in an organization. It examines the multidimensionality of motivation and presents a conceptual framework that can benefit organizations to enhance their performance. The model is required to be validated through quantitative studies or case studies.
2. A literature review on Employee motivation: This research examines the multi dimensionality of motivation, inspiration, and offers a conceptual framework built on it. It highlights the importance of motivation techniques in enhancing employee performance and discusses the role of motivation in various aspects of organizational life.
3. Work Motivation: The Roles of Individual Needs and Social Conditions: This article emphasizes the importance of work motivation in organizational success. It examines the fundamental psychological demands that serve as an important justification for individual variances in motivation, as well as the significance of organizational setting in motivating employees.
4. Employees Motivation in Organizations: An integrative literature review: This research report examines employee motivation and its impact on employee performance. It discusses various common theories of motivation that can be used to increase employee performance and the role of motivation in attracting and retaining employees in an organization.
5. New work: New motivation? A full literature review on the impact of workplace technologies: This research reviews the state-run of research on job motivation and inspiration and examines challenges in light of new technology trends and expected developments. It discusses the impact of workplace technologies on employee motivation and how traditional motivation theories focus on motivation being a result of cognitive processes.
6. Importance of Employee Motivation & Job Satisfaction for Organizational Performance: This study indicates that employee motivation significantly and positively affects job satisfaction, which in turn impacts organizational performance.
7. Impact of Motivation on Performance: The Role of Organizational Commitment: This paper shows the role of motivation in affecting employee performance and organizational commitment.
8. Literature Review: Motivation and Performance Determination: Training Analysis and Performance Assessment: This study discusses the effect of performance appraisal on

performance, where the dimensions or indicators of performance appraisal (absence, honesty, etc.) have an impact on employee motivation and organizational success.

In conclusion, inspiration and motivation plays a critical role in the success of BO. Various motivation theories, techniques, and workplace factors have been discussed in the literature, highlighting their impact on employee performance and organizational success. To enhance motivation and performance in organizations, it is essential to understand the motivational needs of employees and create a supportive work environment that fosters productivity and satisfaction.

OBJECTIVE OF THE STUDY

- To find out the Effect of motivation on business organization.
- To find out the effect of motivation on employee performance.
- To find out the effect of motivation on Organizational performance.

HYPOTHESIS

Hypothesis H1: Financial bonuses of employees encourage motivation increase.

Hypothesis H0: Increase of motivation is not caused by financial bonuses of the employees.

Sub-hypothesis 1: Increase in satisfaction at work increases motivation.

RESEARCH METHODOLOGY

The research methodology for the "Motivation Impact on Organization Effectiveness in Afghanistan Businesses" study involved a mixed-methods approach, combining a review of existing literature with an empirical analysis using surveys and interviews. The literature review will provide a comprehensive overview of the existing research on motivation and its impact on business outcomes, as well as the factors that influence motivation in the workplace. The empirical analysis will involve the collection of data from employees and managers using surveys and interviews, and the use of statistical techniques such as regression analysis to analyze the data. The data collection methods will be selected based on their appropriateness for the research question and their ability to provide reliable and valid data. The data analysis will be handled using standard statistical techniques and tools and will be interpreted in the framework and context of the literature review.[10] The study will be conducted in accordance with ethical guidelines for research involving human subjects, and the results will be disseminated through peer-reviewed publications and presentations at conferences. Overall, the research methodology for this study is designed to provide a rigorous and comprehensive approach to investigating the motivation effect on business organizations.

SCOPE

The scope of this research is to investigate and explore the motivation effect on business organizations (BO). The purpose of this study is to understand how motivation affects the performance, productivity, and success of business organizations. The scope of the study will include a review of existing literature on motivation and its impact on business organizations, as well as an empirical analysis of the motivation effect using surveys and interviews with employees and managers from various industries. The respondent of the research will include the three banks, five universities, and four telecom companies, and the sample will be chosen using a random sampling method. Interviews and surveys will be used to collect data, and the data will be examined using statistical techniques such as regression analysis. The expected outcomes of the study include a better understanding of the motivation effect on business organizations, as well as practical recommendations for improving motivation and productivity in the workplace. The limitations of the research contain the potential for sampling bias and the second limitation was the difficulty of measuring motivation accurately.

Sampling and Sampling Procedures

Managers, Officers and directors of different organizations in Kabul city selected as a sample population. Fifty percent of the officers in five universities and three banks were randomly selected. I

collected organization, I collected data through the questionnaire designed for the measurement of variables. I have contacted most departments of human resources of telecom companies, where from it results that the total number of employees at the second-level telecom and banking system in Kabul city is about 50% of the total, namely, about 45 employees. Accordingly, the total number of interviewees amounts to 90. Two Of them females and 88 males are selected.

The sampling was randomly conducted by calculating the number of affiliations with the number of employees and number of interviews for each organization.

Data Analysis

The data of this study have been analyzed through statistical program of Microsoft Excel, where according to the analysis on the demographic unit of the questionnaire, it follows that participants in the study were 90 employees of the First and second-level banking, Private education sector and telecom sector operating in Kabul city. According to data analysis on working years at the entity where they currently work, it appears that 71 employees have less than 5 working years at the entity where they currently work, 9 employees have 5-10 working years, and 10 employees have 10 to 15 working years. In the intervening time, asked about their working years in the position where they presently exercise their profession .In the second section of the questionnaire where data are collected on remuneration as incentive, it resulted that 77 employees work overtime, where 13 of them affirmed of receiving no remuneration above their salary for additional hours. When asked how they are paid, whether according to performance, extra hours, or payment only on basic salary, the 13 interviewees admitted of being paid only on basic salary. Meanwhile, it appears that the remuneration methods for good job performance that apply for 87 employees who are distributed different bonuses, only 45 of them receive cash. Twenty affirmed to have been promoted, and 25 employees received no remuneration at all.

The third section launched to collect data on factors effecting the increase in motivation, in which the common are analyzed and “the standard deviation” of the collected values for every response by the interviewees includes the collected results in Figure 1; The main hypothesis for this research has been tested by means of chi-square test, where according to collected data, its results prove Hypothesis H1, that is, financial remunerations of employees increase the motivation. According to statistics of chi-square test is 73.563, with degrees of freedom 17 and importance rate of .006, but for a lower independence rate than .06 (6%), the null hypothesis drops. As a conclusion, this hypothesis holds. Meanwhile, the sub-hypothesis on the relation test of variables such as satisfaction at work and increase of motivation, has appeared to have no connection between the variables at 6% rate, proving that satisfaction at job does not affect increase in motivation, because the security rate .17 is higher than .06. As a conclusion, this hypothesis is no longer applicable.

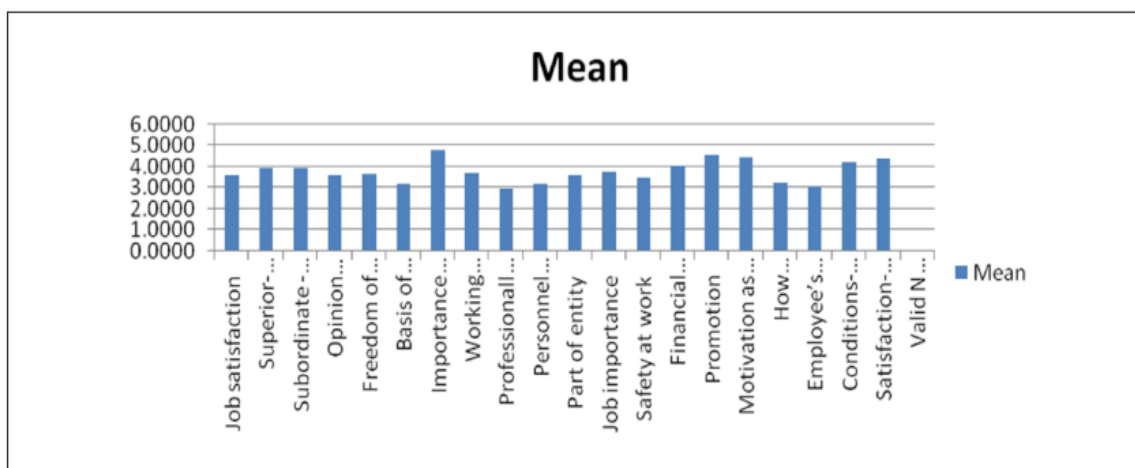


Figure 1. Result of Distributed questioners.

EXPECTED OUTCOMES

The expected outcomes of the "Motivation Impact on Organization Effectiveness" research include a better understanding of the motivation effect on organizations' effectiveness, as well as practical recommendations for improving motivation and productivity in the workplace. Specifically, the study aims to:

- Identify the key factors that influence motivation in the workplace, such as job satisfaction, work environment, and leadership style.
- Understand the impact of motivation on business outcomes, such as performance, productivity, and employee retention.
- Developing strategies can improve motivation, inspiration, and productivity in the workplace.
- Identify the limitations and challenges associated with motivating employees in different organizational contexts.
- Offering practical recommendations for BOs to improve motivation, inspiration, and productivity in their workplaces.

Overall, the expected outcomes of this research project are to contribute to the existing knowledge on motivation and its impact on business organizations, and to provide valuable insights and recommendations for improving motivation and productivity in the workplace.

CONCLUSION

In conclusion, the motivation of employees in Afghan businesses plays a crucial role in organizational effectiveness. Various factors, such as staff training, compensation, discipline, and work environment, have been identified as key avenues to enhance employee motivation and productivity in Afghan businesses. By addressing these factors and implementing effective motivational strategies, businesses in Afghanistan can improve their overall performance and achieve better results.

In conclusion, motivation plays a critical and vital role in organizational effectiveness, as it affects employee job satisfaction, productivity and overall performance. The relationship between motivation and organizational performance has been well-established in various studies, which have shown that employee motivation can positively impact productivity, profitability, and other organizational outcomes. Key factors that influence employee motivation include financial rewards, decision-making authority, regular training, job satisfaction, and intrinsic rewards. Organizations that prioritize these factors and create a supportive work environment can enhance employee motivation, leading to improved organizational performance and success.

Apparently, in the second-level banking, private educator sector and telecom sector in Kabul city, there are employees, mainly young generations, and from the interview. This young vital age constitutes a enormous potential in the human capital for these economic units, because their flexibility, energy and capacity can be converted into considerable productivities for the entity and the society as a whole. Another experimental element during the research is the low level of circulation and absence of promotion of employees within the economic unit. From the results, I observe that 71 employees or 63.9% of the total have 3 to 5 working years in the same position, 9 employees or 8% have 5 to 8 working years in the same position, and 18% of them have more than 10 working years. Given their age and working years, the interior movement and their promotion is very low. Based on the concepts, work is transformed into routine, leading to the important reduction of interior motivation and consequently their performance.

As a conclusion, based on the results of the collected data of employees who practice their profession in the second-level banking, education sector and telecom sector in Kabul city, the main factors affecting the increase in the motivation of employees are remunerations and rewards and especially financial ones, as well as good communication between seniors and subordinates. The satisfaction at

the workplace does not play a considerable and significant role in the increasing of employee's motivation.

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