

A Review on Employee Motivation and Work Performance

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Abstract

This study evaluates the performance among the employees by use of the employment fulfillment model in the mining industries of Ghana. The research highlights the importance of motivation of workers and its direct relation to organizational performance and supervision. Through analysis of employee satisfaction-motivation- performance outcomes relationship, the study identifies the influence of intrinsic and extrinsic factors on overall effectiveness of the workplace. The analysis of data was done to establish meaningful relationships between job satisfaction and engagement levels and the level of execution in various departments. The results show that increased employee motivation is associated with the better performance, enhanced efficiency, and sustainable organizational development. The research also gives suggestions on how the motivational strategies can be improved to improve individual and organizational performance in the Ghanaian mining industry.

Keywords: Employment fulfillment model, Employee performance, Worker motivation, Ghanaian mining companies, Job satisfaction, Employee engagement

1.Introduction

Workforce is an important part of the success of any industry. Human resources are believed to be the most valuable asset of an organization in the twenty-first century. Jamsheed. Specifically, gold mining can be considered one of the key areas of the common asset that are often claimed to have the potential to enhance the economy of a country as over 80 percent of all mineral revenues, 38 percent of total stock and 95 percent of total mineral fare are all covered by the mining workers.(1)

The following statement communicates the extent to which the performance of mining personnel (representatives) and administrators influence the nature of representatives: "Low occupation fulfillment can result in excessive turnover, truancy, lateness, and even poor psychological wellness. It is also argued that a well motivated, trustworthy, competent, committed and lucrative crew is the most valuable and unpredictable asset of an organization. As I have said, it is always the object of a director to realize a greater gain by his capital speculation, either by the continuance of the operations of an association, or by the lessening of plans by irregular demands. When this effort is concentrated on the human part of the capital of the association, the director concentrates on the issue of employee inspiration that is intermittent in the life of corporate activity.(2)

2.Literature Review

As stated by, there are some items that may affect representative performance such as preparation and promotion, business condition, being an expert, business relationship with professional, stability and organization over all arrangements and plans in compensating representative. Of greatest excessive value are the elements that affect worker execution, inspiration that goes together with prizes. Inspiration is defined as the process that documents in a person energy, direction and creativity of effort in the achievement of an objective. (3)

3. Statement of the Problem

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Work, formal or informal, paid or unpaid, presupposes a central role in the life of people on the other side of the globe. Work defines men and ladies and their roles in the society. Nevertheless, though many jobs provide both remuneration and personal satisfaction, they can also present risks and threats to health and safety.

Of the general community and individual space foundations in Ghana, the mining enterprise may be regarded as one of the most established trade enterprises that did not appear to be a core component in financial betterment of the nation. The mining business however has a concern of wellbeing connected illnesses and ailments where mineworkers are introduced to various deadly and harmful substances such as fills, reagents, chemicals, noise, poisonous gasses and metal dust. In spite of all these efforts in many countries, the many deaths, damage and sickness of the world diggers go on to show that this field is to a large extent unsafe (ILO, Global Employment Trends for Women in March, 2005).

Increased number of experts in the USA, Canada, UK, Germany and other developed countries are now feeling and getting sucked to death before introduction to asbestos dust. Silicosis - a fatal lung disease caused by the exposure to silica dust - continues to impact large populations of mineworkers across the world (Akabzaa, 2009). Word related wellbeing is a decisive method not only to ensure the well-being of workforces, but also to play a vital role in delivering emphatically the efficiency of items, the nature of work, motivation of work, performance of work and in so doing the overall personal gratification of individuals and the society (WHO, 1994).(4)

4. Conceptual Framework

By hanging on to the belief that all people share a set of needs, theorists such as Maslow (1954), Herzberg, Mousner, and Snyderman (1959), and Alderfer (1972) have tried to explain representative inspiration and propose what should be in the jobs. These scholars have provided avenues through which chiefs can work on motivational strategies that can affect performance.

What needs to be answered is what drives the workers of the mining areas in Ghana. The increasing realization that classical models of inspiration cannot be used to explain the diverse nature of the practices in authoritative settings has led to the realization of the necessity of having a socially conscious methodological approach in the Ghanaian context, despite the fact that administrators and associations have associated inspiration hypotheses with the same behavior in other countries and institutions. Mullins (2010) states that inspiration is concerned with the needs of a man and his state of passion and drives him to realize those needs. (5)

The functional concept of inspiration is therefore rooted on individual needs or intended results in the action or process that inspires the person to reach the sought after objectives that will give them satisfaction. According to Rotter (1966), the tendency to show a certain behavior is not only determined by the target-support history of the individual (the behaviorist perspective), but also by the desire of the individual to get a specific result and the subjective assessment of costs and profits involved in the result (the cognitivist perspective).

Porter and Lawler (1968) note that it is impossible to call the slightest amount of effort forceful, and it must result in the desired outcome to be called forceful. One can immediately see these constructions in the anticipatory hypothesis origination of inspiration that gives the fictitious relationship between execution and inspiration that hides the selection.

5. Findings

The study revealed that natural and external elements that are pointedly focused on pay or compensation awaken the representatives of the four large scale mining organizations. High salary was identified as the most delightful motivating factor among employees at the mining company As per Frey (1997), once pay exceeds the subsistence level, characteristic elements are more based motivating factors and employee motivation must be founded on natural compensates, such as satisfaction by serving a cause and a sense of achievement of something good. According to the study, the characteristic variables presented a healthy gigantic differentiation on the inspiration that proposes that, once the laborers are paid extremely everything taken into consideration, the inborn variables will be valued. In measuring the execution that occupation fulfillment tools were employed, the study found that completion of the representatives encouraged high execution. (6)

6. Conclusion

It was revealed that external and natural factors affect the representatives of the four large mining companies, with special attention to compensation or wages. High compensation was rated as the best motivational factor to

the employees in the mining industry. Frey (1997) adds that common elements are more grounded inspirations where the amount of salary above subsistence level. The natural pay required to inspire employees is the satisfaction in working on a project and accomplishment. Based on the research, the characteristic variables exhibited a solid huge differentiation on the inspiration that suggests that, when laborer are compensated extremely all things considered, they will appreciate the inborn variables. In gauging execution that occupation fulfillment instruments were used, the study found out that achievement of representatives prompts improved execution.

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Conflicts of interest

The authors have no conflicts of interest to declare

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