A STUDY ON EMPLOYEE PERCEPTION TOWARDS ORGANISATION MOTIVATION AT INFOSYS PVT LTD, VISHAKAPATNAM-AP

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ABSTRACT

In order to accomplish its goals, every business must employee a staff that is both capable and experienced.The degree of expertise required in the workplace must rise, as must workers' adaptability and flexibility. Investment in employee training and development is not just a good idea, but a must for any company thatwants to keep its workforce competitive and well informed.

The purpose of the research was to determine how successful training and development strategies are in improving the knowledge and skills of staff members at the INFOSYS PVT LTD Visakhapatnam. Theinformation was gathered from 100 workers who were chosen at random. Currently employed by the INFOSYS PVT LTD. The vast majority of respondents to a recent survey agreed that training and development programs are effective in increasing workers' levels of expertise. The workers agreed that specialized training significantly improved their specialized knowledge and expertise, which in turn increased their job performance. In light of this, the study's major aim is to examine the efficacy of trainingand development approaches. The goal of this effort has been to compile a body of information on trainingand development that may be used as a resource by anyone doing training-related research.

Keywords: Organization, Motivation, Training, Job satisfaction.

1. INTRODUCTION

Behind the production of every product or service there is a human mind, effort and man hour (working hours). No product or service can be produced without help of human being. Human being is the fundamental resource for making or constructing anything. Today many experts claim that machines and technology are replacing human resource and minimizing their role or effort. But even machines and technology have been built by the human aid and besides companies have been continuously in search fortalented, skilled and qualified professionals to further develop latest machines and technology, which again have to be controlled or used by humans to bring out products, then comes Human Resource Management comes into the picture.

INDUSTRY PROFILE

The world for enterprises in Australia is shrinking at a rapid pace regardless of the sector that they are in.Enterprises are looking to move into the Asian region as those Economies are becoming increasingly affluent, and the domestic market can no longer

Provide growth at rates expected by their shareholders. Additionally, these same

Enterprises face increasing competition in the local market from global competitors (e.g., Zara, British Telecom) or players with disruptive business models (e.g., Uber, Netflix). Over all this is a period whereAustralian businesses are looking to run key functions in the most optimal location whilst ensuring the service to their customers continues

Table related to company information:

Improve Employees(est.) (Sept2020)	240,208)
Job Openings	2,352
Website Visits(Apr 2023)	2.6m
Revenue (FY, 2024)	$12.8B
Share Price (Aug 2024)	1.7 K

India's information technology (IT) industry has played a critical role in putting the country on the globalmap. The Indian IT industry has been one of the most significant growth contributors to the Indian economy. The industry has

played a significant role in transforming India's image from a slow-moving bureaucratic economy to a land of innovative entrepreneurs and a global player in manufacturing. The industry has assisted India in transitioning from a rural and agricultural-based economy to a knowledge- based economy.

COMPANY PROFILE

INFOSYS LIMITED-COMPANY PROFILE:

Infosys Ltd is a global technology services firm that defines designs and delivers information technology (IT)- enabled business solutions to their clients. The company provides end-to-end business solutions that leverage technology for their clients including technical consulting design development product engineering maintenance systems integration package-enabled consulting and implementation and infrastructure management services.

The Company has presence in 220 locations across 46 countries as on 31 March 2020. The company also provides software products to the banking industry. They have developed Finacle a universal banking solution to large and medium size banks across India and overseas. Infosys BPO is a majority owned subsidiary. Through Infosys BPO the company provides business process management services such as offsite customer relationship management finance and accounting and administration and sales order processing. The company is having marketing and technical alliance with FileNet IBM Intel Microsoft Oracle and System Application Products. Infosys Ltd is a public limited and India's second largest software exporter company was incorporated in the year 1981 as Infosys Consultants Pvt. Ltd. By Mr.N.R. Narayana Murthy at Karnataka. The Company was started by seven people with the investment of USD 250. The company became a public limited company in the year 1992. The company was the first Indian company to be listed on the NASDAQ in the year 1999. Infosys also forms a part of the NASDAQ-100 index. Continuously in the year 2001 2002 and 2003 the company wins the National Award for Excellence in corporate governance conferred by the Government of India. In April 2002 Infosys BPO Ltd was incorporated in India to address opportunities in business process management. In the year 2004 the company acquired 100% equity in Expert Information Services Pty Ltd

The acquired company was renamed as Infosys Technologies (Australia) Pty Ltd. In October 2 2004 they set up a wholly owned subsidiary in People's Republic of China named Infosys Technologies (China) Co Ltd. In the year 2005 the company established Infosys Consulting Inc a wholly owned subsidiary in Texas US to add high- end consulting capabilities to their Global Delivery Model. The company was selected as 'Best Outsourcing Partner' by the readers of Waters a publication covering the needs of chief information officers in the capital market firms. In the year 2007 the company increased the stake value in progeny to 98.9% after acquiring shares from Citicorp International Financial Company. Infosys had taken over Philips' finance and administration business process outsourcing (BPO) centers spread across India Poland and Thailand for USD 28 million. Infosys set up

Special Economic Zone unit in Chandigarh which will be eligible for 100% deduction of profit from exports tax calculation for the first five years followed by 50% deduction for next five years. Infosys has been pursuing their expansion plans over the past few years.

The future enhancement of the company is to emerge the developing economies changing the business landscape with help of accessible talent pools and the adoption of non-linear growth model. It is a long-term strategy. Infosys Technologies Ltd has partnered with ACDI/VOCA for promotes broad- based economic growth and to develop information and communication technology- enabled application to improve efficiencies in the ago supply chain in India. In the year 2008 the company established their first Latin American subsidiary namely Infosys Technologies S de R L de C V in Mexico to improve proximity to their North American clients.

They also opened a development center and office for the region in Monterrey Mexico. As of April 2008, the company acquired Internet Protocol (IP) from an Australian company to add more functionality to Finacle. The IP that provides a comprehensive set of financial tools to company's existing product line.

In July 2008 the company launched ShoppingTrip360 to help retailers and consumer packaged goods (CPG) companies achieve visibility into in-store activity. ShoppingTrip360 is a platform that enables a suite of managed-information services to create a 360-degree view of real time in store shopper and shelf activity. The company was ranked among the top 50 most respected companies in the world by Reputation Institute's Global Reputation Pulse 2009.They have been voted the 'Most Admired Indian Company' in The Wall Street Journal Asia 200 for 10 years in a row since 2000.

The company was also listed in the Most Admired Knowledge Enterprises (MAKE) 2008 study and Forbes' Asian Fabulous 50 for the fourth consecutive year. In March 2009 the company incorporated a wholly owned subsidiary in Sweden namely Infosys Technologies (Sweden) AB. In November 2009 the company opened their second Latin America IT Development Centre in Mexico offering global near-shore .

2. LITERATURE AND REVIEW

Employee motivation is one of the most crucial factors influencing organizational performance and employee satisfaction. The perception of how employees view organizational motivation initiatives—such as rewards, leadership, job satisfaction, and career development opportunities—has significant implications for both individual and organizational success. This literature review aims to provide an overview of key research on employee perception towards organizational motivation, exploring the various theories, key drivers, and implications for human resource management practices.

Abraham Maslow's theory posits that human needs are arranged in a hierarchical order, starting with basic physiological needs and progressing to self-actualization. In an organizational context, Maslow's theory implies that employees are motivated by different needs at different stages, and organizations must address a range of these needs to achieve optimal motivation. According to this theory, employees are motivated when they believe their efforts will lead to desired outcomes. The perceived relationship between effort, performance, and rewards shapes an employee's motivation. If employees perceive that their performance will not lead to rewards, their motivation levels will likely decrease.

Research has consistently shown that leadership is a significant factor influencing employee motivation perceptions. **Transformational leadership** has been associated with higher employee motivation, as leaders inspire and engage employees to perform at their best (Bass, 1985). In contrast, **transactional leadership**, which focuses on rewards and punishments, may not lead to long-term employee engagement or motivation (Judge & Piccolo, 2004).

Scope Of the Study:

- Focus on specific regions or countries (e.g., US, India, UK) based on cultural, economic, and organizational factors.
- Could involve global or regional studies depending on the organization's operations.
- Type of Organization: Focus on MNCs, SMEs, or public sector organizations.
- Industry Focus: Target specific industries (e.g., IT, healthcare, manufacturing).
- Public vs. Private Sector: Explore differences in employee perception between public and private sector organizations.

3. NEED FOR THE STUDY

Understanding the importance of employee perception, the health of your organization.To be retention of employees in our organization.

To know whether organization motivation can change employee perception.

The need for a positive self-image at work.The need for connection with others.

Being cooperative with employees are major requirement for every organization, as well as organization will

require same from the employees but the perception will make a crucial role between organization and employees,so the organization have to be favorable with the employee's perception it may be good or bad but the organization need to create a change in every employee according to the organization requirements.

Objectives Of the Study

- To know how employee perception on organization motivation can change and create an impact on Organization.
- To see relationship between workplace support and employee's motivation.
- To know whether the company culture affects the employee motivation.
- To evaluate the working environment in the companies.
- To find out what are the various factors that motivate the employees.
- To provide a view of employee perception on organization motivation.
- To identify the need of employee perception change.
- To know the employees' perceptions towards organization success.

4. METHODOLOGY OF THE STUDY

The data required for this study was collected from two major sources . they are

Primary data:

The primary data is collected from employees through a structured questionnaire.

Secondary data :

The secondary source of data was collected from various journal , company records and websites
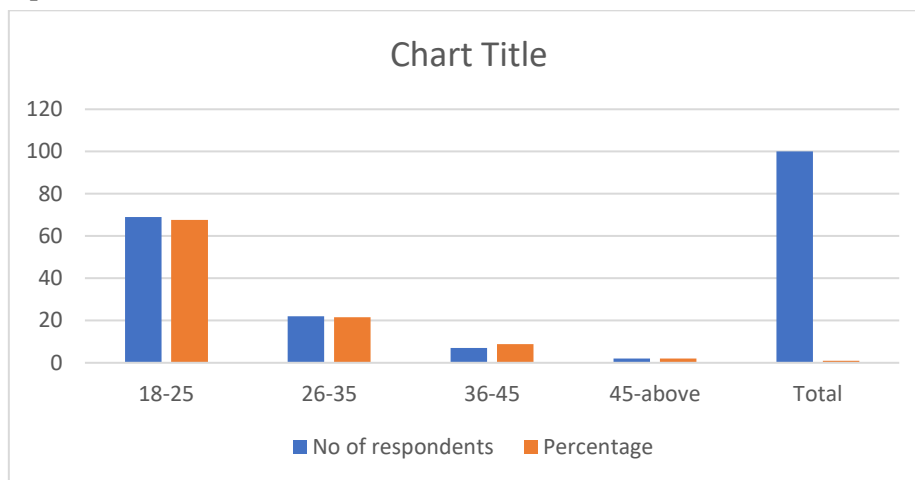
5. RESULTS AND FINDINGS

5.1 Age of the respondent?

Age	No of respondents	Percentage
18-25	69	67.64
26-35	22	21.56
36-45	7	8.82
45-above	2	1.96
Total	100	100%

Source: primary data

5.2 Age of the respondent

Table 5.1 explains that the three are lot of employees who are there in the organization with the age of 69%are 18-25 age group people in the organization. Where else 22% are 26-35 age group people .and remainingare 36-45 above employees. So based on age perceptions it can be true or fair feedback from the reality of what they seen or experienced.

5.2 Gender of the respondents?

Gender	No of respondents	Percentage
Female	54	55.8
Male	44	44.2
Total	100	100%

Source: Primary data

### 5.2 Gender of the respondents
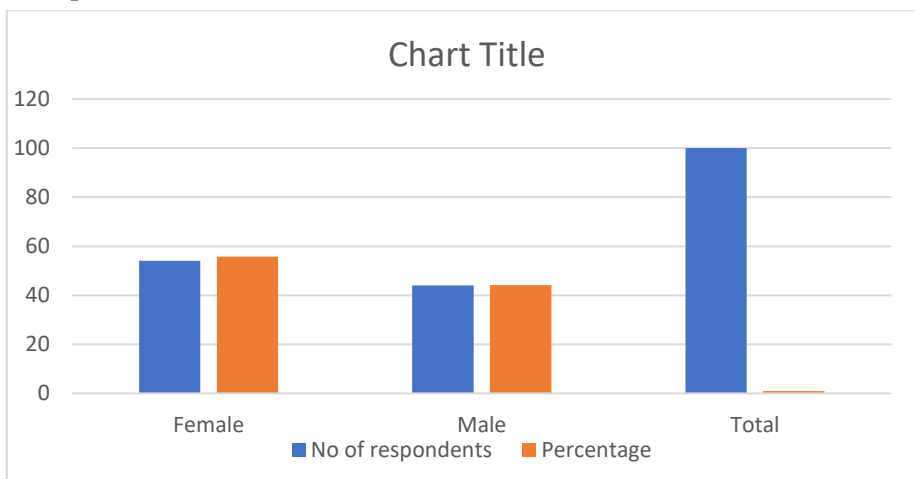
Table 5.2 explains that the in this company there is a competition of female and male 54% from femalemale is 46% out of 102 respondents with 100%. mean is 4.5, standard deviation is 3.970.

5.3 Count of experience?

| Years of experience	No of respondents	Percentage
0-2	90	88.23
2-5	7	6.82
5-10	3	4.90
10-above	0	0
Total	100	100%

Source: primary data

Count of experience
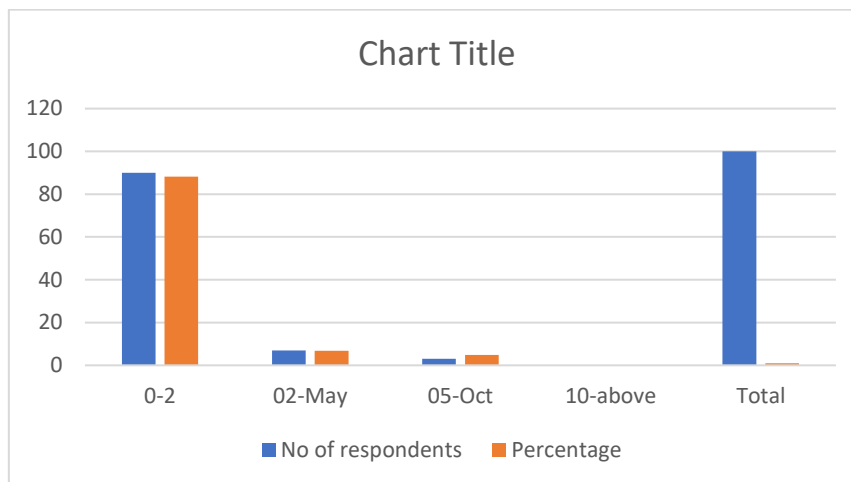
Table 5.3 explains that the Experiences from 0-2 years it has 90 % experience between 2-5 years are 7experience between 5-10 are 5. Mean is 4.8.SD is 4.2799 so that we can know about employee's experiencecan create more impact and then action in organization rather than less experience feedbacks.

5.4 Do you feel there is a scope for personal growth such as skill enchantment?

	No of respondents	percentage
Strongly agree	3	2.94
Agree	67	65.6
Neutral	1	0.98
Disagree	13	12.7
Strongly disagree	18	17.7

Source: primary data
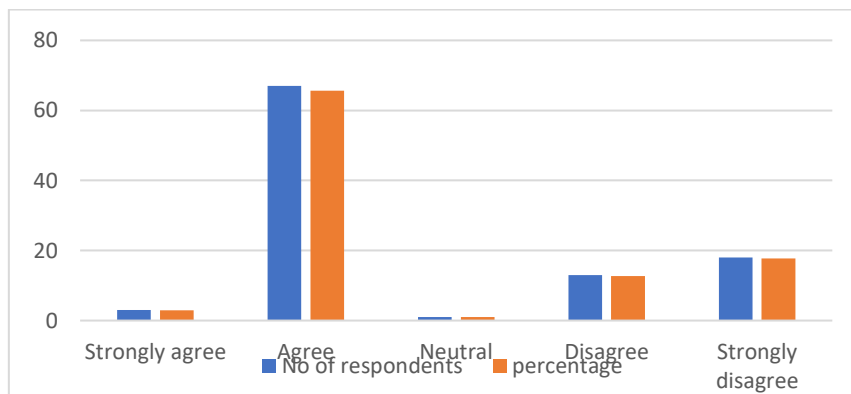
**Do you feel there is a scope for personal growth such as skill enchantment**

Table 5.4 explains that as per the report 67% of people were agreed for personal Growth of employees fromthe organization, strongly agree with 3 persons out of 102 in 100% Strongly disagree with 18 people who are showing less interest in accepting the growth for future use Mean 3.23 Standard deviations is 2.9.

5.5 Day to day decisions here demonstrate that quality and improvement are top priorities?

	No of respondents	Percentage
Strongly agree	5	4.90
Agree	75	73.52
Neutral	2	1.96
Disagree	13	14.70
Strongly disagree	5	4.90

Source : primary data

Day to day decisions here demonstrate that quality and improvement are top priorities
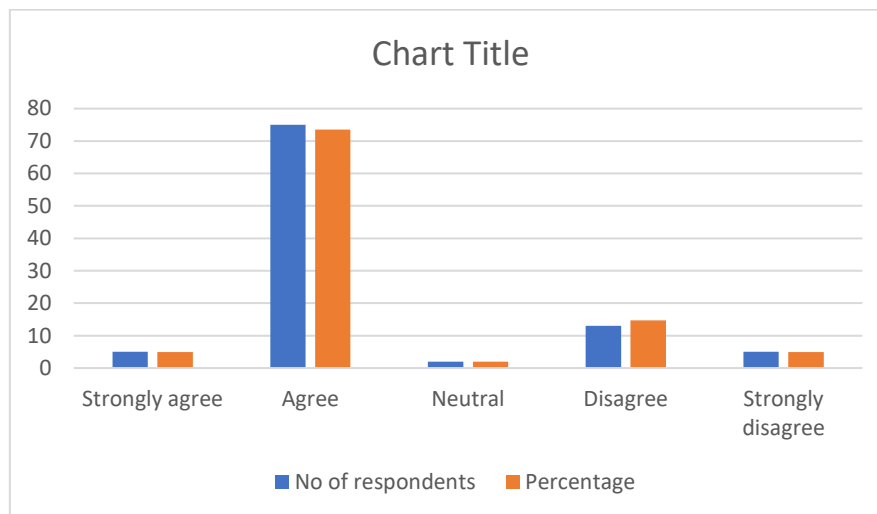
Table 5.5 explains that the as per the survey of this Project 75% were agreed that there Is an improvement.Strongly agree was just 5% out of 102 samples disagree with 15% and strongly disagree 5% Mean is 3.8 Standard Deviation is 3.1313 quality of improvement will be increased day by day in employees.

6. FINDINGS

- Employee perception influences significantly employee workplace behaviors
- Top-down effects of motivation and emotion will change employees' perceptions
- The upside of better work perception can create good atmosphere in organization.
- Adaption of timely changes in organization motivation by the employees.
- The employees are assigned new responsibilities based on their performance, skill and Knowledge.
- Organization should take up with favorable politics and plans to change negative.

7. SUGGESTIONS

- Top-down effects of emotion and motivation will change the employees' perceptions.
- More opportunities should be provided for expressing their ideas and plans to implement
- Motivation from the organization has to be a clear understanding the objective of the company toemployees.
- HR department has to associate for the employee's meetings and seminars for cooperation withorganization as well as adapting their objectives.
- Employees need to use to be for organization changes by followed motivational changes fromorganization

8. CONCLUSION

The findings and suggestions provided by this analysis will help to improve the employee's working environmentand create the awareness about the employee perception towards organization motivation system in any industries.

Objectives and needs are helpfully to get the need of the project, and the data interpretation is proved that by number of feedback review saying that favorable for the company's original feedback based on employee's perception, and frame work will suggest the real structure of this project to identify the final output overall usability of this project is about employees' different perceptions from various organizational motivation.

It is not related to maintaining changes in organization motivation, it is employee's perception but also keeping in mind their requirements for long term cooperation for the company requirements .as well as the employee perception always unfavorable or favorable but need to satisfy every employee with the basic commission forwhat they do.

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