

**“A STUDY ON IMPACT OF EMPLOYEES MOTIVATION ON JOB
SATISFACTION LEVEL- AT TCS”, BENGALURE**

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ABSTRACT

Job satisfaction levels are greatly influenced by employee motivation. Motivated workers are more likely to enjoy their work, be more productive, and have a better overall working environment. Employees may feel unfulfilled, unhappy, and disengaged from their work if they are not driven, on the other side

Keywords: job satisfaction, employees' motivation, Employee's performance

INTRODUCTION: An International Provider of IT Services and Consulting is Called Tata Consultancy Services (TCS). Part of the Tata group, it works in 150 locations across 46 nations. A Study from July 2022 indicated that TCS employed more than 60,000 people globally. TCS is the second-largest Indian company in terms of market value and one of the most valuable IT service brands internationally. TCS was ranked 64th overall in 2015 Forbes list of the world's most innovative firms, “making it one of the top IT service providers and notable Indian corporations. It ranks eleventh on the fortune Indian 500 list for 2018. TCS became the first business to have a market value of \$200 billion (about \$620 per person in the US) in the US in September 2021.

OBJECTIVES OF STUDY

1. To study the different factors which influence employees' motivation at TCS.
2. To study the impact of motivation on the performance of employees.
3. To study the relationship between an employee's motivation and job satisfaction level.

LIMITATION OF THE STUDY

- Sample study in this work is less.
- The study is focused on only one IT industry, the findings cannot be generalized to other industries.
- The employees were unready to discharge their accurate views on job satisfaction.

LITREATURE REVIEW

1. Nasser, Sandra (2022) The Impact of Work-life Balance on Millennial's Performance Mediated by Job Satisfaction

The aim of this research is to study the impact of work life balance on millennial employees' performance with job satisfaction. millennial means a person born in 1980-2000. This study will give a clear review of work life balance and how they affect millennial's satisfaction and performance. In this case study the statistical software called SPSS has been used for analysis purposes. This research gives a recommendation and support organizations by retaining their talent through implementing successful work life balance.

2. Dimas H. Cahyo, Handrio E. Martono, Rifki Arif, Ahmad Mubarak (2022) “Analysis of Work Life Balance and Job Satisfaction Flight Instructor: A case study of the Indonesian Aviation Academy Banyuwangi”

This study aims to explore the effect of Work Life Balance (WLB) on Flight Instructor (FI) job satisfaction. The research method uses an explanatory survey that begins with a review of the literature related to WLB and the working context of FI. The data analysis technique used descriptive analysis and linear regression analysis. The results of the study based on descriptive analysis showed that the WLB and job satisfaction variables were in the good category. Based on regression analysis, the WLB variable has a significant effect on job satisfaction with a magnitude of effect of 89.287%.

3. Annisa Musthafa Heny (2021) “The Effect of Work Motivation on Employee Productivity of PT MNC Sky Vision KPP Padang employees”

This study aims to prove empirically the effect of work motivation on work productivity. This study used a sample of 66 employees of PT MNC Sky Vision KPP Padang with a proportionate stratified random sampling technique. The data used is primary data obtained through distributing questionnaires to selected employees. This study has two categories of variables. The first is the independent variable, namely work motivation. The two dependent variables are work productivity. The analytical method used is descriptive and quantitative analysis. The results of hypothesis testing found that work motivation has a significant effect on the work productivity of the employees of PT MNC Sky Vision KPP Padang.

Research methodology:

Type of Research: Empirical Research

Data source: Primary Data

Questionnaire method

(<https://forms.gle/XwUVHzXKM6M5hwJx7>)

Target employees: Employees of TCS company

Sample size: 112 sample

DATA ANALYSIS AND INTERPRETATION:

Table 1: Gender of the respondents

Particulars	Number of employees	Percentage
Male	77	68.8%
Female	35	31.3%
Total	112	100%

Table 2: Age group of employees

Particulars	Number of employees	Percentage
Less than 25	31	27.7%
25-30	51	45.5%
30-35	24	21.4%
More than 35	6	5.4%
Total	112	100%

INFERENCE ANALYSIS

4.2.1 Analysis 1:

H0: There is no Impact of motivation on performance of employees

H1: There is an Impact of motivation on performance of employees

Dependent variable: performance of employees

Independent variable: impact of motivation

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	1.370	.198		6.918	.000	.977	1.762
	Have you received a promotion at work within the previous six months?	.267	.076	.319	3.526	.001	.117	.417

a. Dependent Variable: I feel motivated when my superior appreciate my work

Interpretation: The table indicates that the p value is 0.01 less than the 5% level of significance, H0 is rejected and H1 is accepted, leading us to the conclusion that there is a relationship between employees' motivation and performance.

4.2.2 Analysis 2:

H0: There is no significant relationship between employee’s motivation and job satisfaction level

H1: There is a significant relationship between employee’s motivation and job satisfaction level

Dependent variable: Job satisfaction

Independent variable: Employees motivation

Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	1.611	.203		7.933	.000	1.208	2.013
	I feel that the job, do gives me a good status.	.300	.087	.311	3.433	.001	.127	.473

a. Dependent Variable: I am satisfied with the salary, I draw at present

Interpretation: we may infer from the table that there is a significant association between employees' motivation and job satisfaction since P value=0.01 less than 0.05, H0 is rejected, and H1 is accepted at the 5% level of significance.

Analysis 3:

H0: There is no significant difference between the impact of gender on motivation

H1: There is a significant difference between the impact of gender on motivation

Dependent variable: Motivation

Independent variable: Gender

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	7.751 ^a	4	.101
Likelihood Ratio	8.200	4	.085
Linear-by-Linear Association	2.880	1	.090
N of Valid Cases	112		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is .94.

Interpretation: According to the table, the chi-square value is 0.101, the P value is 7.751, which is more than 0.05, and at the 5% level of significance, the H0 is accepted and H1 is rejected. There is no significant difference between the impact of gender on motivation.

FINDINGS:

- Most of the employees of TCS Company are male.
- Most of the employees of TCS Company are aged between 25-30.
- Most of the employees are qualified under post-graduation at TCS company.
- The work experience of employees at TCS company is 1-12 months.

Suggestion:

According to the analysis most of employees are motivated by increasing their salaries make sure that the TCS company should not forget about this thing if they decrease the salary this leads to lack of motivation among the employees then there will be downfall of the TCS. Employees are satisfied with overall job working in TCS make sure that the company maintains this consistency for betterment of their business in future days. Provide the meals according to the taste of the employees in the company because most of the employees responded neutral and dissatisfied about the meals and leaves company should give a concentration about this thing.

Conclusion:

The level of employee motivation significantly affects job satisfaction. Employees are more likely to be involved in their work, feel a sense of purpose, and be satisfied with their jobs when they are inspired. Additionally, more productive workers can produce better work outcomes and higher levels of job satisfaction. In contrast, a lack of motivation can lead to a low level of job satisfaction, a decline in engagement, and a decline in productivity. As a result, it is crucial for companies to concentrate on motivating their staff in order to improve job satisfaction and overall performance

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