Most employers in the present day would like to have their employee's motivated and equipped to work, but do not understand what really motivates a person. Companies could be more efficient if the employees had an invested interest in the future of the company. There are necessary needs to be met for an individual, purposely an employee, to succeed in the workplace. I will examine different theories of motivations, how they are relevant to the workplace, and how employers can implement the theories to ensure happy and motivated employees. The mainly essential theories include: Maslow's hierarchy of needs, Herzberg's two-factor theory, Aristotle's seven causes, and the diverse types of motivation. Each theory is related in the fact that there are needs for all people to meet. Every employee is at a different phase in their lives, which requires different management techniques. It is shown that motivation must come from within the employee. The theories investigated will help describe how managers can influence their employees to self motivate and generate the best work feasible. There are two definite types of stimuli: financial and non-financial. I will spotlight on conduct the employers can motivate their employees using fiscal means as well as non-financial recognitions.

INTRODUCTION:
One may ask why there is a need for managers to spend time on motivating their employees, but the reason is to extend their existence. Employees make up an organization and if they do not have organizational obligation, then there is no incentive to excel at their jobs. 1988 study showed that eighty-six percent of organizations struggled with attracting new workers and fifty-eight percent of those organizations expressed challenges with regards to retaining current employees. Although this study is older, the information is still pertinent today. Studies show that when ten professional employees of an organization leave, that organization loses roughly one million dollars. In accumulation to the monetary loss, they also suffer the loss of knowledge and skill the individual(s) may have, which is one of the most valuable employee assets. This cost could be avoided or conical by motivating employees by keeping them involved and loyal to the organization. Two important reasons that employees should be motivated are to accomplish their own personal goals and the organizational goals. In a study done by the Society for Human Resource Management, they found that eighty-six percent of the people they surveyed were satisfied with their jobs (SHRM). This number could augment if the soon to be discussed techniques are implemented in the specific work sites. In a different study by Career Vision, they found that thirty-three percent of employees feel as though they have reached a dead end in their career. "Job Satisfaction Statistics". The research offered will converse about the study and theories of stimulus, then attest there is a need for motivation in all workplaces and elucidate the most effective ways of motivating employees with financial and non-financial means. The final ques- tion is: how and in what ways can managers motivate their employees to make them more productive to the organization?

OBJECTIVES:
This study will help eventual accompanying person Limited to realize more suit- able ways of motivating its workforce to induce high performance, as well as forming policies or decision schemes to motivate employees in order to have increased performance within the company. Company's profit, growth and high performance are the main goals for Ultimate Companion limited which could achieve through appropriate motivation. Therefore employee inspiration will be a state essential to achieve these goals. This work will equally assist in facilitat- ing further studies by other researchers who are interested to know much on the link between motivation and performance. Moreover, it will also assist practic- ing managers at eventual Companion Limited as well as students to obtain a broader knowledge on motivation at work. This research intends to break new grounds on the link between motivation and performance within Ultimate com- panion and how this knowledge can be useful within other companies or organi- zations. The main aim of this investigation is to examine how well some motiva- tion can help enhance employee performance and to know the factors which actu- ally trigger high performance at Ultimate companion Ltd. Also, to understand the different ways in which Ultimate Companion can motivate its workers. Fur- thermore, to establish the range of aspects that could be further developed and improved in order to increase employee's performance. In understanding that the dream of most managers today is to 3 have a greater market share when they are in business, better performance within their company would be very necessary to achieve this goal.

IMPORTANCE OF MOTIVATION:
Motivation occupies an imperative situate and site in the whole management pro- cess. This technique can be used fruitfully for encouraging workers to make posi- tive contribution for achieving organizational objectives. Motivation is neces- sary as human nature needs some sort of inducement, encouragement or incen- tive in order to get better performance. Motivation of employee's offers may ben- efits to the Organization and in addition to the employees. This suggests the importance of motivating employees. Motivation acts as a technique for improv- ing the performance of employees working at different levels.

THEORIES OF MOTIVATION:
Maslow's Hierarchy of Needs: Abraham Maslow is amongst the first and foremost renowned psychologists of the twentieth century. His hierarchy of needs is an image familiar to most busi- ness students and managers. The theory is based on a simple premise: Human beings have needs that are hierarchically ranked. Maslow, A. H. (1943). A theory of human motivation. Psychological Review, 50, 370–396; Maslow, A. H. (1954). Motivation and personality. New York: Harper. There are some desires that are basic to all human beings, and in their absence nothing else matters. As we satisfy these basic needs, we start looking to satisfy higher order needs. In other terms, once a lower level need is fulfilled, it no longer serves as a motivator.
The most fundamental of Maslow’s needs are physiological needs. Physiologi- 
cal needs refer to the need for food, water, and other biological needs. These 
needs are basic because when they are lacking, the search for these may over- 
power all other urges. Imagine being very hungry. At that point, all behavior 
may be directed at finding food. Once you eat, however, the search for food 
and the promise of food no longer serves as a motivator. Once physiologi- 
cal needs are satisfied, people tend to become concerned about safety needs. Are 
they free from the threat of danger, pain, or an uncertain future? On the next level 
up, social desires refer to the need to bond with others and be loved, and 
form lasting attachments with others. In fact, attachments, or lack of them, 
are associated with our health and well-being. Baumeister, R. F., & Leary, M. R. 
(1995). The need to belong: Desire for interpersonal attachments as a fundamen- 
tal human motivation. The pleasure of societal wants makes esteem needs more 
salient. Esteem need refers to the desire to be respected by one’s peers, feel 
important, and be appreciated. Finally, at the highest level of the hierarchy, the 
need for self-actualization refers to “becoming all you are capable of becoming.” 
This requires manifests itself by the desire to attain innovative skills, take on 
new challenges, and behave in a way that will lead to the attainment of one’s life 
goals.

Maslow was a clinical psychologist, and his assumption was not initially 
intended for job settings. In fact, his theory was based on his annotations of indi- 
viduals in quantifiable settings; some of the individual components of the theory 
ascertain little empirical support. One condemnation relates to the order in which 
the requests are ranked. It is probable to envision that individuals who go hungry 
and are in trepidation of their lives might retain strong bonds to others, suggest- 
ging a dissimilar order of needs. Moreover, researchers failed to support the argu- 
ments that once a need is fulfilled it no longer serves as a motivator and that only 
one need is overriding at a given time. Neher, A. (1991). Maslow’s theory of moti- 
chy concept by a Markov model of change in need strength.

Despite the lack of burl research support, Maslow’s assumption found notice- 
able applications in business settings. Understanding what people need gives us 
clear priorities. The hierarchy is a systematic way of thinking about the 
diverse needs employees may have at any given point and explains different rea- 
tions they may have to similar treatment. An employee who is frustrating to sat- 
ify esteem needs may feel gratified when her supervisor praises an accomplish- 
ment. However, another employee who is annoying to gratify social needs may 
resent being praised by upper management in front of peers if the praise sets the 
entire apart from the rest of the group.

How can an institute satisfy its employees’ various needs? In the long run, physiologi- 
cal desires may be satisfied by the person’s paycheck, but it is significant to 
memorize that pay may gratify other needs such as well being and esteem as well. 
Providing munificent benefits that consist of health insurance and company- 
ponsored retirement plans, as well as offering a measure of job security, 
will help satisfy safety needs. Social needs may be satisfied by having a friendly 
and comfortable workplace and a policy that supports collaboration and com- 
munication with others. Company picnics and added society get-togethers might 
also be accepting if the mainstream of employees are provoked primarily by 
social needs (but may cause resentment if they are not and if they have to forfeit 
a Sunday afternoon for a company picnic). Providing promotion opportunities at 
work, recognizing a personnel’s accomplishments orally or through more formal 
recompense systems, and conferring job titles that communicate to the employee 
that one has achieved elevated status within the organization are among the ways 
of satisfying esteem needs. Finally, self-actualization needs may be fulfilled by 
the stipulation of progress and growth opportunities on or off the job, as well as 
by work that is fascinating and demanding. By making the venture to gratify the 
different desires of each employee, organizations might make certain a highly 
motivated workforce.

Expectancy Theory: 
One of the most widely accepted theories of employee motivation was devel- 
oped by Victor Vroom in 1964. Expectancy theory is based on the premise that 
a person will be motivated to put forth a higher level of effort if they believe their 
efforts will result in further performance and thus better rewards. If we break down this definition, we can see three key components, which include expecta- 
tion, performance, and reward.

Expectancy refers to the level of effort that an employee is willing to exert in 
hopes that the increased effort will result in better performance. For an employee 
whose review is based on how well they perform their jobs (which most job 
assessments are), the expectation is that the employee who works harder, such as 
Bob Buttkiss did in the previous example, can expect to reach a higher level of 
performance.

An employee is willing to work towards this higher level of performance 
because of the perceived correlation between performance and rewards. That is, 
the level of performance is based on the strength of the relationship between 
an employee’s behaviors and the rewards that they can receive from those 
actions. If working five extra hours a week will result in an eventual promotion, 
the willingness to work those extra hours increases due to the employee’s desire 
to be awarded the promotion.

Finally, an assessment must also be made as to how valuable the employee finds 
the rewards to be. The reward therefore has to be something the employee finds 
value in, making the efforts worth the perceived worth of the reward. For many 
employees, the prospect of a promotion is a reward that is highly valuable and 
worth all of the effort that one would need to make in order to earn it. This is cer- 
tainly true for our friend Bob Buttkiss.

How to Apply Motivational Theories in the Workplace

Motivational theories try to elucidate what motivates people to behave the way 
they do. Motivational theories can be applied to workplace settings to shed light 
into why some employees work harder or are more committed than others, which 
can lead managers to understand how to motivate each employee to execute at 
peak levels. Understanding how to apply motivational theories in the workplace 
can take your leadership skills to the next level.

Management Theories & Concepts at the Workplace: 
Management theories are implemented to facilitate amplify organizational pro- 
ductivity and service quality. Not many managers use a singular theory or con- 
cept when implementing strategies in the workplace. They commonly use a com- 
bination of a number of theories, depending on the workplace, purpose and 
workforce. Eventuality theory, chaos assumption and systems assumption be 
well-liked management theories. Theory X and Y, which addresses management 
strategies for workforce motivation, are also implemented to help increase 
worker productivity.

Expectancy Theory in the Workplace: 
Expectancy theory can be observed in practically all aspects of the employment 
liason. Expectancy theory describes an employee’s tendency to perform his job 
tasks at a level that is equal to the type of response he expects from the employer. 
Expectancy assumption is manifested in conscription and selection, interview- 
ing and employee performance.

Impact of Employee Motivation on Performance (Productivity): 
Doing Business all over the planet is very challenging. Corporate performance 
and revenue growth are challenge by internal and external operating environ- 
ment factors. To survive in profitable way in the highly challenging and competi- 
tive global market economy, all the factor of Employee Retention &Production - 
machine, materials & men, – should be managed in a imposing way Among the 
factors of construction the human resource constitutes the biggest challenge 
because unlike other inputs employee management calls for accomplished han- 
dling of thoughts, feelings & emotions to protected highest productivity. High 
productivity is a long-term benefits of Employee motivation Motivated 
employee is a valuable asset which delivers huge value to the Organization in 
maintaining and strengthening its business and revenue growth.

The outcome of Motivation on Employee Productivity: Motivated employees 
are inclined to be additional productive than non-motivated employees. Most 
businesses make some pains to motivate workers but this is normally easier said 
than done. Employees are all individuals with diverse like’s dislikes and needs, 
and different things will motivate each.

1. Motivated Employees Are More Productive: If employee will satisfied and 
happy then he/she will do his /her work in a very impressive way, and then 
the result will be good quality, on the other hand motivated employee will 
motivate other employees in workplace.

2. Decision-making and practical Expectations: It is important to engage 
employees in the decision-making process, but create realistic expectations 
in the process.

3. Job portrayal, Work Environment and Flexibility: Employee doing the right 
job for his personality and skill set, and performing well at the job greatly 
increases employee motivation and satisfaction. A safe and non-threatening 
work environment is necessary to maintain a high level of employee motiva- 
tion. Flexible human resource policies, flexible time, work from home, 
childcare also be liable to have happier and more motivated workers.

4. Pay and Benefits: Keeping employees motivated with good benefits is easy.
Where to draw the line at bighearted benefits that motivate all employees, versus raises and larger salaries to retain and attract the best workers and keep them happy and motivated to work for you, are more difficult.

5. **Company Culture:** Creating a positive and employee-friendly company culture is a great motivational tool.

**SUGGESTIONS TO MOTIVATE EMPLOYEES:**

Employee motivation helps maintain workers pleased and not looking for other jobs. Employers should not ignore the importance of motivation. Unmotivated employees who are unhappy can lead to general work complaints from employees. This in turn can create company problems. Employer solutions for employee motivation include both monetary and non-monetary solutions, such as giving time off.

A good job is hard to discover, but every entrepreneur knows a good employee is even harder to maintain. As an entrepreneur, one must ensure his or her company is staffed with people who look forward to coming to work every day for more than a paycheck.

Throughout the years, I found with the aim of it was unforced to keep human resources motivated – all I had to do was provide them with a leader worth following and tasks worth fulfilling. But after almost seven years in business, I still find myself searching for new ways to maintain productivity while providing each individual with the drive they need to perform to the best of their ability.

1. Support new ideas. When employees come up to you with an initiative or a solution to a problem they believe for the betterment of the company, it’s a sign that they care. Supporting modern thoughts and generous an entity the chance to ‘run with it’ is motivating, whether or not it works out in the end.

2. Don’t let them become bored. I get fed up easily, so I presume my employees also have a short attention span. Host a cupcake bake-off, arrangement a pleased hour, start a push-up contest in the focus of the workplace on a Wednesday, or allow a different person to run the weekly meetings to break up the monotony.

3. Encourage friendly competition. A competitive environment is a productive environment. Encouraging employees to take part in competitions or challenges is healthy and may in fact lead to increased camaraderie.

4. Reward accomplishments. When a pat on the back or a high five just won’t do, fiscal incentives for all time seem to hit the spot.

5. Encourage individuality. Everyone is different. Encouraging individual personalities to shine through will not only help generate a diverse and dynamic culture, it will also foster an open and accepting work environment. We have a batch of characters here at JBC – the more the merrier.

6. Be available. It’s easy to get sucked into a CEO schedule, but it’s just as easy to take a few minutes out of each day to talk to an employee who may not be on your calendar.

7. Have patience. Entrepreneurs tend only to be interested in outcome. Patience will prevent you from expecting too much too soon and will allow employees to complete tasks properly.

8. Provide balance. A lively work environment promises a good time, but balance is just as important to maintain levels of productivity — and the sanity of coworkers.

9. Give them a reason to come to work – every day. Showing up to work five days a week, ready to exceed expectations, requires a level of loyalty that can only be achieved if morale is high.

An employee who enjoys near-term to employment is a worthy investment.

**CONCLUSION:**

Employees are motivated for the various reasons that are beneficial to the organization. The reasons include retention of the well-performing employees, increasing productivity or output of the organization; improve teamwork and the morale of employees. Other reasons are reducing the operation costs, decreasing employee’s turnover and reducing absenteeism.

Employee motivation is an important task for managers. Early motivational theory such as that of Taylor suggested that pay motivated workers to improve production. However businesses now need employees to have greater motivation and have a stake in the company for which they work, as shown by Mayo, Maslow and Herzberg demonstrated that human resources are aggravated by numerous different factors.

Tesco provides opportunities for its managers and staff to take a share and a greater interest in their own employment. Since each worker is an entity, with different desires and aspirations, the method of reviews and personal development plans allows recognition of their abilities and achievement, as well as potential development.

Manager's duties in today's corporate world are multi-faceted. Not only do managers need to be versed in finance, economics, and information systems; it is now essential for them to have a firm grasp on organizational behavior and psychology. They must know how their people think and what makes them do so. Making sure managers are aware of this psychology is the job of the human resource department, but all managers of the organization have a responsibility to understand it. A key attribute of organizational psychology is motivation. Managers must recognize why their people behave the way they do, so that these buttons can be pushed at the manager's discretion. A motivator is that which impels or compels an individual to act toward meeting a need. Some major motivational theories will also be explored. Practical ways of applying these theories to real people will be considered. When looked upon the first time, the link between employee motivation and performance seems to be quite obvious. That's because employees motivated from a 37 year-old entrepreneur #5382d83415be

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