

# The role of employee motivation and its impact on productivity in modern workplaces while applying human resource management policies

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## ABSTRACT

This study contains human resource management practices and policies that enhance the role of employees' motivation and its impact on productivity in modern workplaces. Several vigorous surveys, research articles, and examinations were studied. In the present influential scene, improving quality and acquiring public trust are inseparably connected to motivating employees, assessing their performance, characterizing clear liabilities, and cultivating areas of strength for a culture. Organizations need clear HRM approaches to accomplish organizational performance while enhancing the motivation of employees frequently seen as simple regulatory policies instead of motivations. The research study intended to find the breach by giving valuable field and theoretical perceptions to concrete recommendations for associations endeavoring to motivate & high-performing employees. The hypothetical commitment lays extensive research study and logical scrutiny of the variables affecting successful HRM practices, however, the survey base study gets details directly from the employees. This study adds to the HRM field by creating and expanding theories, offering a reasonable structure to direct future research studies. Moreover, the review provides feasible consequences for firms that HR enhances employee Motivation and employee Motivation and productivity at modern workplaces/organizations. The research study and contextual analyses distinguished explicit difficulties confronted by corporations in applying effective HRM practices. The interview base was also surveyed to find out how we can enhance the motivation of employees while implementing HR policies. Resultantly, it has been revealed that the organization is to develop a motivated labor force for the accomplishment of its objectives in the consistently developing business scene.

## Keywords:

HRM, Motivations of employees, administrative culture, efficiency, output, psychological stress, Stress environment, demoralization.

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## 1. INTRODUCTION

Every organization intends to enhance its productivity, increasing its sales/revenue. The main source is employees or workforce to enhance the productivity of the firm/organization. The employee's willingness and motivation for executing performance are essential. Researchers and several scholars have also reported on the above-stated few lines. The importance of the viewpoint and accomplishing high-deal outcomes are among the main concerns for organizations (Stefanov et al., 2023). Amongst the different ways to deal with accomplishing Organizational objectives, expanding employee motivations stands apart as one of the fastest. The efficiency of Employees depends on the cautious determination and proper use of Motivational techniques. At the point when administrators measure up to their Employees' assumptions, Motivation levels rise, prompting high worker fulfillment and the effective accomplishment of authoritative goals. Effective administration of an association depends on a large number of inner and outside factors, with the workforce arising as perhaps the most urgent part. Utilizing Motivational systems to rouse Employees is progressively perceived as a crucial part of human assets. A Motivated worker displays an uplifted tendency to use their abilities, tackle testing errands, and successfully use specialized assets, in this way driving wanted results and supporting organizational performance. The role of HRM in working with employee motivation is crucial for establishing an optimistic and useful workplace. HRM goes about as an impetus by planning and executing techniques that address the different Motivational necessities of workers. HRM likewise assumes an essential part in advancing a steady Organizational culture that encourages Motivation, perceiving the significance of balance between fun and serious activities, and offering professional learning experiences. By adjusting HR practices to worker Motivations, HRM contributes fundamentally to upgrading position fulfillment, commitment, and in general organizational achievement. A few motivational theories have shaped how we might interpret people's drives to perform at their best in the working environment. One of the most unmistakable theories is Maslow's order of necessities, which proposes that people are persuaded

by a progressive system of requirements going from fundamental physiological necessities to more elevated level necessities like self-completion. This theory features the significance of addressing Employees' assorted necessities to encourage Motivation and occupation fulfillment. Another Motivational hypothesis is Herzberg's two-factor theory, which recognizes Motivations and elements. Motivations, like acknowledgment, testing work, and opening doors for development, add to work fulfillment and characteristic Motivations. Factors, for example, pay, employer stability, and work conditions are important to forestall disappointment yet aren't guaranteed to prompt long-haul Motivation. Understanding and tending to the two Motivational variables are essential for viable HRM rehearses. It is apparent that a singular's partiality towards their occupation fundamentally impacts their capacity to succeed. The disappointment of a singular worker can have extensive results, influencing the whole association. On the other hand, a very chosen workforce remains a crucial impetus for an association's prosperity. By developing a workplace that supports Employee Motivation and supports their advantage, the organization is ready for getting through progress. It is basic to perceive the characteristic association between worker Motivations and Organizational performance, hence laying out a strong starting point for accomplishment in the present unique scene.

### 1.1 Research Gap

Although a great multifarious of research has been done on the relationship between worker motivation and output, little is known about how certain HRM practices affect worker motivation and how that affects output in modern organizations. The majority of current research frequently focuses on either general theories of motivation or the overall impacts of HRM practices on organizational performance. Only a small number of studies, nevertheless, thoroughly examine the specific effects that different HRM strategies like career development, rewards, recognition, and work-life balance have on the intrinsic and extrinsic motivation of employees and how these, in turn, influence productivity in a range of work environments. Moreover, the fast-changing nature of the workplace due to factors like digitalization, the increase in remote work,

and shifting employee expectations has made it harder to stay motivated and productive. Few studies have examined how HRM policies must evolve to meet these new realities to continue to be effective, despite these developments. Furthermore, the contextual and demographic variations (e.g., industry type, work positions, and employee age groups) that could impact the efficacy of motivational drivers on productivity are frequently disregarded in the studies that are currently available. This leaves a vacuum in our knowledge of the HRM policies that are most effective for various employee groups and in particular situations. Research that considers the changing nature of work and the variety of employee requirements is therefore desperately needed as it delves into the relationship between HRM policies, employee motivation, and productivity in contemporary workplace contexts. By closing this gap, firms will have access to more focused tactics for boosting employee motivation and output in modern and emerging work settings.

### 1.2 Objective of the Study

The ultimate objective of the study would be to demonstrate a direct link between motivation and HR procedure, resulting in the practical enhancement of an organization's business/production. The appended below are the objectives of the research study.

- This study looks at the direct relationship between employee motivation and both individual and organizational productivity, with a particular emphasis on key performance metrics including output, creativity, and efficiency.
- Examine the effects of various HRM practices, including work-life balance, career development, training, rewards, and recognition, on employees' motivation levels.
- Knowing the particular (intrinsic and extrinsic) elements of financial incentives, job satisfaction, autonomy, and personal development inspire workers in contemporary environments.
- Evaluating the success of current HR initiatives to increase employee motivation and identifying the best practices for certain organizational settings.
- This study looks at how management techniques and leadership philosophies affect worker motivation and how they work with HRM guidelines to create a motivated workforce.
- Evaluating how remote work practices and contemporary technology affect worker productivity and motivation, as well as how HR regulations evolve in response to these shifts.
- Provide advice on how businesses could create or modify HRM policies to better inspire workers to increase productivity in the contemporary workplace.

### 1.3 Significance of the study

In conclusion, this research has important ramifications for enhancing organizational performance and worker well-being through focused HRM practices. It offers a road map for creating an engaged, effective staff in the contemporary, dynamic workplace. Organizations benefit from the research's understanding of how employee performance and overall productivity are directly impacted by motivation. Motivated workers are more likely to be involved, generate better work, and support the growth of the company. Organizations can create HRM policies that support and motivate employees by understanding the role that motivation plays. This will boost job satisfaction and lower employee turnover. The study sheds light on how HR practices (such as career development, performance management, and incentive programs) could be organized to maximize employee motivation, which raises output. Organizations can match individual ambitions with more general company objectives by having a better understanding of employee motivation. Employee dedication and contribution to the success of the company increase as a result of this alignment, which gives them a feeling of purpose. Motivated workers are frequently more creative and eager to offer original concepts. The HRM practices that best foster creativity may be found through research; creativity is essential in today's cutthroat workplaces. This research helps employers understand how to encourage employees in modern, flexible working settings, ensuring productivity is maintained despite these changes. Workplace trends are changing, including remote work and technological improvements. The study offers insightful information about how HRM procedures and leadership philosophies might work together to improve worker motivation. This aids in the development of inspiring and capable team leaders within businesses. Because motivated workers are more likely to have higher job satisfaction and lower stress levels, the research also focuses on areas of mental and emotional well-being by concentrating on employee motivation. More broadly, economic growth and organizational profitability are enhanced by productive and driven workers. Recognizing the importance of motivation aids companies in maintaining their competitiveness in the global market. The study can help businesses implement long-term employee engagement

strategies and cut down on the expenses related to high employee turnover and low productivity.

## 2. LITERATURE REVIEW

We also ground this work in the thorough, yet succinct understanding of employee motivation offered by (Diefendorff, 2011), which revealed that "Motivation is frequently defined as an imperceptible force that guides, energizes, and maintains behavior throughout time and in the face of shifting conditions of employees working inside organizations." Although many authors correlate motivation with performance differently, they all agree that it is an idea or an unseen force that shapes conduct and pursues workers to be willing to work. The idea that people differ from the technocentric worldview that dominated the early twentieth century marked the commencement of research into motivation and, consequently, the origin of behavior in the workplace one hundred years ago (Komlosy, 2014). The Hawthorne Studies (Schmid, 2020) are among the most often cited studies on laborers from that era. These studies looked at how adjustments to the working environment affect employees' output, which plays a vital role in HRM. The findings of these old studies were interpreted by researchers as factors that affect employee motivation that are innate to both individual and group systems. Numerous papers (Prince, 2017) offer helpful advice on how to successfully design workplaces and incorporate emerging technology to maintain employee motivation and productivity. Various research finds that a thorough theoretical study is required because the majority of these publications are based only on anecdotal insights and the scientific area is fragmented (Michaelides, 2015).

In the paper written by Chiara et al., the effects of employees' emotional tiredness on healthcare workers are examined through an examination of role ambiguity, work engagement, and commitment. These elements cause long-term stress, which has a detrimental effect on healthcare workers' motivation and productivity. Furthermore, we refer to Dr. Derfler-Rozin's study of this impact as "motivation purity bias" and contend that it persists despite a wealth of evidence we review demonstrating that penalizing candidates for expressing extrinsic drive is not only unfair to them but also ineffective in terms of enhancing future employee performance. Our theory is supported by four research that involved business school students and recruiting managers. The researcher Dr. Yao Tao uses three approaches to investigate the concurrent mediating effects of worker resilience, exploratory willingness, and thriving at work. The moderating influence of a proactive personality on "Can do motivation," "Reason to motivation," and "Energized to motivation". These both are also nominating the usage of HR while enhancing the motivation of employees leading to productivity and beneficial for the organization. Brief explanations of the variable relation and their features:

### 2.1 HRM Approaches for Motivations of Employees

HRM Techniques for Motivation include a large number of performs that are pivotal for supporting and supporting worker Motivation. One important viewpoint is the enrollment and determination procedure, where HR experts endeavor to distinguish and recruit persuaded people who line up with the association's qualities and objectives. Furthermore, complete preparation and improvement programs are executed to upgrade Employees' abilities, information, and Motivations. Moreover, for viable performance, the executive's frameworks are set up to lay out clear objectives, give standard input, and perceive worker accomplishments. HRM additionally centers on planning serious remuneration and support agreements that incorporate presentation-based motivators, as well as non-money related prizes and acknowledgment projects to help Motivation levels. In addition, HRM perceives the meaning of balance between fun and serious activities and Employee prosperity in cultivating Motivation. They support drives that advance adaptable work plans, energize a positive workplace, and focus on the all-encompassing prosperity of Employees. Furthermore, HRM effectively advances open correspondence channels and energizes worker contribution in the decision-making process. This inclusivity engages workers, encourages a feeling of responsibility, and further lifts their Motivation to add to the association's prosperity. Besides, HRM underscores the significance of constant improvement by giving open doors to proficient development, tutoring projects, and information-sharing stages, which upgrade Employee abilities as well as fuel their Motivation to succeed in their jobs. By consolidating these methodologies, HRM assumes a pivotal part in creating a work culture that encourages employee motivation, commitment, and occupation fulfillment, at last prompting higher efficiency and Organizational achievement.

### 2.2 Significance of Motivations of Employees enhances productivity

In the present active and consistently changing business climate, improving Organizational performance depends vigorously on expanding

worker responsibility, which can be accomplished through the performance of an obvious motivation framework. Organizations taking a stab at development and achievement should take advantage of and saddle the optional exertion of their Employees. Subsequently, Motivation has arisen as a noticeable for some human asset directors who are effectively looking for ways of making and supporting Motivation among their labor force. The intentional use of different logical and pragmatic Motivational theories, evaluation apparatuses, and related ideas prompts more proficient Employee supervision and eventually, uplifted Motivation. The theoretical groundwork of this examination is crafted by regarded researchers who have broadly concentrated on Motivational issues and investigated different ideas of worker Motivations. A specific technique for distinguishing Motivational elements that work with the foundation of a motivational framework and the detailing of Motivational methodologies inside associations has not yet been conceived. The shortfall of hypothetical and systemic methodologies, joined with functional hardships related to worker Motivations, has affected the direction of this examination. The objective of this study is to foster methodical approaches and propose significant ideas for advancing worker Motivations, drawing bits of knowledge from worldwide practices. Human resources board includes different components, like labor force strategies, group elements, and socio-mental parts of the organization. Among these parts, expanding work efficiency, animating imaginative drives, and keeping up with and improving Employee Motivations are of foremost significance. An administration framework can't satisfy its capabilities ideally without a successful motivation framework set up, as motivation fills in as a main thrust for Employees and the whole group to endeavor towards accomplishing put-forth objectives.

The use of Motivational procedures in pragmatic applications has shown both great and horrible outcomes, which is run off the mill since no generally pertinent strategy or model in administration hypotheses and practices suits each situation. Existing Motivational strategies don't give an accurate response to the subject of what propels an individual and their preparation to act and pursue achievement. The most squeezing issues connected with the board and Motivations incorporate associations with the executives, unacceptable compensation, and living and working circumstances. Senior administration's absence of mindfulness concerning these issues hampers their goal. As of late, Pakistani administrators have come to understand that an association's accomplishment, development, seriousness, and greatness depend on the people liable for creating the items or administrations given to clients. The level to which these items or administrations stick to principles, models, and requests is straightforwardly influenced by the commitment of workers, with Motivations filling in as the establishment. The custom of depending entirely on material prizes is a step-by-step lessening, and there is a developing need to familiarize oneself with Motivational methodologies and carry out motivational frameworks pervasive in the worldwide work market and the board. In the present powerful business scene, driven staff are extremely valuable resources. Capable administration of an association extraordinarily depends on chiefs understanding how assigned undertakings can rouse individual workers. Worker Motivation perseveres as one of the most requested responsibilities regarding chiefs, given the successive modifications in subordinates' prerequisites and requirements. A few investigations have highlighted that even though compensation augmentations are urgent, financial motivators continuously lose their spurring viability over the long run, and Employees put more prominent accentuation on the importance and significance of their work (Gechbaia, 2015). As per the prestigious French author Françoise Bertaut de Motteville (1621 - 1689), "The genuine method for delivering ourselves cheerful is to adore our work and track down joy in it." Therefore, current associations look for Employees who are energetic about their positions and anticipate an elevated degree of self-motivation from candidates. In any case, studies have shown that workers are profoundly energetic within the initial three months of being recruited, however without animating apparatuses conveyed by the association, Motivation will in general decay. This features the earnest need to inspire individual workers or whole offices to seek authoritative objectives. One of the best chiefs ever, Lee Iacocca (1946-1992), when expressed that "The board is just inspiring others." For sure, laying out a viable worker motivation framework is presently quite possibly one of the most difficult and useful undertakings in administration. As referenced before, inspired Employees are a significant resource for associations. To acquire a superior comprehension of Motivation levels in current business conditions, we have dissected different reviews directed in various nations throughout recent years.

### 2.3 Earlier Surveys Regarding Employees' Motivations

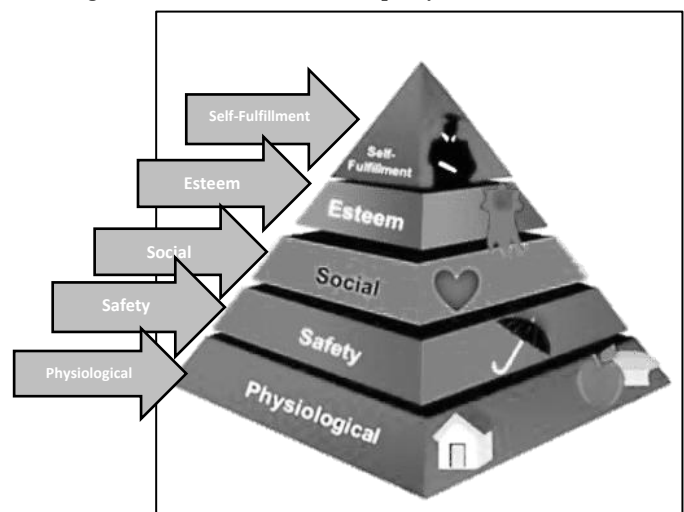
Quite a while back, a main web-based research organization in Asia directed an investigation of worker Motivations in 09 significant Asian economies, specifically China, Japan, Hong Kong, Taiwan, Thailand, Vietnam, India, Malaysia, and Singapore. It is critical to feature that 40%

of the respondents recognized "pay sum" as their essential Motivation. Monetary worries were likewise a critical element behind the second most normal reaction, which was "reward," representing 27% of the aggregate. At the point when the information was broken down by orientation, it was seen that guys put a higher need on a task that matched their "expertise/character" (positioned second), while females showed an inclination for a positive "group relationship/air/culture" (likewise positioned second, however overwhelmingly). Moreover, ladies exhibited a more grounded drive to accomplish a superior balance between serious and fun activities contrasted with men (Rakuten, 2016). In 2018, "The Labor Force View in Europe" study assembled reactions from 9,908 Employees across France, Germany, Italy, the Netherlands, Poland, Spain, Switzerland, and the UK. As per the overview, 22% of the members tracked down Motivations in accomplishing a decent balance between fun and serious activities, 21% in their associations with partners, 18% in getting commendation and acknowledgment from the board, and 12% in their vacation remittance (with 27% referring to different Motivations). The examination additionally uncovered the accompanying discoveries:

- 45% of female defendants were propelled by financial prizes, while the number remained at half for male respondents.
- 6% of all defendants communicated sense unenthusiastic or unengaged, with this figure ascending to 8% between UK defendants.
- 26% of defendants situated in France esteemed a balance between serious and fun activities, contrasted with 15% of Clean respondents.
- 23% of defendants accepted their work environment empowered them to be profoundly useful constantly.
- 30% of defendants felt overpowered with pressure to the degree that they were thinking about looking for a new position; among respondents younger than 35, this rate expanded to 37%.
- 14% of defendants accepted their association and showed no interest in their psychological prosperity by any stretch of the imagination (Scot, 2018).

### 2.4 Theoretical Framework

During the research study, a number of theories and research regarding motivation and linked articles have been studied, however, the appended below theories have been designated to guide the readers /respondents easily. Maslow's hierarchy of needs concept of motivation is an important effort of Abraham Maslow. His presumption relies upon the assessment that there are five game plans of necessities that every individual ought to meet on their outing to be a gotten-done, bright, and satisfied individual/specialist. Maslow's hypothesis is commonly presented as need might arise, social requirements, regard needs, with self-realization needs at the highest point of the pyramid. The harmony of the pyramid is worked from the going with the level of needs: security needs, social necessities, and respect needs, with self-acknowledgment needs at the most noteworthy place of the pyramid. As per Maslow, an individual is spurred to fill the requirements of each level and they can't move onto resulting levels until the earlier level is pretty much satisfied.



**Fig. 1.** Maslow's hierarchy of needs

In spite above, the two-factors Theory, also called Herzberg's Motivations hygiene supposition or double element theory, contends that discrete arrangements of fundamentally unrelated variables in the working environment that either cause work fulfilment or dissatisfaction (Sachau, 2007).



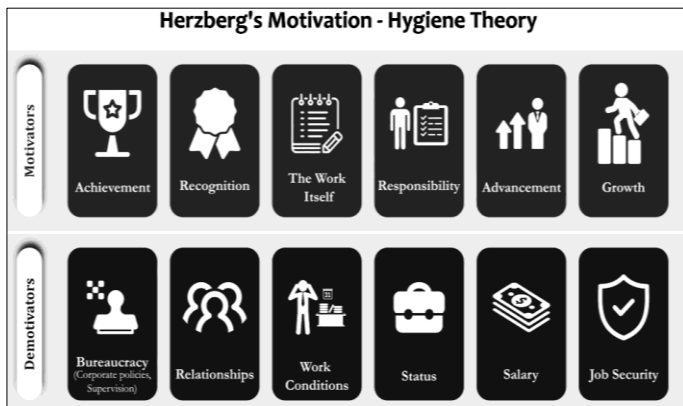


Fig. 2. Herzberg's Motivations & Hygiene

The expectancy theory of Motivation, or the expectancy theory, is the belief that an individual chooses their behaviors based on what they believe leads to the most beneficial outcome. This theory is dependent on how much value a person places on different Motivations. This results in a decision they expect to give them the highest return for their efforts. The expectancy theory of Motivation, or the expectation assumption, is the conviction that an individual picks their ways of behaving given what they trust prompts the most advantageous result. This theory is reliant upon how much worth an individual put on various inspirations. This outcome is a choice they hope to give them the best yield for their endeavors. HRM can be separated into three HR aspects - Motivation upgrade, ability improvement, and opportunity improvement. Out of the three, Motivations improvement manages Representative Inspiration and as such can be the most difficult; this article frames HR procedures to assist with building Worker Inspiration in an association.

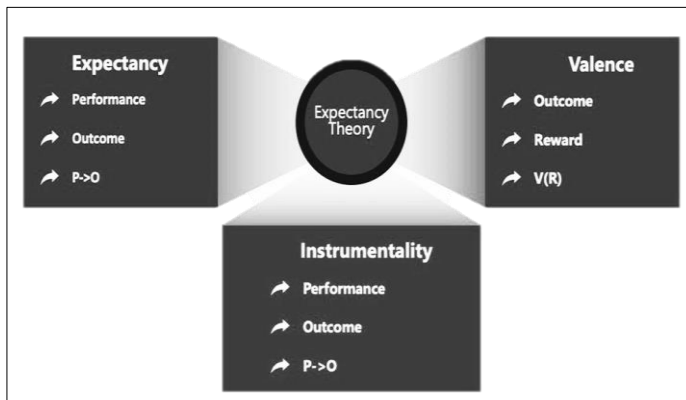


Fig. 3. The expectancy theory of Motivations

Trust is maybe the principal foundation in building associations, be it individual or master. In business, supervisors need to trust their gatherings to perform their errands suitably, and with irrelevant oversight. Hence, laborers feel convinced when they are responsible for their time and are offered the chance to pick how to approach and get done with their tasks. Yielding autonomy is one of the most inconceivable signs of trust and is a phenomenal way to strategy for supporting the agent supervisor's security. One of the normal mistakes committed by leaders/managers are obsessively worrying over their Employees and not being capable of permitting someone to figure out rather for themselves. The employee needs to feel that directors are there to help them as they need it, not take caution of their duties with them or for them. This cooperation furthermore manufactures freedom and licenses laborers to sort out some way to deal with troubles in isolation, very well. This can grant solid areas for of accomplishment, which is an unfathomable individual Motivation. Spreading out targets and KPIs can truly be an unbelievable inspiration at whatever point is done precisely. It's basic to connect a solitary's targets and KPIs to the greater business objectives/vision, as it makes a laborer feel that they are committing to a significant responsibility towards their association's thriving. Similarly, it's fundamental to spread out clear, ordinarily chosen targets and KPI's, instead of ones coordinated from a higher spot. The delegates become engaged with setting their presentation targets letting them know their input is regarded, which hence drives them to work harder towards attaining them. Monotony is the most wretched part of execution and efficiency. The Human mind is unequipped to do terrible errands without crumbling. An extraordinary Motivation is to let delegates know that they can be exposed to pursuing various benefits

external to the degree of their regular commitments and that the organization will maintain them. Other HR strategies, for instance, up-skilling or work transformation can help delegates perceive new capacities and characteristics that can be applied to their continuous work or help them with recognizing new districts where they can earnestly commit to an association.

## 2.5 Conceptual Framework

The relationship between these factors is illustrated visually in this section, demonstrating how HRM practices regulate the relationship between productivity and motivation. Important sources of motivation, such as internal and external elements include professional advancement, rewards, and job happiness. HRM procedures (pay scales, performance reviews, career guidance, employee engagement plans, etc.). Productivity metrics (such as job quality, task completion rate, efficiency, creativity, absenteeism, and turnover).

## 2.6 Hypotheses

Create focused research questions or hypotheses based on the conceptual framework. As an illustration:

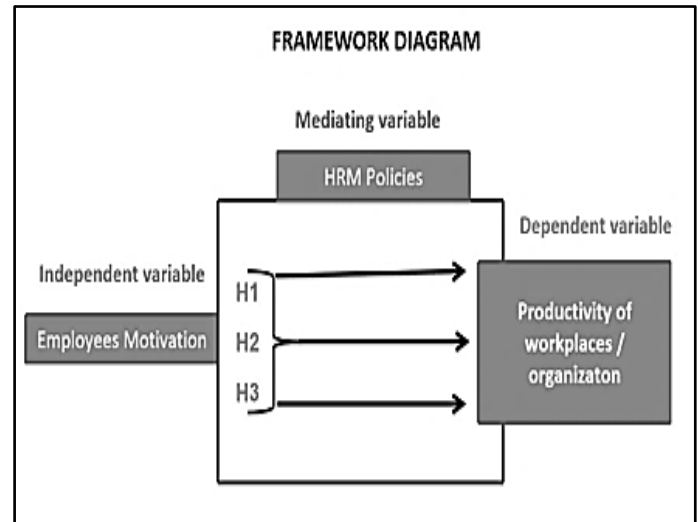


Fig. 4. Framework Diagram

*H1: In contemporary companies, employee motivation has a favorable impact on productivity.*

*H2: The relationship between worker productivity and motivation is moderated by HRM policy.*

*H3: Compared to extrinsic motivation, intrinsic motivation has a greater impact on productivity.*

The hypotheses of the research are compound, as there are two variables, Motivation and productivity, Motivations is the dependent variable, and Productivity is the independent variable. Motivated employees are directly influencing the productivity of workplaces, the association will lead skillfully if the employees are motivated. Motivated employees are the only manpower who enhance the productivity of modern workplaces.

## 2.7 Problem

Research concentrates on starts with the issues; the basic justification behind the exploration is to assist with differing an idea into extensive examination occupations. An issue is a scholarly up-degree requesting an answer as a sensible interest. Currently, we shall ascertain how Employee Motivations in HRM enhance/decrease Productivity in Modern Workplaces. Organizations are realizing more and more that employee motivation is a key component affecting productivity in the quickly changing business climate of today. Many organizations struggle to maintain high levels of employee engagement and maximize productivity despite significant investments in Human Resource Management (HRM) policies meant to boost motivation, such as career development opportunities, performance incentives, and recognition programs. Comprehending the intricate correlation between worker motivation and productivity is a significant obstacle for contemporary work environments, especially in light of the varied and ever-evolving work environments that encompass telecommuting, evolving technology, and evolving employee standards. Even while employee motivation has been the subject of much research, it is still unclear how precisely to connect particular HRM policies to motivation outcomes and how those results directly affect organizational productivity. Furthermore, distinct motivating factors (extrinsic vs. intrinsic) may influence productivity differently in a variety of workplace

settings, job functions, and employee demographics. The aforementioned variability poses an additional obstacle for human resource managers who aim to create policies that consistently and sustainably improve employee performance. To increase employee engagement and, ultimately, productivity in contemporary workplaces, the research endeavors to explore how HRM policies might be effectively constructed. In order to help firms, maximize their labor management strategies, the study will fill the knowledge vacuum about the precise processes via which HRM policies affect productivity and motivation.

### 3. RESEARCH METHODOLOGY

In primary sources, the irregular testing technique has been taken on in get-together information. A review that talked with roughly 500 specialists from the private and Govt sectors of Pakistan was consulted. The research has shown on random study of 500 (310 males and 190 females). 400 employees of public help laborers from 15 Government organizations including Instructors, Employees, and different workers, zeroing in on Motivational perspectives from Islamabad, Rawalpindi, and Quetta areas of Pakistan. In the review talked with around 100 workers from private areas (inn, cafés, providing food), explicitly tending to individual conduct issues. A far-reaching assessment of the previously referenced surveys showed that most of the respondents perceive the basic impact of laborer Inspiration on work performance. Moreover, the assessment of gatherings of Representatives revealed that 51% have Motivations fairly, 19% feel especially vigorous, and 28% of workers show close to zero Motivations. The respondent's age range was from 22 to 27 years old ( $M = 24.5$ ). Besides, the analyst perceived and gathered data from optional sources i.e., articles and books tracked down in electronic records and from certain diaries (Ahmed Yousafzai et al., n.d.).

### 4. DISCUSSION

The result was finalized by various means for diverse calculations. Employees' Motivations and Productivity in modern workplaces were calculated by the data ascertained with the available/present individual gathering and exploration study of the researcher from the secondary collection of data methods while studying various books and journals. The outcome was determined by involving unmistakable computing implies for various tests. Representative's inspiration and Efficiency of present-day working environments were determined by the information furnished with the actual individual assortment and examination investigation of the scientist from the optional assortment of information techniques while concentrating on different books and diaries. Furthermore, for the fulfillment of the certifiable marks of the recurring pattern of exploration/study, the cultivated figures were shown to different numerical assessments by including a quantifiable group. Graphical shows disclosed the results of Overviews concerning necessities. During the study, a sum of 500 people of 255 people was extremely agreed with the declarations, and 95 agreed. Further, the extra 90 disagreed and loved other factors, as more skillful when contrasted Motivations, 10 couldn't take interest, and 50 people replied with extremely not agreed, showing worry against the declarations. Subsequently, the review concerning employee Motivations enhancing productivity was ascertained with the majority view of the respondents.

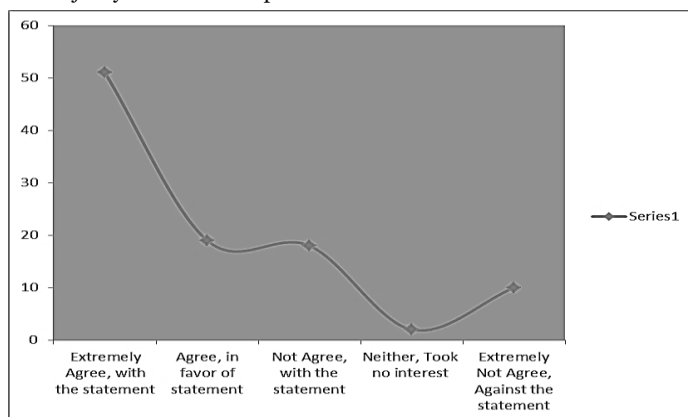


Fig. 5. Graphical presentation

According to the graphical show, the connection between employees Motivations and with productivity of modern workplaces (2 variables) was guessed via the Pearsons Creation Development strategy. It was uncovered during an examination concentrate on that; productivity is directly having an impact on the Motivation of employees. In this way, 70 % of reactions to the test were agreeable to the Motivations of workers who can expertly oversee productivity, and another means might deal with less capacity. It uncovers that both factors relate basically to each other. The connection

between Motivation over productivity in modern workplaces is 70 %, which is an enormous likelihood level. It showed employees Motivation through human resource management is impacting productivity in modern workplaces directly, as motivated employees will be concentrated on their jobs which leads to productivity. The no entirely set stone to gauge the strength of the relationship between a dependent variable and an independent variable. It exhibits an occasion with little vulnerability to measure the meaning of all of the markers to the complete relationship. The results of the assessment for the dependent variable employee Motivations are available. It is clear from the results that it saw both the motivation of employees and the Productivity of modern workplaces) factor are critical signs of motivating employees. Generally speaking, both the pointers added to the extent handled for the significance which is critical in probability. During the Optional wellspring of information assortment by the specialists, it has been disclosed that Motivations may a portion of the time become excessively certain, predominant, egotistical, winning, or narcissistic, and create some distance from reality, necessities, and evaluations of their allies. This can provoke a shortfall of analysis, obligation, and assortment in the social event, and make a sensation of scorn, disappointment, or distance among the allies. To avoid this, the Motivations of employees/laborers should be humble, careful, and open to examination, and empower a culture of trust, talk, and composed exertion in their gatherings. Motivations alone don't portray drive. Essentially a gadget can redesign a specialist's ability to Motivate and energize. Motivations could draw in people and make an extraordinary first impression or show, yet more is supposed to lead effectively.

- The paper features the meaning of different HRM works, including preparing and advancement, execution evaluation, pay and rewards, work plan, and balance between fun and serious activities, in spurring representatives.
- In Pakistan, HRM practices have customarily been impacted by social, lawful, and financial variables. Be that as it may, current work environments are progressively embracing moderate HRM approaches lined up with worldwide accepted procedures.
- Successful HRM practices customized to the Pakistani setting have been displayed to upgrade employees' Motivations, work fulfillment, and hierarchical responsibility.
- Roused employees are bound to show more significant levels of commitment, inventiveness, and drive, prompting further developed efficiency and authoritative execution.
- The research demonstrates that associations in Pakistan that put resources into worker Motivations through HRM practice experience upgraded efficiency, productivity, and upper hand.

### 5. FINDINGS AND RECOMMENDATIONS

Employee Motivations keeps on being difficult for leaders across the globe. With regards to the study of literature, it has been obtained that, there is an overarching conviction among supervisors that tension /stress and end-of-year rewards are the critical drivers of Employee Motivations which have not been exercised. During the field study, the employee's responses of various organizations have been majority in favor of the statement. Thus, it has come to notice that remuneration positively assumes a vital part, it isn't the sole determinant. A complete Motivation system should incorporate a scope of components tailored to individual needs, like contribution adaptable timetables, giving more significant compensation, laying out clear cycles and methodology, enabling Employees to develop and track down their specific manners of getting things done, offering verbal appreciation, and using different other Motivational instruments concocted by bosses. Perceiving that every Employee is extraordinary, with their objectives and wants, supervisors should put exertion in understanding the particular requirements and abilities of every person, distinguishing what spurs them, and planning altered motivation components that cause them to feel esteemed and recognized as important resources for the association. Despite progress, numerous associations face difficulties in carrying out viable HRM rehearses. Restricted assets, regulatory designs, and protection from change obstruct the reception of current HRM approaches. Despite technological advancements or social movements, HR remains the essential impetus behind any organization's prosperity while motivating the workforce. In this way, it is occupant upon directors to reliably and proactively pursue spurring their workers to cultivate maintenance and accomplish elevated degrees of performance. By carrying out a very creative Motivations framework, associations can address difficulties like worker turnover, clashes, absence of managerial discipline, low efficiency, restricted obligation to the gig, confined open doors for self-realization, and different issues that straightforwardly influence Employee perspectives and eventually decide the general progress of the association (Ahmad et al., 2024).

## 6. CONCLUSION

This research reached the consequence for relations that employee Motivation enhances the productivity of a workplace/organization while implementing HR policies in a true letter in the spirit. The study demonstrates how motivation is important to the success of an organization. According to the study, motivated workers are more devoted, engaged, and productive, which improves organizational outcomes and performance as a whole. Dr. Derfler-Rozin quoted "motivation purity bias" and contended that it persists despite a wealth of evidence. Dr. Yao Tao uses three approaches i.e. exploratory willingness and thriving at work. The moderating influence of a proactive personality on "Can do motivation," "Reason to motivation," and "Energized to motivation". All the studies revealed that motivation for employees is absolutely essential which leads to the organization's performance. Important research indicates that HRM practices, including work-life balance programs, professional development opportunities, performance incentives, and recognition schemes, have a significant impact on employee engagement. Extrinsic and intrinsic motivation are directly increased by well-structured HRM policies, according to a study, and this has a good effect on productivity. Businesses that invest to match HRM tactics to employee motivation see improvements in productivity, creativity, and work satisfaction. The report also emphasizes how critical it is to modify HRM regulations to account for the evolving nature of contemporary workplaces, including technology use, flexible scheduling, and remote work. To maintain high levels of motivation and productivity, organizations must constantly evaluate and modify their HR procedures to match the changing demands and expectations of their workforce. In summary, the study and results of collected data from employees show that worker motivation is a major factor in productivity and that HRM practices are crucial for developing motivated employees. Organizations can effectively boost productivity and motivation by putting targeted and adaptable HR policies into practice. This will position them for long-term success in competitive and dynamic business settings.

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