# The Sustainable Development and Team Motivation to Increase Organizations Productivity

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*Abstract*

*At presented time, manufacturing world required motivation at the work environment. A substantial body of theory has been attesting to the fact that motivation and productivity are ideas that have been subjects of massive enthusiasm among specialists and administrators. Moreover, the target of this paper is to direct a writing survey and examination of hypotheses and experimental proof on the connection between representative inspiration and hierarchical profitability with the end goal of drawing significant motivation activities for administrative practice. In addition, the examination uncovered that there are various variables to consider in propelling representatives: some fiscal or monetarily, for example, pay and others are non-money related like acknowledgment and testing employments. Significant ramifications are displayed for administrative practice also this observational study has reviewed the impact of employee motivation in several domains. In addition, this research aimed to answer the two research questions which are RQ1: What are the motivation theories' advantages and disadvantages?; RQ2: What's the impact of motivations factors in terms on increasing organizations' productivity?. The result of this observational study has been presented in Table.1.2. Factors enhancing employees' motivation and Table.1.1. The team motivation theories.*

*Keywords: Motivation, productivity, theories, non-financial rewards, organizations productivity, team motivation.*

## 1.1. Introduction

Motivation and productivity are ideas that have been subjects of huge enthusiasm among scientists and experts (Bawa, 2017); (Christensen et al., 2020); (Shuibin et al., 2020). Moreover, by inspiration here, we mean the way and way wherein an individual or gathering of people are motivated to carry on in an ideal way with the end goal of accepting some constructive prizes or to fulfill certain human needs (Bawa, 2017); (Christensen et al., 2020); (Shuibin et al., 2020). In addition, to be persuaded is to accomplish something which is unique; to be enlivened to go past the honorable obligation. In like manner, that is to accomplish more than you need to don't on the grounds that you are advised to but since you need to. Likewise, the idea of profitability is one of the most elegant and as often as possible utilized in the area of the executives today (Shuibin et

al., 2020). It is portrayed as the ideal usage of assets in the creation of products and rendering of administrations that meets predetermined objectives (Bawa, 2017); (Lee, 2019).

Research in the relationship between motivation and productivity is legitimized on at any rate two grounds. Moreover, the principal legitimization is the quickly changing work environment condition and its importance to the youthful age of representatives in lucrative occupations in the oil and gas and other high innovation-related associations who don't acknowledge the customary way to deal with worker inspiration. Lee, (2019); (Bawa, 2017), don't acknowledge 'business as usual', and have moved from dutifulness to addressing; and who evaluate work as far as its noteworthiness in human life and human instinct. In addition, this investigation is likewise convenient in certain nations' economies with the present downturn portrayed by low representative assurance, low deal volumes, difficulties to the modern agreement, and so forth. It is contended that inspiration is the way to monetary recuperation in the nation (Lee, 2019). Likewise, an audit of hypotheses and exact proof on the focal issues in question on the best way to help inspiration consequently turns out to be opportune.

As indicated by Casey and Sieber, (2016) workers everywhere throughout the world do not have a more profound significance in what they are doing and subsequently, job-related motivation what's more, commitment is alarmingly low. Besides, such an issue is signally important specifically for the cordiality business, since neighborliness employments are considered to request superior yet are fairly inadequately paid, while simultaneously the business works with a high workforce, which prompts a considerably high staff turnover rate. Besides, the mix of the issues referenced may in truth have a far-reaching arrangement. Moreover, the methodology is to effectively include representatives in supportability and corporate social obligation (CSR) issues and right now workers to the impression of their employments as being significant. Importantly, expanded commitment is normal, which thus is emphatically identified with business execution and profitability. Likewise, this research is decomposed into some main sections. In first section, introduction and the research aim as well as the research questions. In the second, reviews of some theories and related studies on motivation. The third section has presented the overview of motivation for enhancing work environment productivity based on the literature analysis. The lase section concluded the main research points about team motivation inside the work environment.

## 1.2. The research aim and objectives

This paper aimed to review and explains some points as presented in figure.1. below
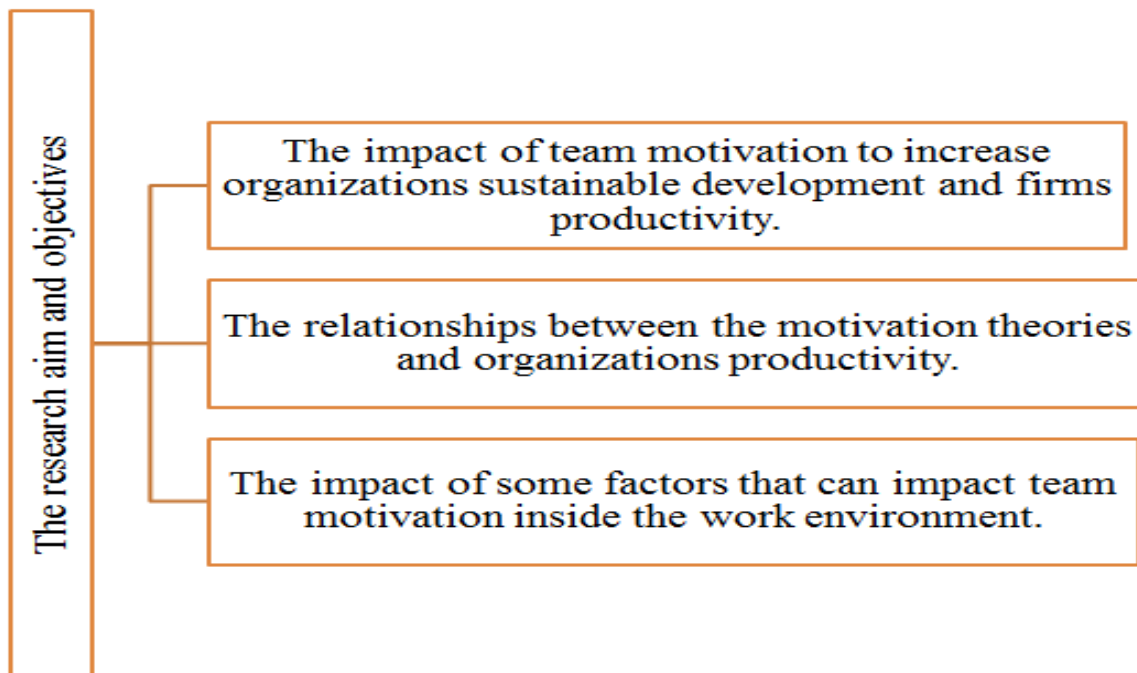
*Figure.1. The research aim and objectives.*

### 1.3.    The research questions

- **RQ1:** What's the motivation theories advantages and disadvantages?

**Rational1:** There are several theories that has been presented in Table.1. such as Skinner's reinforcement theory, the equity theory, Abraham Maslow's Hierarchy, McClelland's achievement as well as Herzberg according to (Elliot, 2020); (Atta  et al., 2020); (Farnam and Anjomshoaa, 2020); (Sanzgiri, 2020); (Mwabu and Were, 2019); (Zou et al., 2020).

- **RQ2:** What's the impact of motivations factors in terms on increasing organizations productivity?

**Rational1:** There are some factors that has impacted the team motivations in terms on increasing organizations productivity (Kollmann et al., 2020); (Nguyen and Do, 2020); (Matta and Van Dyne,  2020); (Law and Cao, 2020); (Alexopoulos et al., 2020);(Mwabu and Were, 2019).

### 1.4.    Research methodology

This research methodology was a literature review which structured and summarized as presented in the figure.2. below.
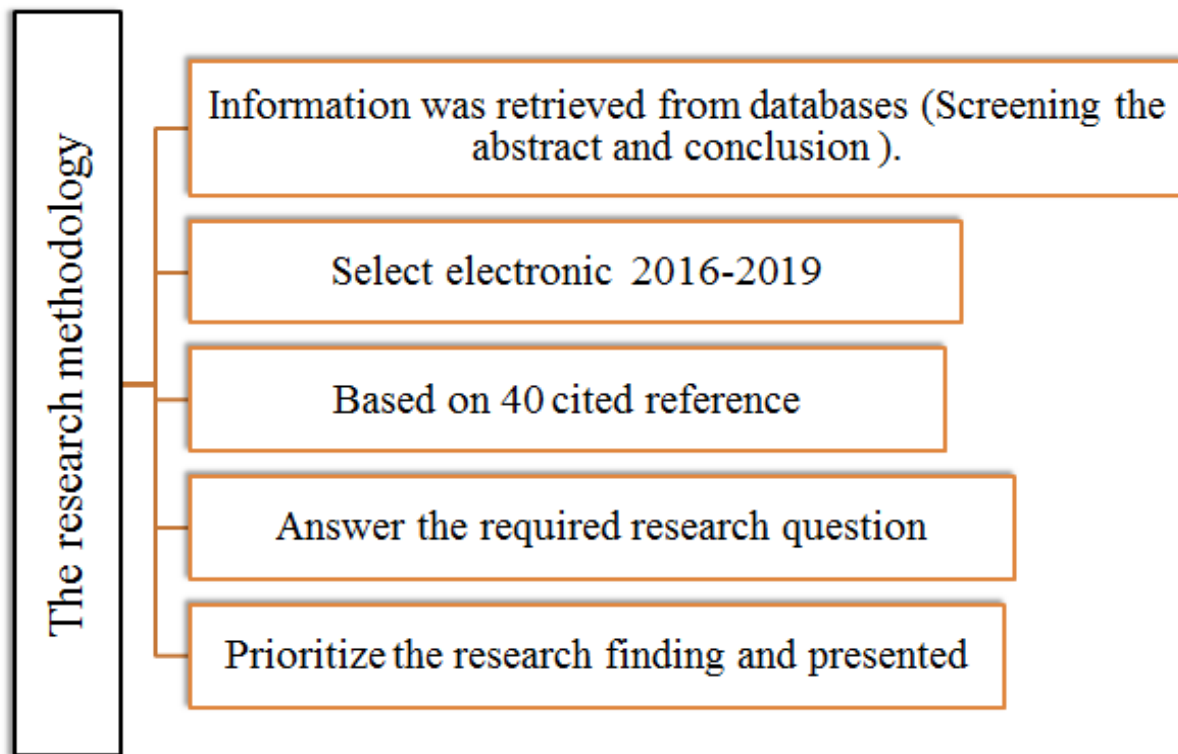
*Figure.2. The research methods.*

## 1.5. Litreture review

### 1.5.1. Theories and Motivation

Thakur et al., (2020) defines job inclusion as the degree to which people distinguished mentally with their work, or the significance of the activity to their all-out self - picture and self – regard and furthermore characterizes inspiration as a bearing of consideration exertion coordinated to the errand and the substance to which consideration exertion towards the assignment is kept up after some time. Moreover, the sub-point of the examination is to contemplate the connection between work quality and representative inspiration as well as motivation.

It is sufficiently reported in the writing that few masterminds from Adam Smith to Abraham Maslow and others have studied human behavior from different perspectives economic (Bawa, 2017); (Shuibin et al., 2020), mental, social, and so forth., to comprehend what inspires individuals to do the things they do. All the while, they built up a few hypotheses of inspiration (Bawa, 2017). Besides, this area exhibits a short survey of a portion of the hypotheses and experimental proof on the connection between motivation and profitability. Extensively the hypotheses of inspiration can be characterized into content speculations and procedure speculations. The previous arrangements with what rouses and are worried about recognizing

individuals' needs and their relative qualities, and the objectives they seek after so as to fulfill these necessities.

As indicated by Atta et al., (2020) the fundamental substance speculations incorporate Maslow's pecking order needs (Côté-Arsenault, 2020); Herzberg's two-factor hypothesis (Baskaya et al., 2020) and McClelland's accomplishment inspiration hypothesis (Nasif, 2020). In addition, process speculations then again, place accentuation on the genuine procedure of inspiration (Farnam and Anjomshoaa, 2020); (Sanzgiri, 2020). Likewise, these hypotheses are worried about the connections among the dynamic factors which make up inspiration and with how conduct is started, coordinated and supported. Models are anticipation based models, value hypothesis objective hypothesis and attribution hypothesis (Elliot, 2020); (Bawa, 2017).

The most popular theory of motivation in old-style writing is maybe that of a US clinician, Abraham Maslow's Hierarchy of Needs Theory (Côté-Arsenault, 2020); (Ronie and Hellystia, 2020). Besides, Maslow (1943) talked about five degrees of worker needs: physiological, wellbeing and security, social, regard or inner self and self-realization. Also, as indicated by this hypothesis, individuals have numerous requirements which inspire them to work, that those necessities are organized in a various leveled way so that lower-level needs (physiological and security) must be fulfilled before the following more significant level social need would propel representatives to try sincerely and increment efficiency (Bawa, 2017).

The second hypothesis of inspiration is the two-factor hypothesis or helper and cleanliness hypothesis created by Frederick Herzberg (Baskaya et al., 2020). Besides, inspirations or characteristic factors, for example, the drive for accomplishment and progression (Christensen et al., 2020), being treated in a mindful and circumspect way and accepting positive acknowledgment are innate in the activity itself and which the individual appreciates because of effectively finishing the undertaking, produce work fulfillment and rouse representatives to work more diligently (Bawa, 2017). Besides, cleanliness or outward factors, for example, compensation, advantages, and professional stability are outer to the undertaking and regularly decided at the hierarchical level can prompt disappointment and absence of inspiration if not present in positive degrees.

Baskaya et al., (2020); Thakur et al., (2020) has announced that one significant component of Herzberg's hypothesis is that realizing representative needs can assist us with persuading the present youthful, yearning and information and radical innovation-based specialists. In like manner, given the way that these laborers as of now direction lucrative employments, it can be induced that cash or money compensates alone doesn't give enough of an impetus as a helper for execution. This infers to rouse laborers, associations need to look past money related prizes.

Lee, (2019) has developed that the expectancy theory based on the belief that worker exertion will prompt execution and execution will prompt prizes. Moreover, prizes might be either positive or negative. Besides, the more positive the prize the almost certain the representative will be exceptionally energetic. On the other hand, the more negative the prize the more

uncertain the worker will be roused to work more enthusiastically (Lee, 2019). This hypothesis was additionally evolved by Porter and Lawler (1968).

Another hypothesis is the value hypothesis of inspiration created in the mid-1960s by J. Stacey Adams, When contrasted with others, people need to be repaid reasonably for their commitments to the association (Bawa, 2017); (Shuibin et al., 2020); (Alexopoulos et al., 2020). Besides, an individual's convictions with respect to what is reasonable and what isn't can influence his inspiration (Christensen et al., 2020), mentalities, and practices which will, thus, influence resulting execution. Additionally, when applied to the work environment, value hypothesis centers around a representative's work remuneration relationship or "trade relationship" just as that worker's endeavor to limit any feeling of shamefulness that may result. Likewise, as indicated by the hypothesis, underpayment disparity actuates outrage and trouble while excessive charge prompts blame (Kollmann et al., 2020).

Kollmann et al., (2020) considering progressively age-diverse workforces, associations face the test of encouraging occupation fulfillment among both more youthful and more seasoned representatives. Moreover, consolidating value hypothesis with a maturing viewpoint, we recommend that due to age-related moves in thought processes and objectives, more youthful versus more seasoned workers' activity fulfillment will rely distinctively upon money related prizes (result side of value hypothesis), task commitments (input side of value hypothesis), just as on uneven characters (disparity) in the connection between financial rewards and undertaking commitments. Besides, in a multisource study with 166 directors, found that while more youthful representatives were fulfilled basically by financial prizes, more seasoned workers were fulfilled fundamentally by their assignment commitments. Above all, a three-way collaboration showed that more youthful versus more seasoned representatives respond contrastingly to two kinds of disparity: Being relatively over-rewarded (i.e., accepting high fiscal awards for low assignment commitments) diminished more established (however not of more youthful) workers' activity fulfillment. Paradoxically, under-reward imbalance (i.e., accepting low money related awards for high errand commitments) diminished more youthful (yet not of more established) workers' activity fulfillment. Likewise, these age-dependent impacts of employment include on work fulfillment uncovers significant hypothetical just as viable ramifications to ensure succes and make time to market.

Lastly, Skinner's reinforcement theory states that those worker practices that lead to positive results will be rehashed and practices that lead to negative results won't be rehashed (Choudhary and Singh, 2020); (Law and Cao, 2020); (Dorey, 2020); (Luo et al., 2020); (Cho and Cho, 2020). Moreover, a reinforcer can, hence, be viewed as a prize or motivator to carry on with a particular goal in mind. Also, fortifies might be substantial like nourishment or cash and they can be elusive like endorsement or applause (Dorey, 2020); (Luo et al., 2020); (Cho and Cho, 2020). The suggestion is that associations ought to strengthen worker practices that lead to positive results and dishearten those practices that lead to negative results. Furthermore, this can be accomplished through staff preparation and improvement, among different techniques.

### 1.5.2. Related studies on motivation

Almost all the theories discussed above have been tested empirically. Besides, one of the early related examinations on Maslow's pecking order of requirements hypothesis attempted to test whether the rundown of necessities got from American culture by Maslow is relevant to different societies. Moreover, the investigation found that supervisors had these necessities and that they were significant. Nonetheless, in spite of the fact that these requirements might be all around acknowledged the significance connected as per the general inclination of various needs shifts from culture to culture (Nasif, 2020). In addition, a study led by (Côté-Arsenault, 2020) to test Maslow's chain of importance of necessities hypothesis uncovers that deliberately or unknowingly lower-level representatives in both open and private segment associations of Sri Lanka append more significance to bring down level needs and more elevated level workers underscore more significant level needs (Ronie and Hellystia, 2020).

Conides, (2019) has revealed that workers of chose to fabricate organizations likewise, the compensation, execution reward, acknowledgment and recognition were altogether identified with hierarchical execution, supporting Herzberg's inspiration cleanliness hypothesis (Christensen et al., 2020); (Thakur et al., 2020). Moreover, aside from money or fiscal prizes, inspiration hypotheses and exact investigations additionally authenticate the job of non-money awards in inspiration, particularly in innovation-based, lucrative employments. Conides, (2019) has reported that the non-money related plans in their study were Staff preparing and improvement is another essential helper in the work environment.

### 1.5.3. Managerial implications

Mwabu and Were, (2019) has declared that it becomes clear that every administrator or chief needs to consider his laborers independently and for the most part so as to think of sufficient proportions of inspiration. Moreover, this requires a crate of measures to rouse laborers. Moreover, one single proportion of inspiration isn't probably going to work in the assorted conditions in which we live. Against this foundation, the paper gives a choice menu of how to spur laborers to function more earnestly so as to bring profitability up in the working environment. Besides, the first broad down to earth suggestion for the executive's practice is the use of Maslow's hypothesis by utilizing worker desires and ways of life (Côté-Arsenault, 2020); (Remmers, 2020). Additionally, it is set up that a noteworthy contrast exists between lower-level needs and the more significant level needs of workers. As indicated by Maslow, physiological requirements for nourishment, attire, and haven are the most overwhelming in an individual while a representative is simply beginning his vocation. At this stage, in the event that you need to rouse the individual, pay him on schedule. Furthermore, this is on the grounds that it is very certain that at this stage the essential type of inspiration is compensation.

Shaikh, (2020) has revealed that the Pune zone is viewed as Asia's biggest red-light region and is situated in Pune, India. It has around 5,000 sex laborers. Most of the sex laborers are dealt as minors from provincial pieces of India or from Bangladesh and Nepal. The reason for this exploratory study was to distinguish and investigate the requirements of female sex laborers in Budhwar Peth Pune. Inside and out talking was utilized to accumulate information from 48 sex laborers from January to April 2019. Three basic needs rose relating to work, wellbeing, and

security. He has utilized Maslow guessed that people are driven by different requirements arranged in various leveled requests. Besides, these requirements incorporate physiological needs, for example, nourishment, water, and safe house; security needs; belongingness and love needs; regard needs; lastly, self-realization. Maslow accentuated the need to address physiological issues before all others and expressed that the most essential needs should be met before an individual will want more significant level needs. In this way, hypothetically, an individual must secure nourishment, water, and safe house before the improvement of longing for wellbeing. When wellbeing needs are met, an individual will want belongingness and love, etc. As per Maslow, these wants are upwardly straight. Sex laborers depicted their difficulties of living and working in Budhwar Peth and talked about a few wellbeings and security related issues looked on an everyday premise.

Mwabu and Were, (2019) has announced that a man who satisfied this the requirement for adoration is presently searching for regard which is reared by achievements. Moreover, individuals can be spurred by giving him acknowledgment. A man who has fulfilled this need now needs self-realization. The individuals try to arrive at his most noteworthy potential. This individual can be persuaded by giving their assignments that acclaim their value, the open door for professional development, for example, advancement, and so forth.

The technique of propelling laborers to build their efficiency is to teach the way of life of thankfulness (Turner, 2020), applause, and acknowledgment for the scarcest improvement. Besides, this will spike them into further improvement. The help/cleanliness hypothesis gives a basic beginning stage on which to assemble a strategy of propelling laborers (Turner, 2020). There are a few sorts of acknowledgment plans. As indicated by Cates and Booth, (2019), there are those plans that recognize inputs (thoughts and endeavors) and those that reflect yield, (for example, administration conveyance or different types of effective commitments). What's more, there are plans that underline expert social conduct, (for example, relational abilities, collaboration, and so forth.) and those that focus on direct advantages to authoritative execution (like improvement and consumer loyalty).

The Management of an association can configuration, actualize and keep up plans like "Scholarly Staff of the Year", "Authoritative Staff of the Year", and "Division of the Year", and so forth. Besides, the appraisal should be on a persistent premise (consistently) and not really an erratic the voting form with unmistakably characterized and conveyed criteria for acknowledgment like greatness in instructing, explore, coaching, network administration, and so forth or whatever other criteria which advance the accomplishment of the crucial vision of the association. In addition, it is additionally essential to keep the plan new and continually refreshed. So also, since the estimation of acknowledgment plot is the consideration it gets (Ciobanu et al., 2019); there ought to be a formal hue, for example, open gratefulness in a Departmental gathering or uncommon honor lunch or supper. In like manner, the victor can be given a trophy, a declaration, and even a token money grant. Firmly connected with this is to give your laborers fine notoriety to satisfy. What's more, a group of diligent employees originating from a director is sufficient to make the specialist attempt to demonstrate that he is in

fact a diligent employee from a dedicated family. This will expand proficiency and profitability (Cates and Booth, 2019).

### 1.5.4. Factors enhancing employees' motivation

Ciobanu et al., (2019) has announced that the non-financial factors that impact inspiration, for example, rewards, social acknowledgment, and execution input. Besides, various inquires about have likewise called attention to that prizes lead to work fulfillment, which thusly impacts order and decidedly the presentation of the representatives. In addition, rewards are one of the most productive instruments of the board when attempting to impact individual or gathering conduct, to improve an association's adequacy. Furthermore, most by far of organizations use to pay, advancement, rewards and different kinds of remunerations to propel representatives and to build their exhibition.

Girdwichai and Sriviboon, (2020) employees can also be motivated through proper leadership, as leadership is tied in with completing things the correct way. So as to accomplish these objectives, the pioneer should pick up the representatives' trust and cause them to tail him. By the by, so as to make them trust him and complete their errands appropriately for the association, the workers ought to be spurred. Moreover, the pioneers and the workers help each other to achieve significant levels of ethical quality and inspiration. Trust speaks to the impression of one individual about others and his ability to act dependent on a discourse or to conform to a choice. Consequently, trust is a significant factor for an association that needs to be effective, as it can improve representatives' inspiration and encourage relational correspondence. Independent of the level of specialized computerization, accomplishing elevated levels of profitability is impacted by the degree of inspiration and viability of the staff. Along these lines, creating and executing representative preparing programs is an essential methodology to rouse laborers. Moreover, great correspondence between the directors and the workforce can affect inspiration, as the level of vagueness diminishes.

Zaki and Norazman, (2019) has announced that empowerment is an approach to leadership that enables subordinates as the primary constituent of administrative and hierarchical viability. Workers are given position and the opportunity to decide, which urges them to find and utilize their maximum capacity. Besides, having more command over their own occupations is the primary main thrust of strengthening that supports development and better profitability. In this way, the strengthening procedure centers around taking care of the issues of the associations by individuals. Besides, engaging causes the workforce to feel acknowledged and that their criticism on execution is important for the association. Moreover, the commitment of the representatives and their investment in planning the association is fundamental for the prosperity of the association, as people ought to do endeavors in the earth where they are liable for their activities.

According to Zaki and Norazman, (2019) empowerment gives individuals the obligation and position to go about as though they are in charge of their own predeterminations. Besides, it is basic for an association to perceive the quality and the consequences of the representatives' work, as next time they will be considerably increasingly proficient to get more acknowledgment. In

addition, worker support and strengthening are about the commitments of the representatives in an organization and dynamic with respect to the arrangements, targets, and procedures of the association. Representatives' impression of the objectives and the standards of the association are decidedly identified with worker inspiration. Similarly, consumer loyalty can likewise be accomplished through strengthening, as workers can settle on speedy choices to take care of the issues without asking the director what to do. Besides, expanded self-rule builds efficiency and upgrades their capacities and inspiration to acknowledge new demands and explain them. Correspondingly, appropriate compensation and strengthening joined are basic if an association needs to get more prominent commitment and trust from its individuals. On the off chance that the workers are faithful to the association and exceptionally energetic, prevalent degrees of viability and development can be accomplished by the association. Furthermore, worker inclusion and strengthening are two viewpoints that ought not to be neglected as it builds responsibility and comprehension. Thusly, representatives will be more averse to be impervious to changes and feel esteemed by the association as well as think of significant data, as they are in direct contact with the clients or with the operational procedures.

## 1.6.    Conclusion

This research study was carried out on the impact of motivation on productivity. In achieving this objective, the review what's more, examination add to the exploration in principle and practice in any event two different ways. First and most remarkably, this investigation proposed ten systems of propelling representatives dependent on examination of an inventory of hypotheses and experimental proof start with Maslow's chain of importance (Côté-Arsenault, 2020); (Nasif, 2020); (Remmers, 2020); (Ronie and Hellystia, 2020); (Ciobanu et al., 2019) of necessities hypothesis and how to apply it at various degrees of workers' vocation way by recognizing their ways of life and desires and embracing fitting procedures to rouse and fulfill them. Furthermore, the paper additionally investigated the ramifications of different speculations, for example, value hypothesis and what Management can do to limit the genuine or saw disparities in the organization of budgetary and non-money related prizes.

The worker is unique and they are propelled by assorted necessities, for example, physiological necessities, wellbeing prerequisites and self-realization needs. Accordingly, concentrating on representatives at each degree of the workforce and breaking down every division of the association will give definite precise data with respect to the requirements of representatives. Likewise a persuaded and qualified workforce is fundamental for any organization that needs to build profitability and consumer loyalty. Additionally, more hypotheses may clarify the inspiration efficiency relationship better. The purpose behind picking a couple of key hypotheses is a result of the need to keep the paper inside a reasonable size without dismissing our targets.

In entirety, the significant administrative ramifications of this examination is that if associations want to keep profitability high, the executives must have the option to get a handle on the key speculations and systems of inspiration in the administration of their HR. Besides, it is just by so

doing that they can want to comprehend their representatives and their assorted monetary, or physiological, social and mental concerns and how to viably realize wanted execution levels. In light of this survey, we reason that vigorous compensation, advancement, acknowledgment, favorable working the investigation has a few confinements also. Initially, some different speculations of inspiration are excluded from the present audit. For instance, McClelland's Achievement Motivation Theory, Goal Theory, and Attribution Theory (Atta et al., 2020); (Ciobanu et al., 2019) as well as McGregor's Theory.

It is, however, imperative to bring up the degree for additional examinations as a route forward in propelling exploration right now request to address a portion of the confinements featured. Observational research should be directed to look at the job of non-money related systems of inspiration particularly those that intrigue to workers' more elevated level needs, for example, inner self and self-realization. This is significant for look into right now at any rate three reasons: First, it will assist us with understanding the thought that cash isn't everything with regards to spurring a specific class of workers and furthermore that non-money rewards request to representatives on an individual level (Olugbodi, 2017). Furthermore, non-money rewards are significant practices in associations over the globe with dumbfounding outcomes. Additionally, cost decrease and as exhibited in the paper, non-money rewards are noteworthy as well as less expensive or financially savvy too. This will assist our comprehension of the role of non-financial rewards in motivating employees to higher productivity.

Table.1.1. The team motivation theories

| The team motivation theories | Descriptions | Limitations | Authors and years |
|---|---|---|---|
| McClelland's achievement | A motivational and place emphasis on the actual process. | 1.Concerned with the connections among the dynamic factors which make up inspiration<br><br>2.Concerned with conduct is started, coordinated and supported. Models are hope based models, value hypothesis objective. | (Elliot, 2020)<br><br>(Atta et al., 2020)<br><br>(Farnam and Anjomshoaa, 2020)<br><br>(Sanzgiri, 2020)<br><br>(Mwabu and Were, 2019)<br><br>(Zou et al., 2020) |
| Abraham Maslow's Hierarchy | Has five levels of employee needs: physiological, safety as well as security, social, esteem or ego belongs to self-actualization. | 1.People have numerous requirements which spur them to work, that those necessities are organized in a various leveled way so that lower-level needs, for example, physiological and security must be fulfilled before the following more elevated level social need would inspire representatives to try sincerely and increase productivity. | (Côté-Arsenault, 2020)<br><br>(Nasif, 2020)<br><br>(Shaikh, 2020)<br><br>(Mwabu and Were, 2019)<br><br>(Remmers, 2020)<br><br>(Ronie and Hellystia, 2020) |

| Herzberg | Motivators or intrinsic factors, for instance, the drive for achievement as well as advancement, being treated in a caring and considerate manner and receiving positive recognition | 1.Inherent in the activity itself and which the individual appreciates because of effectively finishing the errand, produce work fulfillment and propel representatives to work more enthusiastically. 2.Hygiene or outward factors, for example, pay, advantages and employer stability are outer to the undertaking and regularly decided at the authoritative level.<br><br>3.Lead to disappointment and absence of inspiration if not present in positive degrees. | (Baskaya et al., 2020)<br><br>(Nathan, 2020)<br><br>(Thakur et al., 2020)<br><br>(Thakur et al., 2020)<br><br>(Mwabu and Were, 2019)<br><br>(Conides, 2019) |
|---|---|---|---|
| The equity theory | A person's motivation is based on what they considers being fair when compared to others. | 1.Can be affected through a person's view of reasonable treatment.<br><br>2. A representative's work pay relationship or "trade relationship" just as that worker's endeavor to limit any feeling of shamefulness that may result. 3.Underpayment imbalance actuates outrage and pain while excessive charge prompts blame. | (Kollmann et al., 2020)<br><br>(Nguyen and Do, 2020)<br><br>(Matta and Van Dyne, 2020)<br><br>(Law and Cao, 2020)<br><br>(Alexopoulos et al., 2020)<br><br>(Mwabu and Were, 2019) |

| Skinner's reinforcement theory | An employee behaviors that lead to positive outcomes will be repeated as well as behaviors that lead to negative outcomes will not be repeated. | 1.A reinforcer can, subsequently, be viewed as a prize or motivator to act with a specific goal in mind. 2.Reinforcers might be substantial like nourishment or cash and they can be elusive like endorsement or recognition.<br><br>3.Organizations ought to fortify worker practices that lead to positive results and debilitate those practices that lead to negative results.<br><br>4.The accomplishment should be possible through staff preparing and improvement. | (Choudhary and Singh, 2020)<br><br>(Law and Cao, 2020)<br><br>(Dorey, 2020)<br><br>(Luo et al., 2020)<br><br>(Cho and Cho, 2020)<br><br>(Ciobanu et al., 2019)<br><br>(Mwabu and Were, 2019) |

**Table.1.2. Factors enhancing employees' motivation.**

| Factors | Descriptions | Limitations | Authors and years |
|---------|-------------|-------------|-------------------|
|         |             |             |                   |

| Salaries | Employees want to earn reasonable salaries, as money represents the most important factor to ensure employee satisfaction. | 1.Financial prizes have the ability to keep up and inspire people towards better, particularly laborers from creation organizations, as people may utilize the cash to fulfill their requirements.<br><br>2.Pay can affect representatives' perseverance and duty, being a key helper for workers.<br><br>3.Pay doesn't support efficiency in the long haul and cash doesn't improve execution fundamentally. | (Girdwichai and Sriviboon, 2020)<br><br>(Ciobanu et al., 2019)<br><br>(Cates and Booth, 2019)<br><br>(Mwabu and Were, 2019)<br><br>(Zaki and Norazman, 2019)<br><br>(Conides, 2019) |
|---|---|---|---|
| Non-financial | Non-financial factors, for instance, rewards, social recognition, as well as performance feedback have a positive influence on motivation. | 1.Rewards lead to work fulfillment, which thusly impacts mandate and decidedly the exhibition of the representatives. 2.Rewards are one of the most proficient instruments that improve an association's viability.<br><br>3.Companies use to pay, advancement, rewards and different kinds of remunerations to rouse workers and to build their exhibition. So as to utilize compensation as an inspiration, administrators. | (Girdwichai and Sriviboon, 2020)<br><br>(Ciobanu et al., 2019)<br><br>(Cates and Booth, 2019) |

| Leadership | Leadership remains all about getting things done the right way. In order to achieve these goals, the leader should gain the employees' trust as well as make them follow him. | 1.Employees ought to be roused to make them trust and complete their errands to guarantee association achievement.<br><br>2.Leaders and the representatives help each other to accomplish significant levels of ethical quality and inspiration.<br><br>3.Trust speaks to the impression of one individual about others and his ability to act dependent on a discourse or to consent to a choice.<br><br>4.Trust is a significant factor for an association that needs to be fruitful.<br><br>5.Developing and executing representative preparing programs is a vital system to inspire laborers.<br><br>6.Good correspondence between the chiefs and the workforce can actuate motivation. | (Girdwichai and Sriviboon, 2020)<br><br>(Ciobanu et al., 2019)<br><br>(Cates and Booth, 2019)<br><br>(Mwabu and Were, 2019)<br><br>(Zaki and Norazman, 2019) |

| Empowerment | An approach to leadership that empowers subordinates as the main constituent of managerial as well as organizational effectiveness. | 1.Employees are given power and the opportunity to decide<br><br>2.Employee find and utilize their maximum capacity.<br><br>3.Employees have power over their own occupations is empowering development and better efficiency.<br><br>4.Empowerment procedure centers around taking care of the issues of the associations by individuals. | (Girdwichai and Sriviboon, 2020)<br><br>(Ciobanu et al., 2019)<br><br>(Cates and Booth, 2019)<br><br>(Mwabu and Were, 2019)<br><br>(Zaki and Norazman, 2019) |

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