



EFFECTIVE WAYS TO ENHANCE MOTIVATION LEVEL OF MANAGEMENT ADMINISTRATION

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ABSTRACT

The main famous approach to raise energy, responsibility and devotion to work are motivation. For Management by and large and employer branding especially, motivation can't be overlooked as this is a standout amongst the best approaches to enhance employee's productivity. It centers on the 'delicate' rendition of Leadership, where human relations are valued. This adaptation will stress correspondence, motivation, and authority. Accordingly, motivation is an essential component that ought to be connected.

KEYWORDS: *Motivation, Leadership, Employee*

INTRODUCTION

Once the employees are all around treated with numerous open doors for profession advancement, their dedication and dependability to the organization will take off to another level. They will work and endeavor to finish their missions or assignments with the most endeavors and venture. Accordingly, the relationship between the organization and clients will be enhanced through great Leadership, which draws a steady and reliable brand image in client's memory.

To influence the employees to wind up the envoys for the organization and the brand, employer branding will be used and associated with Leadership arrangements to get it going and succeed. They are the rules

characterizing qualities, standards and systems, and ought to be connected and executed in overseeing individuals. Plus, employer branding requires the arrangement of management, and Leadership strategies will guarantee that the employees can have the coordinating background to the brand image. To accomplish objectives and satisfy association's need, "managers embrace strategies and practices for arranging work and utilize individuals. They incorporate management exercises in enlisting, choosing, conveying, rousing, assessing, preparing, creating and holding singular employees".

As referred to, there are numerous kinds of approaches that Leadership uses to build up

its kin. In this section, two Leadership approaches, including inspiration and preparing which are likewise two out of four capacity of Leadership, will be considered and broke down.

Everybody dependably wants to have their necessities satisfied, so do the employees. Once those necessities are achieved, the employees will feel happier with their organization and endeavor to perform better. The periods of need have been cleared up in the customary Maslow's Hierarchy of Needs. These five phases are characterized from the essential to the progressed. Right off the bat is physiological – the point that has pay framework, which enables employees to satisfy their fundamental needs, for example, nourishment, garments or havens. The following one is wellbeing which gives employees adequate security at work, medicinal services, and other working conditions. The third one is belongingness when employees are energized with relational relations and social capacities, for example, open air picnics with different partners. The accompanying stage is regard which offers advancements and achievement rearrangement. The last one, additionally the most essential one and hardest to accomplish – self-completion, At this point, employees are allowed the chances to use their skills and knowledge to the best level.

The last advance – self-completion is when employees can affirm their abilities, skills and get perceived by others. When they are certain to communicate, they can satisfy the employments to more elevated amount, which will specifically influence

organization's general execution. Subsequently, to accomplish this, motivation are frequently brought and taken into compel.

There are numerous ideas and terms which characterize motivation nowadays. At an exceptionally essential level, it is described as a specific level of readiness with respect to employees to build their exertion, to the degree that this effort likewise fulfills a predefined need or want they hold. These are the employees' eagerness that achieves authoritative objectives, with the pre-condition to fulfill some individual needs. At the point when the organization targets new points, it is likely that they will select or pick the most gifted individuals to work, with a strict course of events to accomplish those. That is without a doubt the initial step that any organization will consider. In any case, individuals are not the machine and can't work without breaks. Breaks here may not mean the delays amid work, but rather the way organization treats them.

IMPORTANCE OF MOTIVATION

Another definition for motivation is "a condition of status or excitement to change, which may vary starting with one time or circumstance then onto the next. This state is one that can be impacted". This is to some degree equal to the past explanation. Other than eagerness, motivated employees can prepare and arranged for the up-coming errands and objectives from the organization. This will be influenced by how

the organization treats and offers them. In this way, alongside the impact of organization's motivation, employees will have higher soul to get the most extreme arrangement, which can bolster all the more intently to organization's new target. This conveys more weight particularly in the service segment where the motivated employees can perform and make better collaboration with the clients, at that point enhance the brand image.

Moreover, employee's execution in any association is made in light of capacities and readiness, thus, motivation is worked to enable employees to apply high vitality level to work. Simplerly, motivation is tied in with urging staff to put forth a strong effort, from which they think as much about the accomplishment of the educational institute as their own particular profession and perform better at work. The capacity of staff has regularly been characterized from the earliest starting point while enrolling them. In this way, while focusing on another point, the organization ought to likewise center around the second issue – the employee's state of mind to work. Anybody if being compelled to work or work under no regard or thankfulness, it appears that they can't finish their work consummately and to the level the supervisor needs – which makes another worry for the employees. Be that as it may, on the off chance that they are motivated and very enlivened, they will work helpfully yet still outstandingly entire heartedly. Every individual will be a craftsman in their own field. Consequently, when there is feeling at work, there will be flawless and more profitable outcomes.

There are two kinds of motivation, which are outward and natural. The first is to fulfill roundabout or instrumental needs, with the run of the mill case of fiscal motivation. Despite what might be expected, the second one is inherent which fulfills the immediate need in its own particular right. Of this write, there is a division of three principle shapes, including work fulfillment/encounter, consistence with the standard for their own purpose and the accomplishment of individual objectives. As specify in the employer branding part, there are two kinds of agreements amongst employer and employees, one is value-based contract – by which the employees give their work and reclaim monetary compensation. This is alluded to outward motivation. The second one is mental, so known as social contract – by which employees' thought processes are perceived, and are eluded to inborn motivation more. To utilize outward one today isn't excessively troublesome and the organization will have an opportunity to get some fleeting benefits. However over the long haul, natural ought to be misused and connected. The explanation behind that is employees will work and beat a few challenges since they as of now feel fulfilled and energetic with require satisfaction from the organization. They understand that they are minded and known, which compels them the other way around to help the organization, and to help their own life and profession.

DISCUSSION

There are numerous benefits that motivation can convey to the organizations in the event

that they know about applying. Initially, "employee motivation is altogether emphatically connected with productivity". Motivation will ask employees to work harder and all the more productively. This is a standout amongst the most vital conditions that all managers need to remember for organization's advancement since human is an especially key component of achievement. Along these lines, a workplace brimming with consolation and motivation will transform the monotonous step by step work into another, energizing and connecting with enterprise for every last employee.

Also, nature of the working outcomes will be enhanced to a more elevated amount. Motivation, other than influencing employees to feel empowered, likewise causes them to be more sure and confident in themselves. From that point, they won't waver to advance their inalienable capacities. Already, without motivation, they may feel loner, which brings about not having the chance to convey what needs be. Be that as it may, with the assistance of motivation, they will trust more in themselves and self-find their own concealed capacities. This encourages them to create as well as brings benefits for the organization, through better exhibitions they make.

To wrap things up, motivation will enhance the support capacities, which are the exercises in Leadership worried about keeping up employees' dedication and devotion to the association. From the past up to this point, prevailing with regards to

anything will regularly require dependable and faithful accomplices. For this situation, organization, in the event that they need to create over the long haul and advance their enduring brand image, will require the assistance from submitted employees. At that point motivation is the most valuable apparatuses to accomplish this. At the point when employees are reasonably and positively treated, other than devoting in work with brilliant outcomes, they will need to be with the organization in a long haul and think about it as the second family to commit their gifts.

This suggests noteworthy work for the Leadership divisions, going from fields like supervisor stamping, work utilize, movement orchestrating, to workplace prosperity progression, Leadership change, cerebrum exhaust, going up against more grounded employee turnover and, clearly, enrolling.

This condition ought to be portrayed in more detail remembering the true objective to set the establishment in the matter of what one of the rule drivers for this examination is. The affiliations that will be inquired about in this examination stand up to or will go up against those work market conditions in the near to future. In this way, it must be recalled that those significant changes will happen paying little personality to the current fiscal downturn that has starting late been found in India.

Recalling this as a characteristic condition, the going with segment builds the theoretical explanation behind this examination and

along these lines introduces and discusses the accomplice speculation and the considerations behind.

On the off chance that they feel uninterested or disheartened about the undertaking, they can't put their hearts and souls to actualize their employments consummately.

CONCLUSION

Execution and motivation among more prepared employees will in like manner be a bit of the inevitable statistic change. This will be joined by high work costs (as quick outcomes of the movements on the work market), a simultaneous retirement of broad parts of the staff and a distinction in the market with a more grounded ask for and acquiring vitality of more prepared customers.

Keeping in mind the end goal to execute an assignment effectively, a fantastic individual is a fundamental condition, and the organization will finish the adequate condition through persuading them.

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