

Impact of Employees Motivation on Organizational Effectiveness at Ministry of Transportation in Ethiopia (A)

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Abstract: Employee motivation at the Ministry of Transportation will be examined in this paper to determine how it affects organizational effectiveness. A literature review and hypotheses are part of the study's goals. With the help of an appropriate sample, the research was directed. Four hundred two respondents from the Ministry of Transportation and four accountable organizations participated in this research project. As well, there is a data analysis and discussion section. SPSS 26 was used to analyze the data. The results showed that employee motivation had a significant impact on the ministry of transportation and its four accountable organizations' organizational effectiveness as a whole. In addition, the study makes some important recommendations.

Keywords: Motivation; Organizational effectiveness; Recognition; Empowerment; Development; Monetary Incentives

Introduction

It is your dream or your alarm clock that wakes you up in the morning. There are two types of workers: those who can't wait to get to work every day and those who want the day to be over as quickly as possible. The actions and regulations of the organization are what motivate the first group, in addition to their interests.

An organization's ability to function effectively is greatly affected by motivation. Human Resource Development (HRD), management development, organization development and performance appraisals are all part of the process of achieving high production results from interacting forces. Employee selection and recruitment are also part of the process (K. P. Singh, 2015).

Everyone in business today - regardless of size or market - wants to gain an edge over the competition to perform better and be more productive. An organization must first define its goals and understand how to utilize its human resources effectively. It is employees who use their skills and knowledge to support the organization to be effective. Employee motivation and performance tend to be higher in organizations that consider human resources to be the core of their business (Robbins, Judge, & Breward, 2018). This trend towards low employee motivation is particularly pronounced within the government. High-performance levels are critical to an organization's growth, development, stability, and future success. - Oncioiu, Petrescu, Duic, & Croitoru (2018); Malhotra, Sahadev, & Sharom (2020); Syafii, Thoyib, Nimran, & Djumahir (2015); and Muogbo (2013) have conducted and published studies on the impact of employee motivation on organizational effectiveness in the public sector, according to Breugh, Ritz, and Alfes (2018).

Many factors affect employee motivation, including salary and fringe benefits, allowances and leadership style. Other factors include autonomy and freedom in performing a job, career development and training, and working conditions conducive to employee motivation. Two types of motivation exist, however: intrinsic and extrinsic (Issue & Haile, 2018). These results in lower productivity and customer service because employees are unmotivated and cannot overcome obstacles (Lau, Scully, & Lee, 2018). Keeping and growing the performance of an employee is a valuable asset for any organization. Efficacy and success of an organization increase when employees are encouraged to complete their assigned tasks (Shahzadi, Javed, Pirzada, Nasreen, & Khanam, 2014).

The problem of the study

According to Robbins et al. (2018), an effective organization is capable of achieving its goals. For an organization to be productive and effective, (Robbins et al., 2018) say that certain elements need to be coordinated and supported. These elements include strategy, systems, skills, structure, shared values, style, and staff members. Since employee motivation and organizational effectiveness have a strong relationship, this study will focus solely on the staff. A company's performance is better, more productive, and more significant when motivated employees are on the job (Robbins et al., 2018). An organization's effectiveness can be improved by analyzing the impact of employee motivation. The following research objectives were set to complete this study:

- An essential goal of the study is to determine how employee motivation impacts organizational effectiveness.

Specific objectives

The study has three specific purposes:

- Investigating the impact of employee motivation on organizational effectiveness
- Identifying motivation strategies in use within the organization, and
- Examining the relationship between employee motivation and organizational effectiveness is all part of this investigation.

Research questions

- What is the most critical factor that increases employee motivation in the first place?
- What strategies are being implemented to increase employee motivation and performance?
- How does employee motivation affect organizational effectiveness?

Literature review

Employee Motivation

Judge, Judge & Breward, Robbins and (2018). Managers face many challenges when it comes to motivating employees. As we'll see, there's no shortage of advice on how to go about it. As well as being driven by a desire to succeed, motivation is also a reflection of one's self-esteem.

To improve job management, managers use employee motivation as their strategies (My, 2017). As a result, they direct their efforts in that direction. An organization's success is enhanced by motivated employees who are constantly looking for better ways to do their jobs. One of the most stable and greasy challenges is getting employees to do their best work, even under challenging circumstances. By motivating them, you can make this happen. Motivation manifests itself as enthusiasm and eagerness for work, as well as a solid determination to succeed (Sekhar et al., 2013).

According to Park & Kim's (2017) Expectancy Theory, individuals' motivation and efforts depend on the intensity of their expectations and the valence of their rewards (vroom, 1964). In other words, people are motivated to work harder if they believe that their efforts will result in the desired performance and that their performance will result in specific outcomes.

Work-related motivations and incentives are unique to each employee; some are motivated by recognition. Those who are motivated by cash incentives, on the other hand (Manzoor, 2011c). Motivation encourages not only product performance but also demonstrates how much the company cares. Increased productivity or performance is an essential effect of employee motivation. But research also indicates the employee's reward satisfaction directly impacts their performance (Pradhan, Kamlanabhan, Thulasiraj, & Muraleedharan, 2014). The goal is to influence individual or group behavior to improve the performance of an organization. All dealings must include payments, promotions, bonuses, or other rewards to motivate and encourage high-level performance.

Factors that enhance employee Motivation

Everybody has a right to a fair wage. Employees also want to feel that they receive a fair wage for their work (Rizwan et al., 2014). Compared to other incentives or motivational techniques, only money significantly impacts behavior (Sällberg & Henrik, 2011). Motivating individuals to achieve higher levels of performance is its greatest strength.

Employee Empowerment: Job autonomy through boundaries and team accountability encourages employees to explore novel learning opportunities by utilizing and deepening existing knowledge stocks in task implementation, according to Yin, Wang, and Lu (2019). (Onyemeh et al., 2014). Such practices as information sharing assist employees in understanding how their performance contributes to the company's overall success and provide them with the flexibility and adaptability they need to explore new opportunities and neutralize unforeseen threats. It can also foster a culture of trust between employees and their employers, thereby helping to motivate them.

"The traditional hierarchical control system does not manage employees' concepts, but rather their commitment to shared organizational goals, as they enforce self-discipline to achieve them," writes C. Kumar and co-authors (2011) in a study.

Employee Recognition: Reward and recognition, according to (Gilbert & Kelloway 2018), are essential factors in enhancing employee job satisfaction and motivation, both directly related to organizational achievements. He conducted a study on the relationship between rewards and employee motivation in Pakistani commercial banks, focusing on four bonuses. As a result, employee work motivation and employee recognition were significantly correlated (0.65). As a result of an empirical study conducted in India, a significant ($r=0.13$, $p<0.05$) relationship was found between recognition and employee work motivation (Danish & Usman, 2010).

Employee Training (Development): One of the most essential areas in human resources management that lead to practical application is training. Today, most organizations insist that training is critical to their success.

"Relationship between employee's beliefs regarding training benefits and employees organizational commitment in a petroleum company in the state of Qatar," Al-Emadi and Marquardt (2007) reported. The employees' training and organizational commitment were positively correlated as a result of their responses. 'The relationship of training and organizational commitment in one Korean organization' by Eun-Chung (2013) revealed a positive correlation between training and organizational commitment.

Employee Monetary Incentives: Incentives paid in money are called monetary incentives. Gainsharing and profit-sharing are the two most common types of monetary incentives.

Monetary incentives act as a stimulus for more excellent action and instill zeal and enthusiasm toward work (Al-Belushi and Khan, 2017); they help employees recognize achievement. According to (Osa 2014), financial incentives create a positive work environment, maintain employee interest in their jobs, and give them a boost or zeal for better performance.

Monetary incentives motivate employees, enhance commitment to work performance, psychologically satisfy a person and lead to job satisfaction; they also influence the behavior or outlook of subordinates towards their work in the organization.

Monetary incentives are the most studied of the different types of incentives. How financial incentives affect motivation and performance has been the subject of several studies; many researchers have found that financial incentives and commissions are positively correlated

Employee Motivation and Organizational Effectiveness

An example of a traditional motivation theory is the motives and needs theory. (Maslo,1943) Five requirements exist for workers (Physiological, safety, social, ego, and self-actualization). As a result, employees should strive for equity with their coworkers (Huseman, Hatfield, & Miles, 1987).

Research on employee motivation today is more cross-disciplinary, involving neurobiology and psychology and neuroscience and psychology. An apparent recent study aims to combine and revolutionize traditional motivation theories into one more comprehensive theory encompassing traditional management perspectives, human resource development, and organizational behavior with new perspectives in neuroscience, biology and psychology. In their study of employee motivation, Lawrence and Nohria (2002), for example, used cross-disciplinary perspectives. Employees, they say, have four primary motivations: to acquire, bond, comprehend, and defend, and that these motivations are reflected in their behavior.

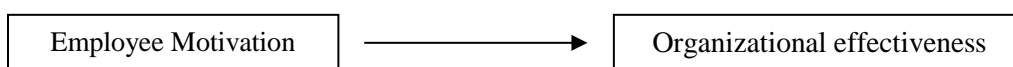
Additionally, their research identifies the organizational levers that can be used to achieve these goals. Reward systems satisfy the drive to acquire, culture fulfills the drive to bond, job design fulfills the drive to comprehend, and performance management processes and resource allocation processes satisfy the drive to defend (Nohria et al., 2013). When these organizational levers are used to fulfill employee drives and motivation, organizational effectiveness is maximized.

It is a team effort between Abubakari and Adam (2018). As a result, employee motivation cannot be studied in isolation from its organizational context. (Oghojafor, Muo, & Aduloju, 2012) argued that an organization's prosperity and survival are determined by how it treats its human resource (human capital). Office innovations have also highlighted the importance of high-performance work practices in creating an effective organization (Ogbonnaya and Valizade, 2018). HPWP is a unique set of complementary HRM practices

It is the responsibility of organizations to set goals for themselves, establish incentives, and create a motivational environment to execute their strategies and achieve results, according to Thomas, Ambrosini, and Hughes (2019). Creating environments that balance task-specific behavior enhancement with behavior support for more comprehensive organizational functioning is another issue.

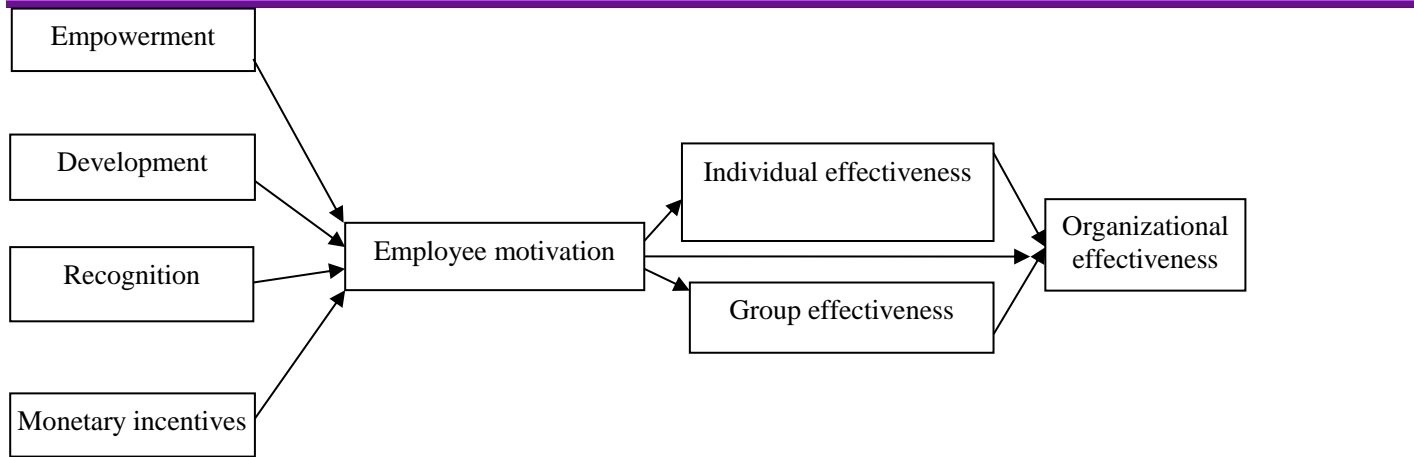
Conceptual framework of the study

Employee Motivation is the independent variable examined by four factors: recognition, empowerment, incentives, and development. The dependent variable is organizational effectiveness.



Model of the study

The following is the model of the study, which is further discussed and justified.



Hypothesis

- H1: There are a positive impact and relationship between employee motivation and organizational effectiveness.
- HA: There is an impact of empowering employees on organizational effectiveness.
- HB: There is an impact of recognizing employees on organizational effectiveness.
- HC: There is an impact of Employee development or training on organizational effectiveness.
- HD: There is an impact of employees monetary incentives in tasks on their motivation to work

Research methodology

Motivation and organizational effectiveness are examined using four factors: recognition, empowerment, development and monetary incentives in this study.

Population of study

The research was conducted with a convenience sample of (402) participants, representing front-line employees of the Ethiopian Ministry of Transportation and its accountable organizations. Employees of both genders were represented in this sample.

Methods of data collecting

Research of this type is classified as a survey-type study. The first step was to develop a questionnaire to collect data. Each respondent received an anonymous questionnaire that was filled out in accordance with the researcher's instructions. A modified questionnaire was created to collect information for the study with the following keywords: empowerment, recognition, development, monetary incentives, motivation, and organizational effectiveness. On a five-point Likert scale, the questions were meant to be answered. Strongly disagree to agree strongly were assigned to each item (1) Disagree (2) Neutral (3) Agree (4) to strongly agree (5)

Methods of Data Analysis

The statistical package for social science software was used for the analysis (SPSS). As a result, the following statistical tests and tools can examine and analyze research variables and test hypotheses. For the reliability test, the Cronbach Alpha correlation coefficient, ANOVA, and Pearson correlation were used.

Data Analysis and Findings

Reliability

Employee motivation is measured by Cronbach's alpha, a measure of organizational effectiveness (0.864). An alpha value greater than (0.7) is considered good reliability, according to Sekran (2003); this indicates a high level of data reliability.

Result

Table 1 Descriptive statistics of study variables

	N	Mean	Std. Deviation	α
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Employee Empowerment	402	3.4205	1.17009	.716
Employee Recognition	402	3.4455	1.14884	.832
Employee Training or Development	402	3.5558	1.17410	.843
Employee Monetary Incentives	402	3.6035	1.16721	.900
Individual Effectiveness	402	3.6512	1.16039	.749
Group Effectiveness	402	3.5639	1.15882	.755
Organizational Effectiveness	402	3.6322	1.15309	.752
Valid N (listwise)	402			

Source: survey data,2021

Cronbach's alpha, a measure of the reliability of measuring items for each predictor variable, is also displayed in the table. Alpha results for all seven predictor variables were 0.70, indicating good internal consistency of measurement scales, as shown in table 1. (Paulsen, J& BrackaLorenze, 2017). This had been checked in the pilot study, but it was still essential to know the data's value before proceeding with further static measurements.

Preliminary conclusions can be drawn by considering the mean values of each item (table 1). Most respondents agreed or strongly agreed with the statement. Because the range of mean values was between 3.10 and 4, the majority of respondents answered positively.

One way ANOVA Test Results of Demographic Variables

The test was conducted to determine whether there was a statistically significant difference between the mean values of demographic variables. In this test, one nominal or categorical data set is compared to another set of measurement data (Fidell, 2013). As a result, the test was conducted and summarized in the table using each demographic data and dependent variable measurement.

Table 2 Summary of one Way ANOVA results of Demographic Variable

Dependent Variable = Organizational Effectiveness									
Sex	N	Mean	Std.	HV.	Sig.	F Test	Sig	Welch	Sig.
Male	215	3.7079	1.11839						
Female	187	3.5453	1.18879						
Total	402	3.6322	1.15309	2.107	.147	1.994	.159	1.977	.161

Age									
Dependent Variable = Organizational Effectiveness									
	N	Mean	Std.	Hv	Sig.	F Test	Sig.	Welch	Sig.
25 and below	38	3.8075	1.28258						
26-35	235	3.6961	1.15870						
36-45	101	3.4253	1.08095						
46 and above	28	3.6048	1.13574						
Total	402	3.6322	1.15309	.583	.626	1.630	.182	1.675	.179

Education level									
Dependent Variable = Organizational Effectiveness									
	N	Mean	Std.	HV	Sig.	F Test	Sig.	Welch	Sig.
Diploma	9	3.2956	1.04621						
BA/BED/BSC	257	3.6088	1.15027						
Master	134	3.6947	1.17298						
PhD	2	3.9668	.89294						
Total	402	3.6322	1.15309	.467	.706	.447	.699	.437	.737

Work Experience

Dependent Variable = Organizational Effectiveness									
	N	Mean	Std.	HV	Sig.	F Test	Sig.	Welch	Sig.
5 years and below	138	3.6996	1.16392						
6-10 years	147	3.5522	1.14133						
11-15 years	61	3.8467	1.15002						
16 years and above	56	3.4427	1.14144						
Total	402	3.6322	1.15309	.110	.954	1.609	.187	1.603	.191

Marital Status

Dependent Variable = Organizational Effectiveness									
	N	Mean	Std.	HV	Sig.	F Test	Sig.	Welch	Sig.
Single	196	3.6477	1.13207						
Married	197	3.6364	1.18473						
Divorced	7	2.9510	.80926						
Widowed	2	4.0847	.72621						
Total	402	3.6322	1.15309	.756	.520	.929	.427	1.473	.340

Work Place

Dependent Variable = Organizational Effectiveness									
	N	Mean	Std.	HV	Sig.	F Test	Sig.	Welch	Sig.
Ministry of Transport	55	3.4185	.92426						
Ethiopian Civil Aviation	73	3.1639	.88090						
Federal Transport Authority	73	3.0945	.86029						
Public Service Transport	91	3.7941	1.38296						
Ethiopian Road Authority	110	4.2728	1.04314						
Total	402	3.6322	1.15309	9.311	.00	19.392	.00	22.553	.00

Note: Std. = Standard Deviation, HV= Homogeneity of Variance, Significance Level

Source: survey data,2021

According to table's test results, there was no statistically significant difference in mean demographic variables on organizational effectiveness, with p-values of 0.05 or less. A statistically significant difference in organizational effectiveness was found in only one demographic variable: the workplace test result. The following analysis is therefore omitted of five demographic variables. The following analysis will include the other variable.

Hypothesis Test Result

Linear regressions stood used to test this hypothesis (Significant at 0.05 level)

H1: Employee motivation has a positive impact on organizational effectiveness.

Table (3) below shows the results of regressions for employee motivation against Organizational effectiveness.

Table 3 Regression model summary H1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 ^a	.727	.726	.60326

a. Predictors: (Constant), Employee motivation

Source: survey data,2021

Table 4 ANOVA table for H1

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	386.196	1	386.196	1061.215	.000 ^b
	Residual	145.203	399	.364		
	Total	531.399	400			

a. Dependent Variable: Organizational Effectiveness

b. Predictors: (Constant), Employee Motivation

Source: survey data,2021

Table 5 Coefficient table for H1

Model		Unstandardized Coefficients		Standardized Coefficients		95.0% Confidence Interval for B		
		B	Std. Error	Beta	t	Sig.	Lower Bound	Upper Bound
1	(Constant)	.097	.113		.861	.390	-.124	.318
	Employee Motivation	.252	.008	.852	32.576	.000	.237	.268

a. Dependent Variable: Organizational Effectiveness

Source: survey data,2021

Because employee motivation significantly impacts organizational effectiveness, as shown in Table 3, the regression model's overall result was significant (p0.005). The null hypothesis is therefore rejected, and the alternative hypothesis is accepted.

Employee motivation was considered a predictor of organizational effectiveness in the study's conclusion. Because of this, if it is possible to increase employee motivation, the effectiveness of the organization may also be improved, and vice versa. In other words, employee motivation has a direct impact on organizational performance.

Given the R Square value of 0.726%, the variation in organizational effectiveness at work can be attributed to employee motivation.

It is shown in Table 5 Beta that: $outcome = 0.097 + 0.52 \text{ employee motivation}$, which means an increase in organizational effectiveness of 0.252 percent increases outcome by 0.252 percent. In addition, it shows that when employee motivation is zero, the effectiveness increases by 0.252.

HA. There is an impact of empowering employees on organizational effectiveness.

Employee empowerment was regressed against organizational effectiveness in the following table (6)

Table 6 Regression model summaries for HA

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.841 ^a	.707	.706	.62515

Source: survey data,2021

Table 7 ANOVA table for HA

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	376.850	1	376.850	964.271	.000 ^b
	Residual	156.325	400	.391		
	Total	533.175	401			

a. Dependent Variable: Organizational Effectiveness

b. Predictors: (Constant), Employee Empowerment

Source: survey data,2021

Table 8 Coefficient table for HA

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	.798	.096		8.278	.000	.609	.988
	Employee Empowerment	.829	.027	.841	31.053	.000	.776	.881

a. Dependent Variable: Organizational Effectiveness

Source: survey data,2021

Employee empowerment has a significant impact on organizational effectiveness, according to Table 6. The null hypothesis is therefore rejected, and the alternative hypothesis is accepted.

Employee empowerment was considered a predictor of organizational effectiveness in the study's findings. As employee empowerment increases, so does organizational effectiveness. Employee empowerment, therefore, has a significant impact on organizational effectiveness.

Employee empowerment could account for 70.6 percent of organizational effectiveness, based on R Square values (0.706).

Empowerment + outcome = 0.798 + 0.829, according to Table 5.43 Beta. When empowerment is zero, effectiveness increases by 0.789.

HB: There is an impact of recognizing employees' on organizational effectiveness

Regressions for recognizing employees versus organizational effectiveness are shown in Table 9.

Table 9 Regression model summary HB

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.775 ^a	.601	.600	.72912

a. Predictors: (Constant), Employee Recognition

Source: survey data,2021

Table 10 ANOVA table for HB

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	319.283	1	319.283	600.587	.000 ^b
	Residual	212.116	399	.532		
	Total	531.399	400			

a. Dependent Variable: Organizational Effectiveness

b. Predictors: (Constant), Employee Recognition

Source: survey data,2021

Table 11 coefficient table for HB

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	.949	.115		8.239	.000	.723	1.176
	Employee Recognition	.778	.032	.775	24.507	.000	.715	.840

a. Dependent Variable: Organizational Effectiveness

Source: survey data,2021

Employee empowerment has a significant impact on organizational effectiveness, as shown in Table 9. The null hypothesis is therefore rejected, and the alternative hypothesis is accepted.

As a result of the study, it was determined that employee recognition could predict organizational effectiveness. Recognizing employees, therefore, has an impact on organizational effectiveness.

R Square values of 0.600 suggest that employee recognition could account for 60 percent of organizational effectiveness.

Based on the formula in Table 11, outcome = 0.949 + 0.778 recognition, this equation indicates that an increase in recognition of 0.778 percent will also increase the outcome by 0.949 percent, when empowerment is zero, the effectiveness increases by 0.777.

HC: There is an impact of Employees development on organizational effectiveness

The employee's development was regressed against organizational effectiveness in the table (12) below.

Table 12 Regression model summary HC

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.891 ^a	.794	.794	.52392

a. Predictors: (Constant), Employee Training or Development

Source: survey data,2021

Table 13 ANOVA table for HC

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	423.378	1	423.378	1542.402	.000 ^b
	Residual	109.797	400	.274		
	Total	533.175	401			

a. Dependent Variable: Organizational Effectiveness

b. Predictors: (Constant), Employee Training or Development

Source: survey data,2021

Table 14 coefficient table for HC

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	.520	.083		6.236	.000	.356	.684
	Employee Training or Development	.875	.022	.891	39.273	.000	.831	.919

a. Dependent Variable: Organizational Effectiveness

Source: survey data,2021

Because employee development significantly impacted organizational effectiveness, as shown in Table 12, the regression model's overall result was statistically significant ($p=0.000 < 0.05$). The null hypothesis is therefore rejected, and the alternative hypothesis is accepted.

Personnel development could be used to predict organizational effectiveness, according to the findings. In other words, if employee development can increase organizational effectiveness at work, then it may also increase, and vice versa. So employee development has a role to play in improving the efficiency of an organization.

Employee development could explain 79.4 percent of the variation in organizational effectiveness, based on the R Square value of (0.794).

This equation shows that 0.875 percent increases in recognition will also increase by 0.520 percent, as shown in Table 14. As a result, the effectiveness increases by 0.520 when employee training or development is nonexistent.

HD: There is an impact of employee's monetary incentives on organizational effectiveness

Employee monetary incentives were regressed against organizational effectiveness, as shown in Table 15.

Table 15 Regression model summary HD

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
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1	.950 ^a	.902	.902	.36175
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a. Predictors: (Constant), Employee Monetary Incentives

Source: survey data,2021

Table 16 ANOVA table for HD

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	480.828	1	480.828	3674.185	.000 ^b
	Residual	52.347	400	.131		
	Total	533.175	401			

a. Dependent Variable: Organizational Effectiveness

b. Predictors: (Constant), Employee Monetary Incentives

Source: survey data,2021

Table 17 coefficient table for HD

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	.252	.059		4.292	.000	.136	.367
	Employee Monetary Incentives	.938	.015	.950	60.615	.000	.908	.969

a. Dependent Variable: Organizational Effectiveness

Source: survey data,2021

Employee monetary incentives have a significant impact on organizational effectiveness, as shown in Table 15. The null hypothesis is therefore rejected, and the alternative hypothesis is accepted.

Employee Monetary Incentives were considered a predictor of organizational effectiveness in the study's conclusion. Financial Incentives for employees may increase organizational effectiveness and vice versa if they are successful. Therefore, monetary incentives for employees can have a significant impact on the effectiveness of an organization.

Employee monetary incentives could explain a 90.2 percent variation in employee motivation at work, based on the adjusted R Square value of (0.902).

Results =.252 + 0.938% monetary incentives, as shown in Table 17. This equation shows that an increase in recognition of.938% will also increase results by.252. There is also evidence that the effectiveness increases by.252 when the financial incentives are removed.

Discussion and Conclusion

This study has examined the relationship between employee motivation and organizational effectiveness and the four elements of worker motivation: empowerment, recognition, development, and monetary incentives. The study printed that the four elements of employee motivation extensively impact organizational effectiveness at the ministry of transportation and its four corporate organizations.

As the researcher observed from the analysis, the employee's mindset and understanding of motivational elements vary; however, most accept as true with that recognition, empowerment, monetary incentives, and improvement play an essential function in motivating them to operate their obligations desirably.

The current result suggests that the correlation between organizational effectiveness between monetary incentives is strongest (r = 0.950); this used to be accompanied by way of employee training or development (r = 0.891), empowerment (r = 0.841) and recognition (r =0.775). **Recommendation**

It is recommended that management place a higher priority on employee motivation to compete with its rivals. Organizations need to develop laws, policies, and organizational structures that give employees the freedom to work well and reward them for completing and completing their tasks successfully.

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