

# Organizational Behaviour

## Digital Assignment 1

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Slot: A1

*Topic: Employee Well Being through research paper.*

The Abstract:

The Project is about Employee wellbeing and understanding of the needs of the great work culture. The employee forms the base of the company. This is the duty of HR, Manager, Employer and others to keep the employee happy. The key moto of Wellbeing is through various perspective. Similarly Motivation is one of them. It not only makes the employees to be a leader on the next promotion but also make them determined to complete task on time.

<i>Authors and Year (Reference)</i>	<i>Title (Study)</i>	<i>Concept / Theoretical model/ Framework</i>	<i>Methodology used/ Implementation</i>	<i>Dataset details/ Analysis</i>	<i>Relevant Finding</i>	<i>Limitations / Future Research/ Gaps identified</i>
<b>[1]. Youyan Nie, Bee Leng Chua, Alexander Seeshing Yeung, Richard M. Ryan, and Wai Yen Chan (2015)</b>	<b>The importance of autonomy support and the mediating role of work motivation for well-being: Testing self-determination theory in a Chinese work</b>	<i>There is group comparison between a set of teachers for understanding the way the organization works through motivation.</i>	<i>Using this study examined the analytical part of covering table, percentages, Mean, Standard Deviation and Multivariate normality test Techniques used in Least Square</i>	<i>Collecting data from Chinese school in Hebei, China on the parameters like job satisfaction, wellbeing and work motivation.</i>	<i>Importance of autonomy support, Importance of work motivation, Intrinsic motivation plays a key role.</i>	<i>Generalization of the results without knowing the other areas of work in China. Culture specific, No dynamic changes, More study is needed to be done for empirical studies.</i>

	organisatio n		Trend Analysis.			
<i>[2]. Bilal Afsar, Yuosre Badir, Umar Safdar Kiani (2015)</i>	<b>Linking spiritual leadership and employee pro- environme ntal behaviour: The influence of workplace spirituality , intrinsic motivation , and environme ntal passion</b>	<i>This is all about spiritual leadership and work spirituality through theoretical models.</i>	<i>Six companies from two industries are taken into consideratio n and analysis has been done through structural equation models, root mean square of approximati on and hierarchical multiple regression.</i>	<i>The dataset is collected from Thailand region and parameter s taken into considerati on are intrinsic motivation, environme nt awareness and work culture.</i>	<i>The positive relationshi p between spiritual leadership and workplace spirituality. The intrinsic motivation boost wellbeing. Positive emotions towards environme ntal activism.</i>	<i>Causality due to crossover- sectional area of the data. Dualistic model not seen of harmony and obsessivenes s. Farther study is required.</i>
<i>[3] Elvir Akhmetsh in1, Ivan Morozov2, Albert Pavlyuk3, Alexei Yumashev 4, Nataliya Yumashev a5, Sergey Gubarkov 6 (2018)</i>	<b>Motivation of Personnel in an Innovative Business Climate</b>	<i>The theme is about what and how the employees can be motivated in developing environme nt, multifactor ial motivation for employee's wellbeing.</i>	<i>In breath – large sample of enterprises will reveal additional dependencie s.  In depth – Motivators and way of implementat ion  Tools used Mean, Median, standard deviation, variance, bar graphs.</i>	<i>Official websites of JTI, METRO, Norilsk Nickel, Euroset,  Reports, Forbes rating, research, Russian and foreign author works.</i>	<i>Modern managers should increase the efficiency of the company by ensuring transparenc y and motivation.  Innovative environme nt requires innovative methods to motivate employees.  Russian companies should create a motivating factor for</i>	<i>The design is not good enough to motivate a lot employees.  Meaningful ness of work and good working conditions should be seen.  Inexpensive but ingenious ways should be taken into consideratio n for motivation.</i>

					<i>the employees.</i>	
<p>[4] Eka Diraksa Putra, Seonghee Cho and Juan Liu (2015)</p>	<p><b>Extrinsic and intrinsic motivation on work engagement in the hospitality industry: Test of motivation crowding theory</b></p>	<p><i>The data analysis is done on the parameters like Vigour, Dedication and Absorption</i></p>	<p>Confirmatory factor analysis, 5-point Likert scale, Mean, correlation and standard deviation is taken into consideration.</p>	<p>The data is collected from 107 restaurants from Midwestern town in US. With 568 questionnaires circulated in total. Here 143 is used and the data analysis is done on motivation factors.</p>	<p><i>Understanding the key factor that drives employee to stick to the work. Intrinsic motivation plays a key role, even in cognitive skills. The engagement development and hospitality management is seen.</i></p>	<p><i>Sample size of the study is small.</i></p> <p><i>The data analysis could be biased by common methods. Therefore of different time periods should be collected.</i></p> <p><i>The results can be improved by checking the hospitality of the employees.</i></p>
<p>[5] Gaby Reijseger1 • Maria C. W. Peeters1 • Toon W. Taris1 • Wilmar B. Schaufeli (2017)</p>	<p><b>From Motivation to Activation : Why Engaged Workers are Better Performers</b></p>	<p><i>The purpose of this study was to investigate the relationship between work engagement and multiple dimensions of employee performance, as mediated by open-mindedness</i></p>	<p>Survey data were obtained from 186 employees of a food processing plant and the findings were cross-validated in an independent convenience sample (N = 308)</p>	<p>Root Mean Square Root is taken for the Error Analysis, Principle Component Analysis is done for the similarity checking, Similarity checking has been done for the accuracy.</p>	<p><i>Checking of open mindedness of the people through comparison</i></p> <p><i>Higher positive productivity of the workers with similar view points and zeal of motivation.</i></p>	<p><i>The cross – sectional design</i></p> <p><i>The reports are used which has been collected without any check. (self-report)</i></p>

The Papers:

# 1. The importance of autonomy support and the mediating role of work motivation for well-being: Testing self-determination theory in a Chinese work organisation

**By: Youyan Nie, Bee Leng Chua, Alexander Seeshing Yeung, Richard M. Ryan, and Wai Yen Chan**

**Abstract:**

The study of different types of Motivation and classifying into different types of motivation affect Chinese Work Culture. China is a fast developing country. Different types of the parameters are taken into consideration like job satisfaction, work stress and illness symptoms. In this 266 teachers are taken into consideration and two trained researchers administrated the surveys. This is done using 5-point Likert scales. The internal consistency was found good on the bases of statistical tools (like mean, path analysis, multivariate normality test), correlation test). The result showed the motivated teachers are better off compared to other group of teachers.

**Limitations:**

- The dataset is limited to city in the Hebei province of China.
- Limited set if indication of well-being related to work, therefore more parameters should be taken into consideration.
- Culture specific by comparing Asian and Western and Gender biased.

# 2. Linking spiritual leadership and employee pro-environmental behaviour: The influence of workplace spirituality, intrinsic motivation, and environmental passion

**By: Bilal Afsar, Yuosre Badir, Umar Safdar Kiani**

**Abstract:**

A comparison of spiritual leadership and workplace spirituality has been done. The purpose of this study is to build a model by conceptually and empirically linking spiritual leadership theory, workplace spirituality theory, and pro-environmental behaviour theories in answer to calls for a more comprehensive and detailed understanding of the spiritual leadership approach as it relates to the pro-environmental behaviour. Employees believe that their organizations value their contributions and care about their well-being and hence fulfil their socio emotional needs. In this 6 companies are taken from different sectors like software and banking and leadership dimensions are checked for them. The Structural Model were taken into consideration for the implementation. The hierarchical multiple regression is one of the classification techniques taken for analysis. There is a positive relationship is found between spiritual leadership and workplace leadership. Even the environmental awareness played a key role. Managers should understand that in order to foster workplace spirituality to a higher level, organizational care and support towards employees matter.

**Limitations:**

- Unable to establish causality due to cross-sectional nature of data.
- Did not figure out harmonious and obsessive passion of workers.

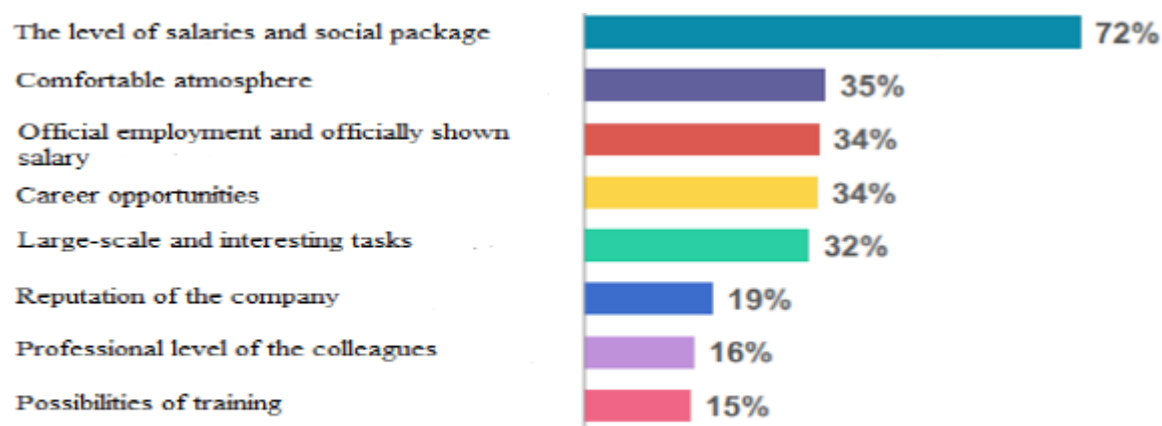
- Thorough comparison is needed to be done.

### 3. Motivation of Personnel in an Innovative Business Climate

By: *Elvir Akhmetshin*<sup>1</sup>, *Ivan Morozov*<sup>2</sup>, *Albert Pavlyuk*<sup>3</sup>, *Alexei Yumashev*<sup>4</sup>, *Nataliya Yumasheva*<sup>5</sup>, *Sergey Gubarkov*<sup>6</sup>

Abstract:

A practical implementation of personal motivation programs that have been tested in successful companies. The theme is about what and how the employees can be motivated in developing environment, multifactorial motivation for employee's wellbeing. A comprehensive analysis has been done for the labour motivation system. The data is collected from official websites of JTI, METRO, Norulsk, Nickel, Euroset, reports, Forbes rating, works in Russian authors.



There are various parameters taken into consideration:-

**Table 2.** *The use of factors, which are motivating for Russia in the studied companies*

№	Motivating factor/ Company	JTI	METRO	Nornickel	Euroset
1	The level of payment and social package	Indirectly	The level of remuneration is not emphasized, only social package	Yes	The level of remuneration, social package is not emphasized
2	Comfortable atmosphere	Yes	Yes	Yes	Not emphasized
3	Official employment and officially shown salary	Implied	Implied	Yes	Implied
4	Career opportunities	Yes	Yes	Yes	Yes
5	Big-scale and interesting tasks	Yes	Indirectly	Yes	Indirectly
6	Company reputation	Yes	Yes	Yes	Yes
7	Professionalism of colleagues	Yes	Yes	Yes	Yes
8	Possibilities of training	Yes	Yes	Yes	Yes
9	Other factors	Yes	Yes	Yes	Yes
	Priority factors:	2, 4, 5, 6, 8	4, 6, 8, 9	1, 5, 6, 7, 8, 9	1, 4, 6, 7, 8

Managers should create enhanced conditions for the workers. They should have a step-by-step procedure to motivate. Russians are striving for their own motivation system.

Limitations:-

- Not detailed
- The design is not good enough to motivate a lot employees.
- Meaningfulness of work and good working conditions should be seen.
- Inexpensive but ingenious ways should be taken into consideration for motivation.

#### 4. Extrinsic and intrinsic motivation on work engagement in the hospitality industry: Test of motivation crowding theory

By: *Eka Diraksa Putra, Seonghee Cho and Juan Liu*

Abstract:

The aim of this study was to examine extrinsic and intrinsic motivations as the antecedents of work engagement and to empirically test the motivation crowding theory using hospitality employees. The findings showed that intrinsic motivation played an important role in improving employees' work engagement. Motivation crowding theory is based on the two motivation theories discussed earlier, extrinsic and intrinsic motivation. Various testing has been done and analysis using confirmatory Fit Index. The parameter such as Vigour, Dedication and Absorption is taken into consideration.

Limitations:

- Sample size of the study is small.
- The data analysis could be biased by common methods. Therefore of different time periods should be collected.
- The results can be improved by checking the hospitality of the employees.

#### 5. From Motivation to Activation: Why Engaged Workers are Better Performers

By: *Gaby Reijseger, Maria C. W. Peeters, Toon W. Taris, Wilmar B. Schaufeli*

Abstract:

The purpose of this study was to investigate the relationship between work engagement and multiple dimensions of employee performance, as mediated by open-mindedness. Survey data were obtained from 186 employees of a food processing plant and the findings were cross-validated in an independent convenience sample (N = 308). Different parameters are taken into consideration for the work engagement factor of the employees through motivation. The data analysis has been done through structural equation modelling. This has been done to analyse the open-mindedness of the employees.

Limitations:

- *The cross – sectional design*
- *The reports are used which has been collected without any check. (Self-report)*