

## **The Impact of The Employee Motivational Processes to the Employee Productivity (with reference to garment factories in Katunayaka)**

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### **ABSTRACT**

In the competing business world, the producers to follow various strategies to sell their products to the customers. All these strategies and efforts are laid upon the human resources in the organization to increase the productivity. In this process of increasing the productivity, human resources are known to be the one of most valuable factors. The involvement of the human resources is massive in every aspect such as decision making, managing, manufacturing etc. So, it is safe to say that future path of an organization can be defined by the human resources in the company. For these reasons, it is necessary to pay special attention to the human activities within the company. The main objective was to identify whether the motivation processes for employees working in apparel industry in Katunayaka affect employee productivity?'. The sub-objectives can be suggested as follows. Study at what level the productivity varies depending on the motivation, study what motivational methods influence productivity and study whether a motivation method used by one institution can also be used by the other institution. Three garment factories were selected to choose 150 employees as the sample. Cluster sampling method was used to select the sample. Correlation and regression analysis were used to analyze data. From the total of 150 people, 17% of the respondents believe that the job attitudes have severely impacted the growth of employee productivity. And also, the training has been found as the contributed factor to employee productivity. 21% of respondents believe upon that the training can affect the productivity. The employees stated that, after completing the training programs it is expected to increase employee productivity. When concentrate on the above results, Different type of employee motivation modes affects the productivity of the company in numerous ways. According to the conducted survey, the two of main employee motivation methods were employee training programs and other non-financial allowances. So non-financial employee motivation methods are more helpful to increase the productivity of the company than the financial motivation methods according to the participants.

***Key words: Employee, Motivation, Productivity, Human Resource***

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