

# Human Development: The Effect of Human Development, Motivational and Excellent in Emerging Companies

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**Abstract:** *This is an attempt to understand human resources and their impact on emerging companies. From the review of various research and journal works, found many studies done in past motivational effects on Human performance. However the recent research work on Human motivational factors on emerging companies of it's employees. The primary purpose of the study to identify how human resources has contributed to the knowledge base across social science during the past decades. Management will help to understand the internal problems as well as external thus help in suggest improvement in performance according to Companies goals and also help to achieve its target within the stipulated time. If companies focus on intrinsic motivation as well as extrinsic motivation emerging companies will grow rapidly. Because employees do their work before time and also enjoy responsibilities. It helps companies to generate new ideas.*

**Keywords:** Human development, intrinsic motivation, Human resources management, emerging companies.

## 1. Introduction

Human development, Motivational, Excellent on Emerging Companies.

- Development: Change the situation and it's effects.
- Resources: Used for satisfying human needs.

From middle French (human) and from Latin humans ("of or belonging to a man, human, humane") from homo ("man, human") in simple words human development belongs to a man that is used to change a particular situation. The human development concept was developing economist ("Mahbubul Haq") It is very important for human life because it declines the discrimination between communities. In any organization, Companies' human resources are more powerful assets. They ensure the achievement, growth of the companies or organization. It is unfortunate that most Companies neglected the development and management of their chief asset which is human resources (Human resources article 2012) There are many activities related to human resources planning, organization, recruitment, selection, orientation, motive, training, job satisfaction, etc. There are intrinsic as well as extrinsic motivational factors that affect the performance of employees or motivational help the companies directly on their productivity.

## 2. Objectives

- 1) To understand how the management motivates their employees to reach the goal.
- 2) To evaluate the impact of motivational approaches on emerging companies.
- 3) To find out the relationship between employee performance and motivation.
- 4) To examine the growth of emerging companies in the present scenario.
- 5) To identify the various factors militating against the excellent performance in emerging companies.

- 6) To study the recent intrinsic motivation that helps to increase the productivities.

## 3. Statement of the Problems

There may be certain inadequancies in the study of which create the roadblocks and prohibit the organization from being effective. So here the important role of effective management comes in. We can easily remove these problems by adopting various intrinsic motivation techniques. It helps to enhancing the performance of any organization.

## 4. Review of Literature

(Hill & Lent 2006) Human development & training - related changes should result in improved job performance & other positive changes.

(Amabile et al.1995; Anderson et al., 2014) Throughout the last three decades, positive impact of intrinsic motivation on creativity and innovative the ideas while the extrinsic motivational was seen as controversial and has been less investigated.

(Luthans and Stajkovic) 1999 concluded that the advancement of human resources through rewards, monetary incentives & organization behavior modification has generated a large volume of debate in human resources & sale performance.

## 5. Research Methodology

- 1) Descriptive study is carried out to effect on human development motivational & excellent in emerging companies
- 2) Secondary data collected
- 3) Qualitative method

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- Data collect from research database, journals, websites, articles etc.

## 6. Research Question

- What is the effect of human development on motivation and excellent in emerging companies.
- What are the factors militating against excellent performance in emerging companies.
- How companies work and which types of techniques companies used to motivate the employees.
- Are there any outside factors that impact your motivational or ability to complete your work.

## 7. Research Gap

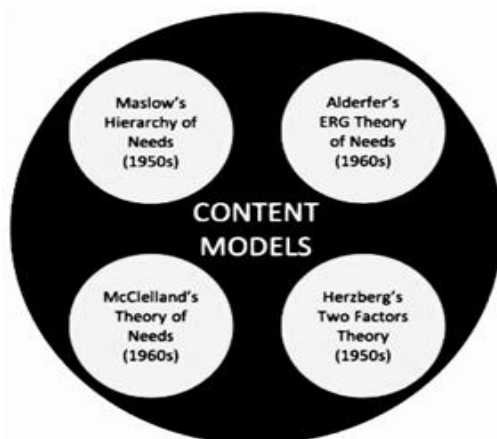
This paper also suggests that for an employee monetary benefits like salary and increment are not the only prime motivational factors. Organization policies & practices also increase the work motivation when framed to satisfy the employee's necessities. So nowadays the employer should consider the various motivational factors for better retention of talents. Companies think more & more about their goals and profits. Sometimes companies forgot about employees. These employees are also their assets if we should focus on intrinsic motivation. These hidden talents will come out full & they will be able to give more than their contribution. Everything is not a monetary reward, something also comes out of encouragement, which gives the spirit to try and learn something new.

## 8. Significance of the study

The study will educate the management of the emerging organization on how human management and motivation can be used as a tool to drive excellence. Motivation plays an important role in companies as well as organizations. Because it helps to achieve companies and organization objectives.

### 8.1 Two types of motivational theory: Content and Process theory.

The content theory focuses on the "what's" of motivation.



The Process theory of motivation focus on the "how's" of motivation



## 9. Scope / Limitations of the Study

This study will cover various approaches toward organizational excellence with a special focus on human development and motivation to encourage employees

**Limitation:** Financial constraint, time constraint, poor leadership structure, workplace conflict, lack of confidence in companies, lack of challenging work. Lack of confidence in the company.

## 10. Conclusion

From this study motivational help the organisation to achieve its target with the stipulated time period. Organisation can stay in long period of time. So company should focus on it in order to stay competitive in the market and avoid some problems. Thus motivational is totally based on its powerful implementation on its organisation functions. The effective motivational techniques should be practiced at workplace.

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