

HUMAN RESOURCE MANAGEMENT WITH ACCENT ON MOTIVATION

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Abstract: *The aim is to mention on the issue motivation of employees, emphasize the need for motivational factors, which are motivated employees. Article contains theoretical view of human resource management and its goals with the accent on motivation. The theoretical part contains the definition of motivation and the process, which is displayed on figure 1. The article describes the results of the survey, which was aimed at identifying of motivating factors, which are most motivated of employees in selected company engaged on administration in city Ruzomberok. In conclusion, based on the results of the survey are proposed measure to resolve the given issue.*

Keywords: Human resource, management, motivation, employees

1 INTRODUCTION

Intrinsic components in small and medium enterprises form the human resources, which constantly grows in significance compared to the past. Companies when selecting new employees visor on their qualifying site. It attaches the increasing emphasis on professional skills and knowledge of workers, especially in today's competitive society. It is more than certain that every company wants to dispose of the best staff, that it will not only provide a higher level of competitiveness, but also high profit. In order for employees have produced, fully innovated and use their creativity, experience and achieved knowledge, they must be sufficiently motivated. To motivate employees to be approached individually to each employee separately, as the needs of individuals is rapidly vary depending their backgrounds or habits. Use different methods of motivation company can achieve a significant increase in work performance and unconditionally higher profit.

2 HUMAN RESOURCE MANAGEMENT

Company is the establishment, lifeless, artificially designed of character, consisting of material, information, money and not least human elements. All components are equivalent to. Ensuring the management of the first three components is ensured through human resources management, which putting them into activities. HRM draw to and engaged in the work process, from their recruitment through training, compensation, motivation and relationships in the workplace, to the redundancies. Professional literature provides a large variety of determining the definition of human resource management.

According to [1] represents a human resources management as „file management procedures used to obtaining and maintaining employees in company and reinsurance, to deliver high performance, thereby contributing to the achievement of organizational objectives.“ Thus, for such activities are aimed on people in the working process, which together result in

the achievement of defined objectives and target the employees themselves and the company.

Human resource management "addresses the management people at a macro level by creating and developing the human resources of the organization as a whole. It is a recruitment, selection, motivation, skills upgrading and release of workers". [2]

Human resources can be assign the attribute „treasure of company“, because they are an effective component of prosperity organizations, and thus among the most important source of that organization owned. The main source of competitiveness in the market.

A similar idea is shared by [3] who says about human resources as about the greatest wealth of the company, which determines, if the organization succeeds or not.

2.1 Goals of human resources management

All goals of the organization at each level should be subject to a major goal. Therefore all goals on the level HRM should not branches off the basic strategy and vision of the company.

Considered as the main objective of the selection of a suitable candidate with the right job description and the responsibility to provide all employees concrete information with the possibility of development. [2]

Significantly expanded the main objective. She argues that the main goal of human resource management is to achieve a competitive advantage through strategic placement of capable and dedicated employees. Fulfillment of this objective, needs to take into account the requirements and impacts companies, in which it operates and to minimize their negative effects. It is also assumed assist staff in achieving their personal goals, especially if these objectives could affect their performance and satisfaction. [4]

3 MOTIVATION

Currently the motivation is one of the most significant components of human resource management. Stimulate motivation among staff is one of the most difficult and important tasks and talents manager. Most companies naturally seek ways and means, such would permanently obtained a higher level of performance of its employees. Therefore are created motivational processes and working environment, working atmosphere, in which it unconditionally these preconditions reaching, and thus, of course, delivers the objectives of management only effective work of workers.

Perhaps shares opinion by [5] who says that „ people are motivated when they expect that their steps, their actions probably will lead to achieve the objectives – valuable rewards, satisfying their specific needs. Well motivated people are those with clearly defined objectives, which taking steps, they expect the achievement of these objectives”. Motivation ongoing on the work process, and which is connected with the work activity is called work motivation.

3.1 The process of motivation

Every individual expects that his action leads to the fulfillment of certain objective, for which obtain anticipated reward. They are also in order filled and satisfied his subjective needs, interests and aspirations inside, leads to motivation. Motivation therefore created when the individual is in some way perceived deficit, which is an indication unmet need. Tensions caused by humans expediently activates human, to be moved to the given objective. The above relation can be represented by the chain of motivation, which simplest to explain figure 1.

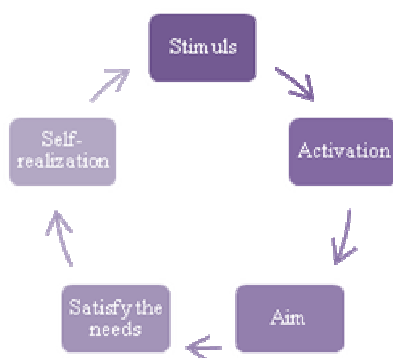


Fig.1 Motivational chain

Motivation is initiated by conscious or unintentional finding unmet needs. The need to create desire to achieve something or get. Then the set objectives, where it is believed, that satisfy these needs and chooses such a way or behaviors, which are expected, that will lead to achieving the stated objective. If the target is achieved, need is satisfied and behavior, which led to the given objective is repeated, if it arises similar needs. If not to the goal, is not

probably, that these steps are repeated in the future. [5] Model of motivation is based on consolidation and strengthening expectations.

4 RESEARCH

The main objective of the survey was to find out, which motivating factors are most motivated employees in selected company focused on administration in city Ruzomberok. The second sub-objective was to bring an action to improve the identified problematic parts.

5 METHODS

The survey was conducted through questionnaires, which were forwarded to the respondent. After collecting the completed questionnaires followed by sorting of materials and processing questionnaires. The survey was conducted in the office of the company in Ruzomberok. Company employs 35 workers, of which the top position he held two managers. The questionnaire consisted of five factors of watched. The participants identified the five point scale, which factor in carrying out their work motivates most. Returned the questionnaire was 100%.

6 RESULTS AND DISCUSSION

The following describes the processing of individual responses. First motivating factor: Holiday, which is provided by in excess of legal care, workers was rated well. Motivated to 83%. Second motivating factor: Teambuildings activities, 53 % of the total number of surveyed participants indicated, teambuilding activities not show motivational interest. Authorized argument, why these activities are not very motivating for employees it may be the fact, that they are in our regions unrecognized and unused. Third motivating factor: Recognition superiors. In the chosen company there is daily contact between the employees and managerial leadership.

Therefore, in expressed of any positive evaluation by management increases in employee a large extent his confident and productivity. Recognition superiors confirmed up to 57% of respondents as very motivating. Fourth motivating factor: Good career development possibilities. Positive on this question expressed 60% of surveyed worker, where the majority of whom were persons under the age of 39 years. This group workers is a prerequisite for enhancing professional, skilled and educational level in the company. The company offers a number of opportunities allows employees to career development. Fifth motivating factor: Pay rise. Increase funding recognized as working very motivating element in their jobs. This fact is confirmed by 83% of respondents. This is a motivational element, which are just as motivated male and female.

However, Pay rise in the selected company

depends on the classification and participating in the training that is offered year-round employees.

7 CONCLUSION

Clearly, however, the company had applied and supports the right of those motivating factors, which are very motivating for employees. One suggestion is to apply individual financial evaluation, which would depend on employee performance or from the profit of the company. Also the provision of non-financial benefits may be a way to raise of workers motivation. This may be any vouchers, because they are more advantageous economically and administratively. Finally, managers should be through its control promote the development good personal relationships and building good working conditions and working environment.

They should delegate tasks so that these workers can exploit the acquired skills and fully show skills and show talent. Managers should clarify and present employees, how their work contributes to the overall result. Motivation becomes effective when, supports employees' career paths and conflicts caused by in the workplace are not silenced, but solved. Clearly should not avoiding the good word and praise for a job well done, collective and personal supported, as survey identified themselves employees as a very motivating factor. Of course, it should be informed of unexpected changes in the workplace, goal should be the educing stress and stressful situations, which act on employees demotivating. The fact that employees extremely efficient, it is necessary that is entrusted to them what problems the company undergoing, what situation are facing, what are its main, as well as sub-targets and unconditionally trust them and leave them room for maneuver to carry out its work.

By following these conditions and developing the above motivational factors, each manager to reach creative and productive team of employees.

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