EMPLOYER AND WORKPLACE - THEIR IMPACT ON HUMAN RESOURCE MOTIVATION FOR WORK

ANGAJATORUL ŞI LOCUL DE MUNCĂ - IMPACTUL LOR ASUPRA MOTIVAREA RESURSELOR UMANE DE MUNCĂ

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Abstract: *The process of motivation for a starting job from the employer's image expressed through the attractiveness of the activity that develops the company, the products or services offered by the company, the country's image and environment where it conducts its registered activities followed by information for the company and employer of labour conditions , salary, organizational culture and other benefits. Work contains a brief summary of the group factors of motivation: Employers and site work will focus on analysis of their impact on the motivation of employees in the processing entities subject to study.*

Key words: *motivation, management, human resources, processing enterprises.*

INTRODUCTION/HYRJE

Physical and emotional engagement is the result of job motivation and job satisfaction based on a positive attitude towards enterprise in the workplace.

Motivation can be understood as a behaviour or action directed at a target. A man may be motivated if as a result of the actions and agreements and expects to target goals that could be an opportunity or problem from which derive the appropriate actions to end

with the realization of the intended target, the realization of chance or eliminate the problem.

Work is one of the most important elements of life. People through work create the basic means for the existence of their life. More than this work represents a central aspect of common human life and in many cultures represents a particular social value.

Work does not mean that the final aim has always reward in payment only the benefit that flows from it as informal jobs are common in the work, during leisure activities, etc. With work means any human activity in a goal-oriented, that yourself and other people or society in general will be benefited.

Results, we work are the product of motivation at work. How to be motivated worker in his work the better will be his results, and the opposite.

Motivation at work is a result of social comparison, the comparison between of what the worker receives from a place of work (as should be) and opportunities for fulfillment of needs that provides site work (as is). These standards are created by social comparisons of groups or individuals. The motivation of a job depends on, the possibilities of job action that could be opportunities for exercise and control activities, as well as the relevant needs of the labor dimensions such as the range of works, the character of labor the value of work, autonomy and feedback actions.

The main objective of this paper is to examine the current state of the impact of group motivation factors: Employers and job in human resources motivation for working in enterprises processing and design avenues for advancement in this direction.

METHOD

For the preparation of this material was studied literature in the field of human resources management with special emphasis on motivation

(especially it in German) was used the previous studies in this area and has conducted a survey in January 2012, including establishments processing, which have 4 and more persons employed in the Ferizaj Municipality, Kosovo.

We survey the employees are involved that have been present in the enterprise at the time of the survey, except those where site work has been disabled to participation in the survey.

SELECT THE SAMPLE

Select the sample is based on the following criteria:

a. On the official register of businesses registered in the Ministry of Trade and Industry.
b. On the official register of businesses active in Ministry of Finance.
c. Activity: processing enterprises for raw materials that use agricultural products.
d. Enterprise to be active at the time of the survey.
e. Number of employees, companies have four or more employees
f. The factual situation on the ground.
g. Of surveyed employees present at work at the time of the survey, but without damaging the production rules, including the employees of both sexes, of different professions and different age groups.
h. Territorial involvement, the Municipality of Ferizaj – Kosovo.
i. The survey period, January 2012

DEVELOPMENT OF QUESTIONNAIRE AND DATA PROCESSING

Development of questionnaire and data processing is done with the program and Ausgabe2011 V.4.250 GrafStat Microsoft Excel. Current level of human capacity development and access to the polls in processing enterprises, has made the greatest impact because of employee survey is done by filling in forms directly, in the presence, and afterwards the data are introduced in the processing of their Software.

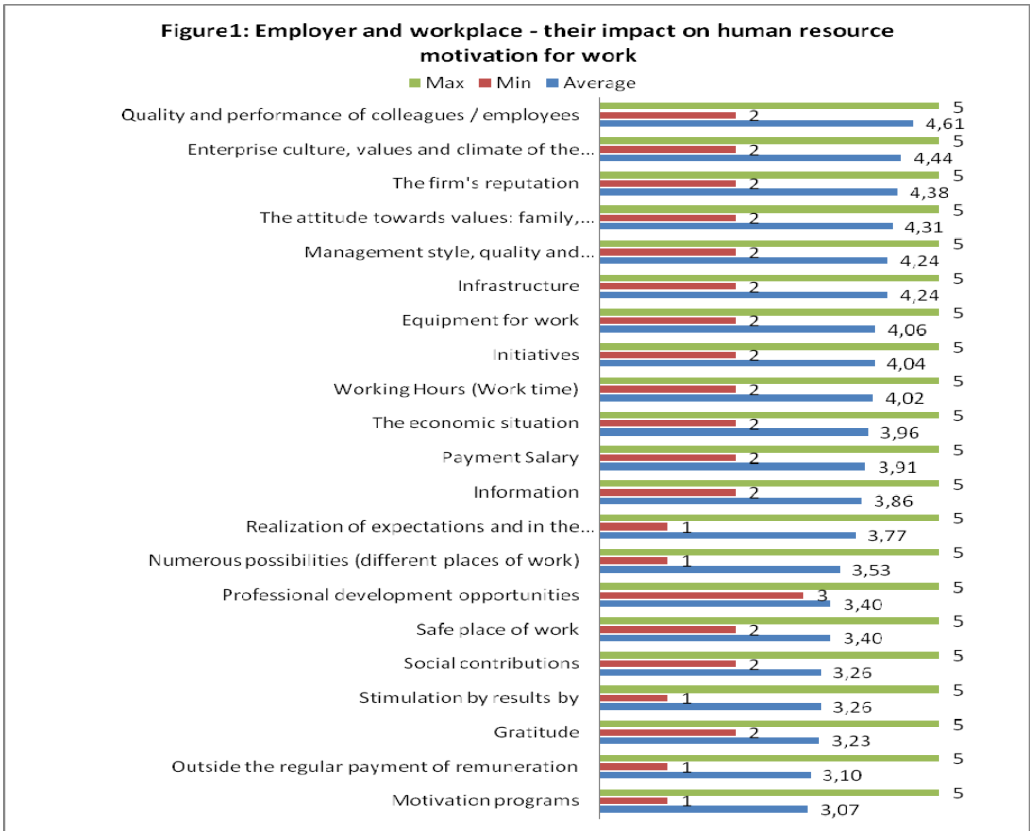
RESULTS

The findings reflect the impact of factors statement: Employers and job as Motivator in those companies, as factors that cause and promote a more energetic employee.

Of 121 registered processing enterprises, of which the raw materials using agricultural products, based on criteria set, 19 of them have met the criteria set forth. Active processing enterprises for raw hat use agricultural products with 4 more employees, are surveyed 90 employees present, in the enterprise at the time of the survey, participating in the survey did not adversely affect the production process.

The investigation shows that:

1. Structure of the employees surveyed were as follows: a) The respondents by gender: 33% female and 67% male, b) The respondents according to age group: 28% were 46-55 yrs. 21% were 23-35 yrs. 19% were 36-45 yrs., 18% were 18-25 yrs. 14% were 56-65 yrs., c) Respondents by education: 67% had secondary education, 24% have only completed primary education, while only 9% with faculty degree.
2. Respondents make significant differences between the constituent elements in the category summary motivation, employer and place of work. Generally, integral elements of this category have a very significant impact on human resource motivation for work.
3. Selection is done in three categories, the average value of impact, lower values and higher values of the impact of employee motivation to work.
4. Factors that have influence with a high motivation for work expressed in average were: quality and performance of colleagues / employees with average value of 4.61 units from the impact of possible 5, followed by the enterprise culture, values and climate of the enterprise, the prestigious firm, stand for values, family environment, social engagement, leadership style, quality and competence of leaders, infrastructure, equipment for work and so on (Figure 1).



5. In this category of factors that have a lower impact on work incentives
   for respondents declared for: Motivation programs with 3.07 units of 5 possible unit followed by according to results by stimulation, country sure of work and so on.

CONCUSLION

From researches conducted in enterprises of processing that has 4 or more employees (total assets are 19 such enterprises) conclude that:

1. Current level of motivation at work of employees and enterprises for processing raw materials that use agricultural products, average achievement value of 3.1 units of 5 possible, achievement the value of 76.2% which means that there are opportunities larger for increasing motivation and ask influential factors.
2. Elements listed indicate the motivation for the present situation which many positivist work is being influenced by non-financial factors, ie results, joint investment company and employed such as: quality and performance of colleagues / employees, the enterprise culture, values and climate of the company, the renowned firm, stand for values: family, environment, social engagement.
3. Financial factors, such as: incentive payments by results, social contributions, remuneration outside the regular payment of assessed at present as to which areas are most often must work in their improvement based on the fact that in the early research, the employees are stated that wages and other financial instruments that reflect the best for a high motivation to work. the same is confirmed by the statement of managers.
4. Provide capacity building services managers for possession of adequate forms of motivation is a necessity which expects to be implemented.

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