"I got a bad rating because my manager does not like me".

"We are not provided with good incentives".

"My hard work is never recognized".

"I deserve that promotion .......... and didn’t’ get it".

"The working hours are too long and tiring ... but work has to get completed".

If the organizations had ever heard any of the complaints from its employees (managers and subordinates) it needs to find out whether the employees in their organization are motivated and satisfied, the causes and factors of Motivation and Job Satisfaction and ways ,means and measures to increase their levels. One of the tools of providing motivation & satisfaction to employees is fair and unbiased "PERFORMANCE APPRAISAL SYSTEM" “TIMELY RECOGNITION” "FAMILY FRIENDLY WORK PLACE”, “GOOD MONETARY REWARDS” and many more to be discussed.

Ever notice that once we’ve been doing things for a while, our curiosity fades? Some people loose the joy in their work. Some continue in their roles in order to maintain their comfortable salaries and secure benefits long after they have mentally quit. Others presume a job change is the only way to get back that long-lost enthusiasm .The above scenario captures the essence of the problem facing many organizations today. Motivation! While other employees might be motivated to come to work, others are not. It then becomes management’s challenge to deal with employee inertia. Work motivation is a set of energetic forces that originate both within as well as beyond an individual’s being, to initiate work-related behaviour, and to determine its form, direction, intensity, and duration. Motivation is very important. Without motivation even the most
talented people will not deliver to their potential. With motivation, others will perform way above the level expected of their intelligence and academic ability. A highly motivated person will work hard toward achieving performance goals. With adequate ability and understanding of the job, such a person will be highly productive.

Job satisfaction is the result of various attitudes possessed by an employee. Anyone who has ever held a job is familiar with this concept. Satisfaction depends basically upon what an individual wants from the world and what he gets. The level of satisfaction is the combination of both level of aspiration or need tension level and mount of return from the environment. Satisfaction exist when these two are in tune, and job dissatisfaction exist when the return from the environment is much less than the need level of an individual.

Motivation and Job Satisfaction is the core to organisation's existence. They are like blood of any organisation. These two can take the organisation to any limit of success and without them the organisation will take no time in losing its life. They play utmost important part in affecting organisational behaviour. Motivation and job satisfaction increases productivity, reduces employee’s turnover & absenteeism and contributes towards the mental and physical health of employees as they also help in reducing stress.

Organisations that offers motivation and satisfaction obtains high production, new better ideas, and get a favourable publicity. Their goodwill increases and they can attract and retain talented people, the most important resource of any organisation.