CONCLUSION

Motivation is an important part of understanding behaviour and is a tool with which manager can use in organizations to make people do what they want. An organization is effective to the degree to which it achieves its goals. In this sense human element has a critical importance for organizations in today’s competitive business environment. In order to make employees work efficiently and produce beneficial results to the organization. The human behaviour system and HRD system are moderately practiced in every organization.

Long term survival, any organization depends largely on the motivation of its employees be it financial or non-financial. Therefore, organization should be willing to continuously and on a regular basis, undertake employee surveys such as this one in order to understand what their employees expect from their current job. The result of such exercises could prove useful for the organization, because knowing what their employees want and efforts in meeting these needs, facilitate a mutual working environment for both the employees and its management.

All the intrinsic and extrinsic motivation does not influence on the overall motivation of the employees in the public sector enterprises. Competence, relatedness and performance of employees have stronger influence on their overall motivation. On the other hand, autonomous has a strong influence on overall motivation. Meanwhile, rewards pay and allowance, 360 degree appraisal of performance system and work environment of employees has more moderate influence on overall motivation. On the other hand, work, nature (promotions and organizational policies) has moderate influence on overall motivation.
Motivation improves academic performance of the employees. These findings suggest when organizations are caring and supportive and emphasize the organizational learning process over performance outcomes, and when they give feedback, workers tend to be motivated to achieve and to expect success. Motivation practices are more effective if accompanied by specific organization and associated intrinsic and extrinsic practices. In other words motivation factors must be systematically associated with both intrinsic and extrinsic motivation in order to reach the maximum performance. The findings of the study reveal that both intrinsic and extrinsic factors affect workers while they achieve their tasks.
SCOPE FOR FUTURE RESEARCH

A variety of avenues present themselves for future study. The findings and conclusions of the research open the fascinating vistas for the future researchers in motivation. The present study is conducted in the manufacturing sector. Therefore, the comparative study of employees in public and private sector can be done effectively. Furthermore, the study examined only nine motivational factors in the manufacturing sector. The upcoming researcher may include other few intrinsic, extrinsic factors and its impact to know better outcome. Moreover, future studies should expand examining the role of relational factors such as the bond with supervisor and commitment to supervisor, to better understand the potential relationship with organizational commitment and turnover intention. It would be interesting if further research with a much larger sample size could be undertaken to be confirm either fully or partly the finding of the study. Further research could also consider other factors such as the location of the organization, other demographic factors and regional tendencies.