

Factors Influencing the Work Motivation of Enterprise Employees

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Abstract: With the passage of time, the work pressure in modern society is increasing, and the enthusiasm of enterprise employees has become one of the main factors affecting work performance. Therefore, how to improve the enthusiasm of employees has become the focus of many enterprises. The purpose of this study is to explore the impact of job satisfaction and loyalty on work motivation. Through the review and analysis of relevant literature, this study finds that there is a significant positive correlation between employees' job satisfaction and loyalty and their work motivation. This relationship involves many aspects, including a good working atmosphere and fair and reasonable compensation. Work benefits, positive corporate culture, employee loyalty and incentive policies also make a difference. At the same time, this study also puts forward a series of feasible strategic suggestions, aimed at helping enterprises to improve the job satisfaction and loyalty of employees, and then stimulate the enthusiasm of employees. The suggestions of this study include the measures that companies should improve the working environment, formulate a fair incentive mechanism to provide employees with career development opportunities, etc., which provides strong support and guidance for enterprises to improve employee performance and competitiveness.

Keywords: Work loyalty, work satisfaction, work enthusiasm.

1. Introduction

With the gradual development of the economy, competition between enterprises is becoming increasingly fierce. On the one hand, with the improvement of social living standards, the demands and expectations of employees for enterprises are also increasing. On the other hand, enterprises are thriving, and their own qualities are also improving. Enterprises attach great importance to improving the work efficiency and ability of their employees. Many employees in enterprises currently have some issues. Low job satisfaction can easily lead to work negligence due to dissatisfaction with the company and the company. It will also lead to low loyalty to work. In my heart, I do not consider serving the company as my own responsibility, thinking that work is a task that should be completed without any emotional positioning towards the company, which can easily reduce the efficiency of employee work. In severe cases, it may even lead to employee turnover. Nowadays, enterprises generally lack effective management measures to reduce the lack of enthusiasm among employees in their work. Many companies often experience a poor working atmosphere, disharmonious relationships among colleagues, which leads to employees being unable to work normally, or low salaries and benefits, as well as poor company benefits, resulting in employees not liking and being

dissatisfied with their work. Or it may be because the corporate culture is not positive enough, which leads to employees lacking pride in the company, and the lack of good incentive policies causes their hearts to lose connection with the company, resulting in a lack of loyalty. Therefore, enterprises must calmly analyze problems and take more measures to solve them.

This article investigates a lot of literature, analyzing previous literature and observing current enterprises. Starting from the perspectives of job satisfaction and job loyalty, it investigates the impact of various factors on work motivation and summarizes them. This article aims to help companies understand the reasons for positive employee behavior and provide directions for improvement. This article analyzes and studies the impact of various factors on job satisfaction and job loyalty. Starting from various perspectives, a detailed analysis was conducted on the reasons and consequences of various factors affecting employee motivation, and targeted solutions were proposed for these factors. This article can provide theoretical guidance to a certain extent for the improvement of management and strategy levels in many enterprises.

2. Job Satisfaction

2.1. Work Atmosphere

Job satisfaction is a subjective reflection of a worker's psychological and physiological satisfaction with environmental factors in the work environment[1]. Therefore, the work environment or work atmosphere of employees is a huge factor that affects job satisfaction. There are three major frameworks for the work atmosphere. They are colleague relationships, relationships with managers, and the company's policies. Creating a Good Work Atmosphere to Promote Colleague Exchange of Ideas[2] In today's society, when employees have better relationships with their colleagues, they will have higher expectations for their work. Employees are less likely to feel bored with their current work. Because if employees and colleagues get along well, they will participate in more social activities. When an employee receives sufficient psychological satisfaction in socializing with colleagues, their satisfaction with a job will increase. The efficiency of the corresponding work will also improve.

Having a good relationship between employees and managers can also improve employee job satisfaction. Managers and employees are not in a hostile relationship and require timely communication to maintain a smooth and unobstructed communication channel [3]. Nowadays, managers generally exert a great deal of pressure on employees in society, which leads to employees losing their enthusiasm and enthusiasm for work. A portion of employees are dissatisfied with their work, largely due to negative emotions towards the job. Jin Shengrong pointed out in "Non violent Communication that behind emotions is actually an unmet need. There is a significant job gap between managers and employees at present [4]. If managers hold a calm attitude towards employees, they will be more willing to communicate with them about work needs. This can greatly help employees change their negative work situation. When employees feel the organization's attention and support for their development, they will be more proactive in their work [5]. When employees receive care and encouragement from managers, and they provide guidance and improvement, employees will have higher enthusiasm for their work. and, will also be more satisfied and proactive in their work.

The company's system also to some extent determines the working atmosphere. If a company's system imposes too many restrictions on employees. For example, limiting employees from using their phones during working hours and from communicating with colleagues around them. And the company has set many corresponding punishment measures for this behavior. This will provide a significant degree of reverse motivation for employees. This will make the entire work atmosphere very oppressive. In this situation, employees often worry about what kind of punishment they will

receive for violating a certain rule of the company, and become very constrained in various directions. The satisfaction with this job will decrease over time, and the corresponding enthusiasm and efficiency of the work will also decrease. If a company has early working hours and late closing hours, and sometimes employees have to choose to work overtime, it can cause both psychological and physical harm to employees. Employees usually hope to have a shorter work time, which will give them more motivation and energy to work.

2.2. Employee Salary

Currently, the salary of grassroots employees is at a very low level. According to statistics, the average minimum monthly salary in China is around 2000 yuan. Compared to the average consumption level in China, this salary is at a very low level. With the development of the social economy, people's living standards are getting higher and higher, and prices are rising very quickly. However, the wages of grassroots employees are still rising slowly, and the rate of increase cannot keep up with the speed of price increase [6]. Many employees find it difficult to meet their living needs solely based on these salaries. Therefore, low salaries can lead to a sharp decrease in employee satisfaction with their work, and some employees may even choose to resign. The essence of employee work is to obtain higher income. Each employee will have a psychological expectation of input when they join the company. They usually equate the labor they put in with the salary they receive and constantly compare them to determine whether they have received fair treatment. When employees feel fair, they will be in a state of psychological balance, which in turn increases their level of work effort; When they feel unfair, they become nervous and anxious, leading to work fatigue [7]. Therefore, a fair salary distribution policy has a significant impact on employee satisfaction with their work. Assuming that employees receive a high salary package that is higher than their expected salary, they will experience psychological pleasure in the job and their satisfaction with the job will also increase. Relatively more proactive in work.

2.3. Workfare

Most employees have ideal jobs with good job benefits. Work benefits are divided into many aspects, including paid leave, housing allowances, medical insurance, year-end bonuses, and so on. For these job benefits, employees usually adopt a positive and striving attitude. A large proportion of employees are willing to make more efficient contributions in order to obtain better work benefits. For example, many companies issue year-end bonuses, which are differentiated in quantity based on the employee's performance throughout the year and their contributions to the company. Therefore, employees will be more proactive in their work and even complete additional tasks to strive for a higher additional welfare income. This kind of welfare also belongs to a reward and punishment mechanism of the company to some extent.

The reward mechanism and the establishment of a scientific assessment mechanism can truly give recognition to the employees who have put in effort, make their work an important way to realize value, obtain material rewards and spiritual satisfaction, and stimulate work enthusiasm [8]. Because of these benefits as rewards, employees will also have a higher level of satisfaction with the job. These job benefits have given them expectations for their future work and life, reducing the negative attitudes brought about by the monotony of working day after day.

3. Work Loyalty

3.1. Corporate Culture

The loyalty of employees to their work is largely based on the corporate culture. If a company has a strong corporate culture and takes measures to promote it widely, so that those who are not familiar with the company have a good reputation for the company, employees will have a higher sense of identification with the company and pride in their profession. Employees will independently connect themselves with the company's image. When employees identify more with the cultural values of the company, their loyalty is relatively high, and their evaluation of the company is also very positive [9]. Some companies will provide cultural training to their employees and instill in them the idea of caring for the company. This belongs to the company actively improving employee loyalty to their work. Employees will not slack off in their work due to their sincerity towards the company. They will work proactively from the bottom of their hearts, which will improve production efficiency.

3.2. Individual Loyalty

Loyalty to a company is a psychological proposition, so a large part of the factors that form loyalty to a company are based on individual psychological differences among employees. Different employees have different understandings of the same position. In other words, each position holds a different position in the minds of employees. Some employees have a great passion for their because they consider their current career as their life goal. All their previous efforts were aimed at obtaining their current career. So employees who think their job is very ideal, they have absolute loyalty to the company from the bottom of their hearts. This loyalty is not influenced by any external factors and is a very stable psychological state. They will generate great work motivation due to their love for work and involuntarily want to work actively. Other employees have expectations for their current job before start. They will evaluate in their minds whether the salary, work style, work atmosphere, and other aspects of the job meet their expectations before joining. If the current state of their work makes them feel satisfied and happy in their hearts, they will be willing to engage in this job for the long term. Through adaptation and familiarity with their work, their loyalty to their work will increase over time.

3.3. Incentive Policies

To stimulate the enthusiasm and creativity of employees, the incentive mechanism is to meet the various needs of employees through material and spiritual rewards, improvement of the working environment, and provision of career development opportunities, so as to improve the loyalty of employees. The loyalty of employees to their work is also linked to whether the organization provides sufficient policy incentives to employees. Both the enterprise and employees have an expectation and trust in each other. Enterprises believe that employees will bring more benefits to the company through hard work, while employees believe that the company can bring them more generous benefits and compensation [10]. Every employee sets a benchmark for their own behavior, allowing them to clearly determine which behaviors should lead to the corresponding expected outcomes. So for employees themselves, if they work diligently and receive recognition and motivation from their workplace, and are promoted and their salary increases based on the degree of work results, their sense of career achievement will increase, they will also have more gratitude to the company, and their loyalty will also increase accordingly. Motivating employees is a very effective method to enhance their enthusiasm for work.

4. Conclusion

After the organization and research of this article, it is found that a good working atmosphere, high salaries, and adequate job benefits can improve employee job satisfaction. Excellent corporate culture, proper assistance to employees, and sufficient incentive policies can also greatly enhance employee loyalty. After research, this article suggests that enterprises should pay attention to good communication between upper management and employees, organize team-building activities, make employees familiar with each other, and create a better working atmosphere. And establish a fair salary mechanism based on employee performance to ensure that the treatment received by employees is proportional to their job performance. Distribute more benefits and give employees leave. At the same time, it is necessary to strengthen one's own corporate culture, pay more attention to the development of employees, provide guidance and suggestions to employees, and provide a certain degree of material incentives. Due to factors such as research time and sample size, there may be theoretical deficiencies and insufficient conclusions in this article. Hope to gain a deeper understanding of which factors have a more significant impact on employees in future research, so as to better identify the focus of company improvement.

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