

## **Appreciation and Recognition of Professional Skill And Its Impact On Emotional Toning Of Motivational Behavior**

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**ABSTRACT:** *The toning of emotion in motivational behavior at work place with presence and absence of appreciation and recognition of professional skill has been focused in the study. Emotional toning of motivational behavior with presence and absence of appreciation and recognition of professional skill shows its significance in work performance and output. The main objective of the study was therefore to ascertain the emotionality among the professionals of various work sectors and finding out the correlation between emotional toning of motivational behavior with presence and absence of appreciation and recognition of professional skill. Participants for this study were 600 professionals from industrial, banking, health and educational sectors of Mangalore Karnataka, India. They were selected by random sampling technique. Medico – Psychological questionnaire for general neuroticism was administered to find out the emotionality scores and interview schedule is used to asses' presence and absence of appreciation and recognition at work place. To find the comparison between the two variables Carl Pearson's Correlation coefficient method was carried out. The results reveal that there is significant correlation between presence and absence of appreciation and recognition of professional skill and emotional stability toned with motivational behavior of professionals at work place. (The 't' Value 66.3421 which is Significant at 0.05 level of significance). The implication of this study was to develop insight and understanding among the employers that unstable or negative toning of emotionality affects the performance and work output of employee.*

**KEY WORDS:** *Emotional and motivational behavior, appreciation, recognition*

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### **I. INTRODUCTION**

The success of institutions, industries or any work sectors is influenced by employee motivation. The positively driven motivation with emotional stability increases the work efficiency of employee. Here the first most significant factor, the employers control and his or her relationship with each employee. The second most important factor in a manager's ability to motivate employees is creating a work environment and organizational culture that fosters employee motivation and engagement. Here's how managers can motivate employees. No matter what climate your organization provides to support your ability to motivate employees, you can, within the perimeters of your areas of responsibility, and even beyond, if you choose to extend your reach, create an environment to motivate employees. The topic of affective motivation deals with the way in which individuals experience, process, and behave based on emotions. This group of theories complements the host of rational-based motivational theories that are more cognitive in nature. Here are a number of ways in which emotions, or our affective states, are involved in the motivation of behavior. Remember that motivation is the force that energizes, directs, and sustains behavior. How are emotions involved in these three forces? Individuals exist in, and move among, one of three Affective States: Stable emotions: The individual is experiencing positive feelings, such as relaxation, excitement, pleasure, or joy. Unstable emotions. The individual is experiencing little or no noticeable feelings at the present time; Neurotic: The individual is experiencing negative feelings and emotions such as emotional pain, anxiety, guilt, frustration, boredom, or anger.

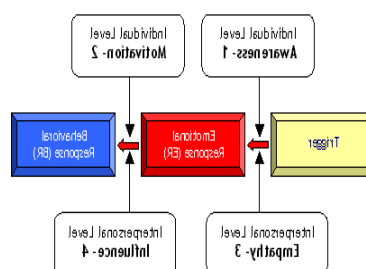
Postulates Of Affective Motivation Theory

**Energizing Behavior.** Behavior is energized when individuals experience a negative affect the state.

**Directing Behavior.** we all know that we often use "gut feelings" in making choices. When we make decisions on the feelings associated with each of our alternatives, we are using an affective choice process.

**Sustaining Behavior-** Positive reinforcement stabilizes a particular behavioral pattern. When we are experiencing a positive affect the state, we tend to continue what we are doing.

Individuals existence in deferent motivational behavior toned with one of these affective state. In professional's their skill appreciation and recognition stirrup their emotional state which has positive impact on their performance and their work output.



### Showing Appreciation

If you tell your reporting employees that you value them and their contribution, you are on the right path to motivate employees. Employees appreciate your positive recognition in any form. In fact, make sure that the majority of your interactions with employees are positive and appreciative. Then, when you need to suggest improvement or correct performance or behavior, you do so in an environment of openness and acceptance. The employee is more likely to change, and you achieve your goal to motivate employees.

### Provide Motivational Employee Recognition

You can avoid the employee recognition traps that: single out one or a few employees who are mysteriously selected for the recognition; sap the morale of the many who failed to win, place, or even show; confuse people who meet the criteria yet were not selected; or sought votes or other personalized, subjective criteria to determine winners. Learn more about you can recognize employees effectively to motivate employees in a positive way.<sup>1</sup>

### Assessment Tool

Medico –Psychological Questionnaire for professionals:

The fifty items of the questionnaire are awarded two scores for positive response, one score for doubtful response and no score for negative response. The scale measures stable, unstable and neurotic emotionality of an individual. The items of the questionnaire were further statistically treated with sub scale are treated separately. Interview schedule which has 20 questions gives information on demographic data and data on employee's perception on of professional skill recognition and appreciation.

## II. METHODOLOGY

### Aim

- To find out the impact of employee's perception of their professional skill recognition and appreciation on their emotional state toned with motivational behavior at work place and further using this data to develop insight and understanding among the employers that unstable or negative toning of emotionality effects the performance and work output of employee.

### Objective:

- To assess the emotional state of professionals in their motivational behavior at work place.
- To find out employee's perception of their professional skill recognition and appreciation at work place.
- To find out the impact of employee's perception of their professional skill recognition and appreciation on their emotional state toned with motivational behavior at work place

### Hypothesis:

The stability of emotional state toned with motivational behavior of an employee increases their performance and work output at their work place.

**Sample:** The sample for the present study includes 600 professionals. Chosen from industries, banks, health and educational sectors of Mangalore city Karnataka, India.(150 from each of these sectors). The age of the sample group was between 20 to 25 years.

### III. STATISTICAL ANALYSIS AND TABLE DISCUSSION

Table No.1: Showing score on recognition and appreciation of employees professional skills at work place.

Sl.No.	Work Sector	Responses				
		Recognition/ Appreciation	%	No Recognition/ Appreciation	%	Total
1	Industry	66	44.00	84	56.00	150
2	Bank	60	40.00	90	60.00	150
3	Health	68	45.33	82	54.67	150
4	Education	70	46.67	80	53.33	150
	Total	264	44.00	336	56.00	600

Chi-square== 1.5158, P = 0.6794

From the results of the above table, it can be observed that, a maximum of 46.67% of employee's education sector have recognition and appreciation of professional skills at work place as compared to minimum of 40.00% of bank employees have recognition and appreciation of professional skills at work place followed by others. The difference is found to not statistically significant (Chi-square== 1.5158, P >0.05) at 5% level of significance.

Table No.2: Showing score on employees emotional states toned to motivation at work place.

Sl.No.	Emotional status	Recognition/A ppreciation	%	No Recognition/ Appreciation	%	Total	%
1	Stable	135	66.83	67	33.17	202	33.67
2	Unstable	113	33.93	220	66.07	333	55.50
3	Neurotic	16	24.62	49	75.38	65	10.83
4	Total	264	44.00	336	56.00	600	100.00

Chi-square=66.3421, P = 0.00001\*

\*p<0.05

From the results of the above table, it can be observed that, a maximum of 66.83% of employee's showed stable emotionality, who reported recognition and appreciation of their professional skills at work place as compared to minimum of 24.62% of employees have Neurotic who reported recognition and appreciation of professional skills at work place followed by 33.93% of employees have unstable emotionality have reported no recognition and appreciation of professional skills at work place. The difference is found to statistically significant (Chi-square=66.3421, P <0.05) at 5% level of significance. This study result clearly indicates the significance of recognition and appreciation of professional skills at work place and its impact on individual's emotionality. Stable emotions of employee are an integral part of any institutions therefore the employers should consider employees need for recognition and appreciation of professional skills at work place.

### III. CONCLUSION

In the present study the impact of employee's perception of their professional skill recognition and appreciation on their emotional state toned with motivational behavior at work place has been studied find the relation between these two variables. It has been predicted that stable emotional toning of motivated behavior increases the performance and work output of employee at their work place, the result of present study supports this prediction.

### IV. SIGNIFICANCE OF THE STUDY

The purpose of the study is based on observed fact that employee's emotional state toned with motivational behavior influenced by their perception of recognition and appreciation of their professional skills has often come across poor performance and work output. It has been understood that recognition and appreciation of their professional skills is significantly related to emotional toning of motivational behavior of employees in various work setup. Therefore understanding and emphasizing this study results on can have better

control on human resource management at work place. This research study may further help to develop an awareness and insight among the employers with regard to recognition and appreciation of their employee's professional skill and its impact on employee's performance and work output. The study results also enhance employers' understanding about their emotional state, needs and motivational aspect of behavior and its significance on their work productivity which brings overall growth of institution.

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