**Title:**

**University:**

**Student name:**

**Abstract**

In this highly competitive environment, all the companies want to be successful and therefore strive to hire the top employees to increase the efficiency of their organization. Organizations should develop stable and constructive ties with their workers and lead them towards the mission.

To achieve their targets and goals, companies are developing strategies for competing and increasing their performance in highly competitive markets. Nonetheless, only a few companies consider human assets a primary resource and can lead them to growth or to failure if they are not managed properly. If workers are not happy with their work and are not inspired to accomplish their roles and goals, the organization cannot succeed. Therefore, employee’s motivation is very important for the success and prosperity of the company. Managers who can inspire their workers are the real assets. It will improve the performance and would increase employee satisfaction.

**Introduction**

Organizational productivity is the idea that an organization's output is successful in achieving its goals or not. It helps in speeding up the development of organizations. One of the major factors behind the success of organization is its employees. Employees can lead to success as well as failing of the organization. Therefore, it is very important to motivate employees as it increases the productivity ultimately leading to the accomplishment of goals. A successful organization needs both a leader and a manager. Leaders lead people by sharing their vision and inspiring them. On the other hand, managers are responsible for dealing with issues. Managers are therefore preparing, arranging and managing. They supervise staff in day to day operations.

**Employee Motivation**

Motivation refers to all those forces that encourages individuals to work or take a certain action. It is the responsibility of manager to arouse enthusiasm among employees to accomplish corporate objectives. An effective way for managers to fulfill higher motivating demands is to shift power from the top of a company and share it with employees so that they can accomplish their goals. The transfer of power or authority to delegated persons in a organization improves incentive for the accomplishment of the mission as individuals enhance their own performance by choosing the ways to do the job (Manzoor, 2011). Managers need to interact with the employees and take their suggestions. Employees are more likely to feel valued, dedicated and inspired. The positive effect appears to be throughout the work force as employees’ ideas are implemented and recognized (Pranita, 2018).

Getting employees to do their best is a challengeable task but it can be easily achieved by inspiring and motivating them.

**Empowerment**

Empowerment helps employees feel respected and it is important to provide constant and constructive reviews on their results. The engagement of workers and their active involvement in setting up the organization is extremely important to the hale and healthy workforce (Matthew. J, 2009). Employee’s involvement consists of their contribution in decision-making relevant to the organization's programs, priorities and strategies. It can lead to constant expansion and organizational growth of the workforce.

**Rewards**

Managers can also motivate their employees by providing them with intrinsic and extrinsic rewards. Evidence has shown that rewards now brings the employee satisfaction which directly affects the employee's efficiency. Rewards are management tools that ideally affect individual or group action and lead towards organization effectiveness. Both companies are used to inspire and encourage workers ' high performance through compensation, advancement, incentives or other forms of benefits (Rahman, Fatema & Ali, 2019).

To order to effectively use wages as a motivator, administrators should take account of salary arrangements, including the hierarchy of value for each job, performance pay, social or special bonuses, proportional benefits, pensions, etc.

**Role of Interpersonal skills**

Interpersonal skills are tools that individuals use in a corporate environment to connect and communicate with people. They play an important role in an organization just as they are important in other areas of life. Interpersonal skills are ability to respond positively to workers and to promote an atmosphere of non-discrimination in which individuals can achieve their full potential. These skills include decision-making, verbal and non-verbal communication, problem-solving, listening and assertiveness. A manager can translate the company's mission and vision into action and create positive working ties through listening and communicating.

Managers in companies are responsible for creating a productive environment for people to succeed. If differences of opinion and disputes escalate into interpersonal conflict, members have to act quickly by arranging meetings to resolve their issues. Managers must ensure that there would be no chance of any ambiguity or miscommunication.

It is essential that managers at all levels have strong social competencies in the context of interpersonal skills to have a good relationship with their employees and create efficient and effective teams. Interpersonal skills are vital to the organization's success. Managers need to develop and connect new relationships and approaches with other departments. It is observed in many organizations that managers jump into dysfunctional conclusions which can prevent the problem from being solved. Hence efficient interpersonal skills are necessary for higher productivity and profitability of the organization (2019).

**Conclusion**

It is known that any kind of human performance is improved through increased motivation. Employees tend to express their frustration through poor performance and lack of commitment to their job when the bonuses are not given to them therefore, they should be awarded with bonuses and rewards to motivate them. Managers should motivate employees by encouraging and involving them in decision making. They should take their feedbacks regarding issues or improvements. For this interpersonal communication skills play a vital role. Manager should possess good interpersonal skills. Any company that wants to maximize profitability needs motivated, empowered and trained workforce. Every manager has the challenge of finding ways to motivate staff and support them. Managers must focus on minimizing job frustration, while motivational items, such as appreciation, and accountability, must be used.

**References**

[1] Manzoor, Q. (2011). Impact of Employees Motivation on Organizational Effectiveness. *Business Management And Strategy*, *3*(1). doi: 10.5296/bms.v3i1.904

[2] Matthew, J., Grawhich, & Barber, L. K., (2009). Are you Focusing both Employees and Organizational Outcomes. Organizational Health Initiative at Saint Louis University (ohi.slu@edu), 1-5.

[3] (2019). Retrieved 19 November 2019, from <http://eprints.usm.my/25504/1/RELATIONSHIP_BETWEEN_INTERPERSONAL_SKILLS.pdf>

[4] Rahman, M., Fatema, M., & Ali, M. (2019). Impact of Motivation and Job Satisfaction on Employee’s Performance: An Empirical Study. *Asian Journal Of Economics, Business And Accounting*, 1-10. doi: 10.9734/ajeba/2019/v10i430112

[5] Pranita, F. (2018). Influence Of Motivation And Organizational Commitment On Work Satisfaction And Employee Performance. *Proceedings Of The ICECRS*, *1*(2). doi: 10.21070/picecrs.v1i2.1431