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## **The Role of Employee's Motivation, Performance, Rewards, Team Building, and Learning and Development in the Overall Development of Employees in Organization**

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### **ABSTRACT**

Organizations may foster an enabling atmosphere for motivating techniques. Employee growth and development may be aided further by providing chances for skill development, such as training programs or mentorship initiatives. Creating an empowering workplace may also be accomplished by cultivating a good team atmosphere via excellent communication and cooperation. Recognizing and recognizing workers' efforts, whether through monetary incentives or verbal gratitude, may help to strengthen the organization's supportive and empowering culture.

Employees' performance and motivation are crucial to the organization's success. It is also critical to create chances for professional development and progress. Training programs and educational tools may help personnel improve their skills and knowledge, benefiting both the individual and the firm as a whole. Furthermore, establishing open communication and feedback channels helps foster a culture of openness and trust, enabling workers to openly express ideas and concerns. Organizations may build an atmosphere that fosters employee engagement, contentment, and overall success by applying these techniques. Additionally, investing in learning and development opportunities may benefit the entire firm. Employees may contribute fresh ideas and unique methods to their job by constantly updating their skills and expertise. This can lead to increased productivity, better problem-solving abilities, and, eventually, a competitive advantage for the firm. Furthermore, giving such chances demonstrates to staff members that the company prioritizes their professional development and growth, which could ultimately result in greater commitment and fewer layoffs. Overall, investing in learning and development benefits not just individual employees but also the overall performance of the firm.

**Keywords:** learning and development, motivation, performance, rewards, team building

## **Introduction**

Several elements are important when it comes to the overall growth of personnel in a business. Employee motivation, performance, incentives, team building, learning, and growth are all important factors that businesses should emphasize. Organizations may create a pleasant work environment that supports growth and development for both individual employees and the business as a whole by investing in these areas. Employee motivation is essential since it leads to higher levels of production, dedication, and passion. As a consequence, overall performance improves and work satisfaction rises. Rewards and recognition are also important in inspiring employees and fostering an organizational culture of excellence. Employers may generate a sense of validation and gratitude in their employees by praising and rewarding their hard work and successes. This boosts employee morale and motivation. Team building is another crucial part of employee development.

Employees who work well together may result in productiveness and be more engaged in their profession. This can highly affect the overall performance of the team and enhance problem-solving abilities, coordination, and improve in their cooperation with one another. Learning and development opportunities are also crucial in promoting employee growth and development. Organizations must foster employee growth and development for a healthy, non-toxic work environment, resulting in increased productivity, retention, and well-trained management.

Hence, Human Resources must explore how they can promote a positive workplace environment. They must emphasize the development of a secure and environmentally friendly work environment because it not only increases employee productivity and contentment, but it also communicates that the organization values the hard work of its staff. It gives assurance to the employees that the organization that they are working with appreciates the output that they give while working.

### **Role of Employee's Motivation to Overall Development of Employees in the Organization**

The importance of employee motivation in the success of an effective firm cannot be overstated. Motivated workers are more likely to be productive, devoted, and enthusiastic about their professions. As a consequence, overall performance improves and work satisfaction rises. Furthermore, motivated individuals are more inclined to seek out new challenges and possibilities for personal and professional development, which helps both the individual employee and the business as a whole.

Employers should prioritize recognition, awards, and chances for promotion in order to foster a favorable work environment that encourages employee motivation. Organizations may establish a culture of excellence that encourages long-term success by investing in employee motivation and growth. Motivated employees increase business retention, reducing turnover and expenses.

Employee motivation is crucial for organizational success. To promote a long term relationship, growth, and well-being, organizations must encourage their employees to reach their full potential, possibly unlocking skills that have been disregarded for so long. Intrinsic motivation brings individual happiness, while extrinsic motivation rewards or incentives. Both intrinsic and extrinsic motivations contribute to a company's success (Bhat,2023).

According to XCD, HR plays a crucial role in promoting employee morale and motivation. Providing defined incentive programs, growth plans, and advancement routes is a tried and true method of long-term employee motivation. HR can also increase motivation in the near term by allowing for feedback, flexibility, and performance tracking. HR may foster a productive work environment and a healthy business culture on a company-wide scale to encourage staff teams to operate productively. Balancing staff motivation and morale, on the other hand, can be difficult for HR managers. Effective communication between departments is essential to ensure the effectiveness of HR strategies and policies. Test and adapt employee engagement, motivation, and morale strategies using team building activities to build rapport and understand individual effectiveness.

### **Role of Employee's Performance to Overall Development of Employees in the Organization**

If an employee is motivated at work, regardless if it is an extrinsic or intrinsic motivation, it will affect their overall development in an organization. When an employee performs very well, it not only benefits the organization, but it affects their personal growth. Training must be done to enhance the skills of the employees and develop opportunities for them. In which, according to Maryville Online (2022), providing training to the new employees will allow the organization to identify the skills that they already have and what needs to be enhanced. It can also provide updates on existing skills that will help in enhancing productivity.

An organization needs to hire an employee who can finish tasks in a timely manner and make sales because performance highly affects the success of the business (Leonard, 2019). In addition, achieving goals is one of the factors that highly affects the performance of an employee, for instance, their goal is to provide quality customer service, if they don't perform

effectively, it will give a negative impact to consumers and hence, leave a mark or a bad impression to them and to the company (Leonard,2019). If a company values their employees, it will reflect on their job, which can be reflected by their co-workers up until it will be a domino effect. This will not only affect the business as a whole, but it will help other employees to showcase their skills since they know that their work is being appreciated.

Reviews highly affect the business and the employees' performance. This kind of review will provide an opportunity to the employees to acknowledge their work and what needs to be enhanced, same with the business (Stanley, 2022). Businesses' success heavily relies on the effort exerted by its employees and on how to showcase their skills align with the objective of the company itself.

In Oman, there are several hotels that a tourist can find online with reviews based on the previous experience of the tourist who visited the place, this will give them the impression on how the people in the hotel treats their customers, how they provide service, and so on.

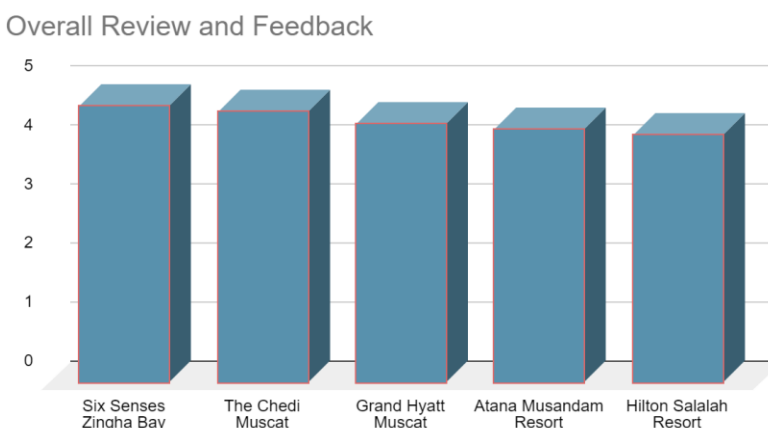


Figure 1.0 Overall Review and Feedback

Based on Google Map, 88 hotels were provided as an option that a tourist can choose from, Six Senses Zingha Bay with 4.7 star reviews, The Chedi Muscat with 4.6 reviews, Atana Musandam Resort with 4.3 reviews, Hilton Salalah Resort with 4.2 reviews, and Grand Hyatt Muscat with 4.4 reviews. The score reviews vary on how many visitors decided to leave their feedback as this will serve as the output of the employees' overall performance in the company.

### **Role of Reward System to Overall Development of Employees in the Organization**

Rewards in an Organization also contribute to the overall performance of an employee. If they feel that they are being acknowledged, especially the work they've done, it keeps them motivated to work and do their best. According to Reynolds (2016), the employees are the heart of a business. Rewarding their staff when they fulfill their duty aligned with the company policy are being overlooked. If it is properly implemented, it can create a positive environment that is

filled with motivated employees. Masionis (2023), mentioned that there are six types of rewards that can be given in an organization.

First is the intrinsic rewards, these are internal motivators, the feeling of satisfaction after completing a task is considered as a reward. Second is the extrinsic rewards, these are the traditional ways' employees are acknowledged, additional paid time off, an increase in salary, and reward points that they can use depending on its usage. Under this is the Financial Rewards (Masionis,2023), mentioned using an employee rewards platform with a points-based system to broaden this recognition. Employees earn points to give to others, redeem for tailored prizes, and repurchase for rewards, hence, this maintains the recognition cycle. Also, non-monetary incentives include both extrinsic motivators, such as a lunch with the manager or flexibility in when and where an employee works, and intrinsic motivators, most notably social acknowledgment.

In addition, employee incentives comprise all of the rewards that an organization provides to its employees. Employees today expect businesses to go above and beyond typical perks like retirement plans and health insurance by providing benefits suited to their specific requirements. Lastly, integrating employee recognition with wellness solutions can enhance team members' lives by rewarding them for meeting wellness goals, encouraging mental and physical wellness through incentives like mindfulness classes and gym memberships.

### **Role of Team Building to Overall Development of Employees in the Organization**

According to Deitarani (2023), a team building involves creating interaction, cohesive teams working towards a common goal, forming bonds and connections for businesses and organizations. Team building activities can boost productivity in the virtual, mixed, which or face-to-face workplace by encouraging sociability and the formation of new friendships. These activities help teams understand each other better and bond more effectively. Competition can also increase productivity, but a fun, inclusive activity can bond teams more effectively.

Successful team building events contribute to a more creative and successful workplace, improving communication and company culture. Regularly scheduled events can create a positive environment by finding a middle ground between management and employees' needs (Deitarani,2023). These events also provide a shared goal, benefiting employee mental health and fostering a positive work environment. A stronger team doesn't just involve departments; it includes all working teams within the organization. Frequently organized team-building events boost employees' optimism, break down communication barriers, and help them apply newly

gained abilities, such as creativity, strategic thinking, adjusting fast, and working cooperatively with peers, to their daily jobs.

Team Building Hub (2023), mentioned that a great leader possesses values such as empathy, high engagement, and remarkable communication, hence, a team building helps nurture these skills. Pathak (2023), stresses the significance of team building to the entire development of people in a business; it is critical for their progress and provides them with opportunities to take on leadership responsibilities. It involves collaboration, communication, and active listening in order to promote problem-solving, strategy, and decision-making. It also promotes responsibility and accountability for the behaviors of team members.

Apparently, the Great Results Team building (2022), said that there is at least 20 to 25% increase in the productivity of a team with connected employees and that collaboration in a workplace increases a successful innovation of up to 15%. In which it justified Raja (2019), statement that team building improves collaboration within the organization's employees. A team building exercises that are enjoyable to participate in as a cohesive unit aid in the development of strong connections. They also succeed in developing a network of relationships that will be useful in the future.

### **Role of Learning and Development to Overall Development of Employees in the Organization**

Learning and Development encompasses the Human Resources aim and that is to ensure the progress in the growth of its own employees, enhance their skills, which benefits both the employee and the organization (Personio, 2022). The main purpose of this initiative is to give the skills an employee needs to excel in their chosen field, while contributing to the company. In order for this to be successful, it may come in various approaches, it can be through online, mentorship, and training. While Human Resources focuses on the general management, the Learning and Development focus on the growth of the employee, but both manage the overall performance of the organization. Also, Human Resources is responsible for the relationship of the employees, while the L&D focuses on enhancing the skills of its employees. Human Resources covers the policy and procedure of an organization while the L&D focuses on Training. Lastly, HR works on the payroll while the L&D focuses on Leadership Training.

According to Hibob (2022), L&D facilitate growth, advancement, enhancement of their employees' skills, and in return, these employees will contribute to the betterment of the organization. In addition, By identifying target employee groups, supporting employee

autonomy, and assessing needs, HR directors may integrate learning and development throughout a business. Using an LXP (Learning Experience Platform) can assist employees in designing their own learning courses, hence boosting progress. HR leaders should also assess the current state of the organization and adopt relevant training, coaching, or e-learning approaches to fulfill the demands of employees. Metric evaluation of the L&D program guarantees that it continues to increase employee performance and promote corporate success.

Vinika (2022), states that an empowered L&D team works on employee retention. In addition, 93% of employees feel that a corporation that invests in their professional growth will keep them for a longer amount of time. Hence, Dewar (2023), mentioned in her recent research that 69% increased in employee development in companies and even mentioned that during the pandemic, 64% of L&D professionals say that training is a must-have. Also, 94% of employees stated that they will remain with the organization if the organization will invest in their careers. In addition, the employee engagement rises by 23% with strength-based learning, and clear development objectives improve satisfaction with integration. L&D experts anticipate higher investment on online learning.

Apparently, Learning and development plans are not customized for every organization since they are based on industry needs, roles, and business size. Larger organizations often have official L&D departments, but smaller organizations may have informal, unstructured training. The best practices, on the other hand, should be considered when planning and implementing a successful L&D strategy (Symonds, 2023).

## **Conclusion**

Employee motivation, performance, incentives, team building, learning, and growth are crucial factors for the overall development of personnel in a business. By investing in these areas, organizations can create a pleasant work environment that supports growth and development for both individual employees and the business as a whole. Employee motivation leads to higher levels of production, dedication, and passion, resulting in improved overall performance and work satisfaction. Rewards and recognition are also important in inspiring employees and fostering an organizational culture of excellence. Also, a team building is another important aspect of employee growth, as it results in increased productivity and engagement in their profession. Learning and development opportunities are also crucial in promoting employee growth and development. Organizations must focus on a secure and environmentally friendly work environment to increase employee productivity and contentment.

HR may help boost employee morale and motivation by providing clear incentive schemes, growth plans, and career routes. HR can also boost motivation in the short term by providing opportunities for feedback, flexibility, and performance tracking. Effective communication between departments is essential to ensure the effectiveness of HR strategies and policies. Performance is another important factor in employee development. When an employee performs well, it not only benefits the organization but also their personal growth. Training is essential to enhance employees' skills and develop opportunities for improvement. Achieving goals is another factor that significantly affects employee performance.

Reviews also play a significant role in employee performance. They provide an opportunity for employees to acknowledge their work and what needs to be enhanced, which in turn affects the overall performance of the business. A company's performance is primarily reliant on its workers' efforts and how they demonstrate their abilities connect with the company's aims. Reward systems also contribute to employee performance. Employees are the heart of a business, and properly implemented, they can create a positive environment filled with motivated employees. There are six types of rewards: intrinsic rewards, which are internal motivators, extrinsic rewards, which are traditional ways employees are acknowledged, additional paid time off, salary increases, and reward points. Hence, there are several factors affecting the development of an employee in an organization, something that should be evaluated by the organization to benefit from it while providing the necessary accommodation to its employee.

## **Recommendations**

Here are some suggestions on the role of an employee's motivation, efficiency, incentives, team building, learning, and growth in the overall development of employees in the business.

1. Organizations may acquire significant insights on how to successfully improve the performance and growth of their staff by performing a thorough research into the function of employee motivation.
2. Furthermore, successful strategies for increasing employee motivation must be developed, which could include implementing recognition and rewards programs, Giving chances for personal and professional growth, establishing a healthy work environment and culture, and guaranteeing open communication channels inside the business are all examples of organizational responsibilities.



3. Examine how employee performance affects their overall growth within the organization. This may entail assessing performance evaluation processes, establishing performance targets, and putting performance improvement strategies into action.'
4. Investigate the function of incentives and recognition in inspiring and developing people. This might entail researching various sorts of rewards, such as monetary incentives or non-monetary recognition programs, and evaluating their success in fostering staff growth.
5. Organizing training sessions and seminars aimed at increasing employee motivation and team building might help them grow as individuals. Finally, it is critical to monitor and appraise the success of adopted tactics on a regular basis to guarantee continual progress.

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