

MOTIVATION AND ORGANIZATIONAL EXCELLENCE OF INFORMATION TECHNOLOGY EMPLOYEES IN CHENNAI

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Organizations exist because people working together as a group give increased output efficiency rather than an individual effort. Each organization aims at ongoing progression, which would help them to reach the pinnacle of success. Motivation is identified as the internal and external driving forces that make the employee execute an activity, determining its boundaries and types, with actions oriented towards attaining desired results, leading to organizational excellence. The more the employees are motivated to do their task, there will be an increased performance which would eventually lead to organizational excellence. Based on this focus, the research has conducted a study to understand employee motivation influence on organizational excellence. The researcher conducted the study in Information Technology Sectors in Chennai. The research examines the key factors influencing Employee Motivation. Descriptive Research Design adapted to the study. The researcher used questionnaire as research tool to collect the data. The researcher collected 100 samples through Simple Random Sampling Method. The ANOVA test shows that there is significant variance between Educational qualification and opportunity to express oneself completely at work. It also shows that there is significant variance Educational qualification and desirability to work till completion of a task. According to the t test there is a significant difference marital status and opportunity to express oneself completely at work.

Keywords: *Employee Motivation; Organizational Excellence; Performance*
