

Examining the Impact of Marital Status on Employee Motivation in the Workplace

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Abstract: Motivation is a key factor that influences how individuals perform, engage, and remain committed to their work. It serves as the driving force that encourages employees to initiate, sustain, and improve their work-related behaviours. In today's dynamic work environment, understanding employee motivational needs is essential for enhancing productivity, job satisfaction, and organizational effectiveness. This study aims to identify and rank the motivational factors that are most important to married and unmarried employees and to assess their overall levels of motivation in the workplace. A structured questionnaire consisting of ten motivational factors was developed using a Likert scale, and 400 respondents had ranked these factors according to their personal importance. The collected data were analysed using mean scores and t-tests to identify significant differences between the two groups. The findings of this study can provide valuable insights for employers, managers, policymakers, and organizations in designing more effective motivational strategies and workplace policies that address the diverse needs of married and unmarried employees.

Keywords: Employee Motivation, Workplace Engagement, Married Employees, Unmarried Employees, Workforce Management

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