

Analyzing the Impact of Significant Factors on Motivation and Accountability of Employees in the Supply Chain of Organization

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Abstract - Undoubtedly, all efforts and behaviors are based on motives and goals. Motives and goals are two of the main internal and external factors that make people reach the destination to work. This article seeks to provide factors that influence the motivation and accountability of employees in the supply chain of organization. The results of the research showed that paying attention to employees' motivational factors and their needs and paying attention to individual differences of each employee is one of the most important factors. Which can be achieved in the productivity of human resources and one of the essential conditions for achieving the goal in every way is to provoke and motivate and respond to the people who do it. Factors like meritocracy, awarding rewards to better services, preventing and disrupting individual choices are one of the most important motivations and responses.

Keywords: *Motivation, Responsiveness, Motivation in Employees, supply chain of organization.*

1. Introduction

The resources of each organization are divided into two categories of human resources and material resources; since material resources are also used by human resources, the optimal use of these material resources without having the motive is not possible. In today's advanced world, in each organization, manpower is the most important asset and one of the factors that influences the goals of each organization [1]. Why are some hard-working and active, some indifferent and some do not work and left out of work? Are these differences intrinsic or acquired, and are influenced by motivational factors? Undoubtedly, all efforts and behaviors are based on motives and goals. Motives and goals are two of the important internal and external factors that try to make people reach the destination. To motivate employees, the factors must first be identified. Its own management methods must make profound and fundamental changes. Changing attitudes to human resources can be a good result for managers. People have different motivations for their activities, and their prioritization is not the same for all

[2]. Job motivation for people entering the organization may not be the same. Among the factors influencing job motivation, we can mention the salaries and benefits, the vitality of the workplace, job security, interest in the job and the appropriate social relationships at the workplace, the nature of the work, the appreciation and the interest of the work [3] [4]. This article seeks to provide factors that influence the motivation and accountability of employees in the supply chain of organization.

1.1. Some causes of incapacitation in employees

- 1- Oversight over issues and events of the organization:
There is a lack of attention from the superiors for several reasons, such as being indifferent to the issues of organization, superficial inexperience, lack of sufficient knowledge, lack of evaluation criteria, and so on.
- 2- Lack of merit:
Not choosing a decent person will cause dissatisfaction and indifference. Meritocracy does not have place in patient organizations. In such organizations, promotion is not performed based on the merits of individuals, and the criterion of being worthy to say yes and say yes is without doubt.
- 3- Selective crisis with individuals' specification:
Persons with a high level of knowledge and expertise may be in a low position, and vice versa because of selective and selective attitudes. Absence of supervision: Supervision is one of the things that makes the staff feel that they are worthy of attention and that their work is worthwhile.
- 4- Pay attention to some jobs:
Paying attention to some jobs and neglecting others, in addition to indifference, leads to instability and persistence of people in the job they experience, because they feel that if they work in another area, they will manage to He will pay more attention and will be more important, and can ultimately benefit from more. As a result, he does not care about his

- current job and is looking for a way out to move to another part.
- 5- Conflict between employees:
Creating conflicts and misplaced competition among employees is a source of concern for the working environment, not only for the benefit of the organization, but also for a desirable atmosphere for the customer, leading to the escaping of the client. As a general rule, it should be noted that any behavior and a policy that is contrary to the ethical and human standards (albeit seemingly in the interest of the organization) has never been a good result and ultimately ends up at the expense of the organization.
 - 6- Pyramid decision making:
In traditional organizations, decisions are only made from top to bottom, and employees have no influence on decisions. Any decision can only be made with the comment and approval of the manager, and if rejected, though it is correct, there is no place to go back. Employees' lack of information about their performance results: One of the most important causes of employee indifference is the lack of knowledge of the outcome of their work. In other words, the inadequate feedback from the work done and not knowing what its performance standard cause will cost a lot. [5]
 - 7- Motivational plans for employees
In a general overview, one can say that there is a motive when there is a sense of security and job stability in the staff, the participation and effective role in the supply chain of organization as well as happiness and joy. Each of these cases is also the result of another person's factors that are referred to:
In a successful organization, the first and foremost success factor is to choose the right choice for employees. Today, the workforce has more expectations and it is important to work for a decent life. As a result, human resource specialists must design jobs that are good and satisfactory for employees in the supply chain of organization. The job is explained based on the knowledge, skills, experience, personal interest and ability to perform a given task, and it is necessary to separate the job based on individual abilities and the specialized division of work. When employing different occupations and skills, one should not miss the proper flow of information as it helps in the exchange of useful corporate information. When reorganized as an important motivational carrier, helping to align staff with short-term and long-term organizational goals. The next factor in motivating is material incentives. One of the key challenges facing companies is the development of rewards methods that raise people. The less an individual earns money,

the greater the value of his salary. The more people earn more money and more sympathized with what they do, the relative importance of money is reduced to them, and the money goes to recognition in order to achieve the goal and freedom. As competition between those with qualifications becomes more intense. Material incentives alone cannot attract honest people. For those who do not have material concern, the sense of well-being is more important than money, and factors that affect welfare include: human communication, mutual trust, sense of sense and sense of justice. In addition, the opportunity to learn new content and to grasp personal talent helps to make people feel more positive. Positive incentives that satisfy the people's spiritual and emotional needs are more effective than negative motives in the form of threats or punishments [6]. Health and vitality are other factors that influence motivation. When a person feels well-behaved, he does not easily get tired, gets sick less, his activity and work are exciting and stimulating, and he works with positive motivation and passion. According to the studies, the cost of providing health and happiness for employees in order to increase their ability to work and ultimately the company's profits will not be higher than the cost of treatment of illnesses and the lack of profitability due to staff leakage. Another important issue in encouraging and encouraging employees to better serve and motivate them is the promotion of business and organizational arrangements that are often based on seniority. Studies show that promotions based on considerations other than ability and worth often result in inaccurate results. For those who are especially in the management category, it's important to be aware of the real capabilities and accept the work that matches those abilities. This is a secret that makes work pleasant and pleasing and increases the efficiency of an individual in the supply chain of organization. As an employee of the company, success in job assignments is achieved through deliberate and serious efforts. It is important that at each stage of work, competencies and competencies are properly measured and how they can be tracked. In this way, capabilities must be increased through evaluation and conclusions. In this way, continuous evaluation of the performance of a company's employees during the working life seems necessary. The purpose of performance evaluation is the process by which the work of staff is determined at a certain interval and formally evaluated. Identifying strong employees and awarding them rewards, and thereby motivating them to improve their

performance and other employees is one of the main causes of performance evaluation. Information derived from employee performance appraisal can be used in human resource planning, recruitment and selection, training and staffing, job placement, salary and benefits, and recognition of potential employee abilities. The last motive for motivating employees in the supply chain of organization to be studied is the training process. The purpose of the training is to change the behavior and attitude of the person in the desired direction, ie, to achieve organizational goals, by adding to the individual's knowledge of the profession or by training the skills and specialties, in order to achieve the goals, each organization must have a dedicated and efficient force. Hence, it is necessary for those who are employed by the organization to acquire, in addition to formal and general education, professional and vocational education in order to obtain the technical knowledge and skills necessary for the proper performance of the duties assigned. The training does not require newcomers, but also for experienced and experienced staff, courses should be organized as necessary. In fact, all employees should be continuously educated throughout their working lives in order to maximize their efficiency and productivity in the way they perform their duties. One of the primary goals of each training course is to develop a proper way of thinking about work and organization and it is expected that after the end of the course, there will be an insight and attitude in the staff to change their behavior towards the desired and effective cooperation with the organization and their minds are shaped to support the goals of the organization [7].

1.2. The role of managers in motivating

With the accelerating pace of developments in the current world of the age of communication, and due to instability and variability, what the world, especially developing countries, contributes to increasing productivity and development, the managers' creativity and the directors' influence on Creating creativity is a team of employees who work together to grow their organization and thus society. Human capital is considered to be the most important factor in production in an organization, and the most important factor is the failure of organizations to have the necessary skills in the field of human relationships. The goal in the supply chain of organization should be to cultivate people who can face creative problems with problems and resolve them. Because one of the success stories of organizations is the flow of information containing knowledge and experience among humans.

This movement of knowledge and knowledge requires the creation of a foundation for the creation of a culture that everyone is trying to grow another. Therefore, we need to have creativity and staff innovation for the advancement of our organization. We need to strengthen the motivational factors in order to open this platform [8]. Motivation is one of the most dynamic aspects of management. A range of assumptions are provided to help explain what can motivate employees to do their jobs and innovate. Unfortunately, most of these hypotheses contradict each other and often do not give a motivated explanation of the merits. Managers cannot motivate their employees to do their jobs, but can empower them to master their work, and appreciate them when they have the right goals. One of the biggest challenges and achievements for today's managers is to motivate the members of the work teams under their leadership, because this motivation increases staff productivity and reveals more of their effort and seriousness. The motivation comes when employees feel the security and stability of their jobs, their participation and their effective role in the supply chain of organization, as well as their vitality and happiness. In most cases, an intermediate manager will be more successful than a senior manager in motivating sub-personalities, as he does this by addressing the content of the work and the quality of the work experience.

Also, the collaborative management system, in consultation with employees and respect for employees' salaries, plays an important role in creating incentives for employees and their talents to flourish. Managers cannot motivate their employees to do things. The art of management is to create the conditions that are most effective in motivating people. People are eventually excited in a manner that responds to their own inner needs, inspiration, and self-image. Efficient managers can step inside these internal processes and shape the work space through relationships that they create with their subordinates. The most important factor that can be considered for employees' lack of motivation is the appointment of inefficient managers at the head of an organization. It is also important, however, that it is not important for a staff member to help motivate him. One cannot create that position for him/her. Nowadays, in a situation where the work environment of individuals is becoming more and more mechanized every day, employees need to be more appreciated and appreciated. Because their demands changed as labor became younger, and contrary to the past, when employees were more concerned with material and economic issues, more respect and good working relationships are now contemplated. In such a situation, preserving human resources and motivating to increase the productivity of work in work using different mechanisms can be considered, some of which include: Providing cash and non-cash rewards to employees, organizing in-service training courses, encouraging staff members to attend, distributing equitable welfare facilities, caring for their expert opinions, appointing

efficient managers and accessing them, selecting individuals through interviewing and testing, creating space A quiet and fearless work, organizational support for them, creating work attractiveness, career advancement, unnecessary and time-consuming evaluations, the formation of working groups and mutual support of group members, and the combination of different thoughts, etc. In the rewards debate, being fair in the supply chain of organization [10]. Because the theory of equality of persons is considered as one of the main principles in the design of reward design. An important challenge for companies is the evolution of reward methods that empowers employees. If the manager at the organization determines that the staff has tried and tested, they would still encourage them to do so, which would create a high level of job security for the employees, and fears being dismissed by one Reduces the mistake and makes people courageous to change. In fact, successful organizations reward both successes and failures. Of course, due to individual differences, the values and interests of different people are different that the manager of the organization by managing them all should choose different ways for each person. In the end, it should be said that the pace and speed of change around the world has made motivation more important to employees. Organizations can only traverse the organization's leadership through innovation and innovation, along with changes. The most important way to motivate employees, which should be applied by managers, is to tailor individuals with their expertise and not to inappropriate jobs, to give people freedom of action and empowerment. Finally, the expertise and creative thinking of the staff will certainly help to promote the organization and as a result of the progress of society.

2. Conclusion

It can be concluded that paying attention to employees' motivational factors and their needs and paying attention to the individual differences of each employee is one of the most important factors that can be achieved in human resource efficiency and one of the essential conditions for reaching the goal is to incite and motivate people to do what they do. There are several factors in the low motivation of organizations, and for this reason, management should seek ways and techniques that can increase the motivation of its employees. This will be done with encouragement payments, written appreciation, or job rotation. Given that we are not immune to the effects and weaknesses of stress, so for the productivity and performance of employees in the supply chain of organization that require reducing risk factors such as stress, it is necessary to improve and improve the mental health of the workplace as the most important dimensions of human resource development, we have taken all necessary steps to ensure that the work environment

becomes a quiet and acceptable environment for the growth and satisfaction of our employees. Improvement of performance is affected by satisfaction and motivation of employees, while based on the theory of motivation - health, salary plays a role of a health factor that prevents dissatisfaction, and in practice we also observe that managers of organizations are often used to prevent disappointments and protests, and in order to finance their employees, they are raising wages or awarding financial rewards. Usually, the employees of the organizations see their salary increases as their legal and legitimate right, and since these increases (such as the rewards of the end of the year, the increase in age, the increase in the annual salary, the promotion of the group Or legal base, etc.) is almost without regard to the quality of work and performance and is equally shared by all members of an organization, cannot be effective in motivating to do better work.

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