

An Analytical Study of Significance of Intrinsic Motivation in the Workplace

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Abstract: Life is all about taking moves. Every move can be a key to success if one is motivated. Motivation represents the reason behind people's desire and actions. Self-motivated also known as intrinsically motivated people get influenced from within, to achieve what they want from life as they have a desire to touch the sky. Their goals are set; mind is focused with clear vision. They try to gain knowledge and seek out new challenges. They are more likely to engage in the task willingly as well as work to improve their skills, which will increase their capabilities. People who carry such attitude live a peaceful life without any difficulty. Extrinsic motivation comes from influences outside of the individual. Competition is an extrinsic motivator as it encourages the performer to win and beat others. Such people are motivated to work, to get rewards and incentives. This paper highlights the importance of intrinsic motivation in the workplace which results in high-quality learning and creativity and achievements in their carrier..

Keywords: Extrinsic, Employee performance, Intrinsic Motivation, Satisfaction, Success.

1. INTRODUCTION

Motivation is the word derived from the word 'motive' which means needs, desires, wants or drives within the persons. Motivation is a set of beliefs, perceptions, values, interests, and actions. Motivation within individuals tends to vary across subject areas, and this domain specificity increases with age. It is the process of inspiring people to actions to achieve the goals. Motivation is one of the most important elements of an organization's functioning. It is given a great attention, because it influences every part of the business and refers to reasons that underlie behavior that is characterized by willingness and volition. Intrinsic motivation includes personal enjoyment, interest, or pleasure, whereas extrinsic motivation includes rewards and incentives. Traditionally, intrinsic motivation is considered to be more desirable as it results in better learning outcomes than extrinsic motivation. The use of rewards may either encourage or discourage motivation, depending on the type of rewards. Sometime employers fail to understand the importance of motivation in accomplishing their mission and vision. Even when they understand the significance of motivation, they lack the skill and knowledge to provide a work environment that fosters employee motivation. Here are thoughts about encouraging and inspiring employee motivation at work.

2. REVIEW OF LITERATURE

Ryan, Connell, & Plant, (1990) Educators typically consider intrinsic motivation to be more desirable than extrinsic motivation, and some research suggests that the learning outcomes of intrinsic motivation are better than those obtained under extrinsic motivation. Turner (1995) considers motivation to be synonymous with cognitive engagement, which he defines as "voluntary uses of high-level self-regulated learning strategies, such as paying attention, connection, planning, and monitoring." Weiner, (1985), as cited in Eccles & Wigfield, (2002) Attributions refer to an individual's beliefs regarding causes of successful or failing performance. There are several types of attributions, including ability, effort, task, and luck. According to attribution theory, the types of attributions a person holds determine his or her level of motivation according to whether the cause is perceived as something that is changeable and within the person's control. Galia, F., Ermes, Ceren.(2008), showed that the Motivation practices are more effective if accompanied by specific

organization and associated intrinsic and extrinsic practices. These results add one piece of evidence stating that Motivation and KM practices form a coherent system of practices, rather than a strict polarized frontier between types of motivations, and act in favor of knowledge sharing. This more comprehensive frontier between intrinsic and extrinsic factors of motivation in a knowledge-based framework states that the different theories studying motivation are not contradictory having some variables like intrinsic motivation, extrinsic motivation, knowledge sharing and knowledge management practices using correlation as a statistical tool. Syed Umer farroque (2010) According to the author ,rewards are the major role to increasing the performance of the organization. Guay et al (2010) Intrinsic motivation refers to motivation that is animated by personal enjoyment, interest, or pleasure, and is usually contrasted with extrinsic motivation, which is manipulated by reinforcement contingencies. Shah, N., (2011).At Pakistan by taking a sample size of 1000 respondents showed that Independent variables such as job satisfaction, organizational commitment and job promotion have positive and significant relationships to dependent variables, i.e. employee career commitment using multiple regression analysis (MRA) and pearson correlations as statistical tools.

3. INTRINSIC MOTIVATION AND ITS SIGNIFICANCE IN THE WORKPLACE

Motivation is that interior drive that causes a person to decide to take action. Intrinsic motivation is when you do something because you enjoy it or find it interesting. Such motivation is animated by personal enjoyment, interest, and pleasure etc. When a person has a passion to work willfully, it can do wonders. Such people possess the ability to become 'A' player of their organization with their zeal to hard work. Intrinsically motivated people also earn money but they give much more importance to self satisfaction from the job they perform. They are influenced by the level of self-esteem and confidence they feel out of the work done by them. An individual's motivation is influenced by biological, intellectual, social & emotional factors.

Intrinsic motivation refers to motivation that is driven by an interest or enjoyment in the task itself, and exists within the individual rather than relying on any external pressure. Intrinsic motivation has been defined as a tendency to engage in activities for their own sake, just for the pleasure derived in performing them, or for the satisfaction of curiosity. The motivation comes from within you rather than being imposed upon you by external forces such as rewards or punishments. In humans, intrinsic motivation is not the only form of motivation, but it is a pervasive and important one. It is an important means of motivating employees. It is often more effective than extrinsic motivation, which is often based upon rewards and punishments. Knowing how to effectively use intrinsic motivation will help make employees more effective and increase their job satisfaction at the same time. Motivations are an employee's intrinsic enthusiasm about and drive to accomplish activities related to work.

The performance of employees in the organization is dependent on the capability in the motivation. Motivation is of great importance and a helpful instrument in the hands of management in inspiring the workforce, as –

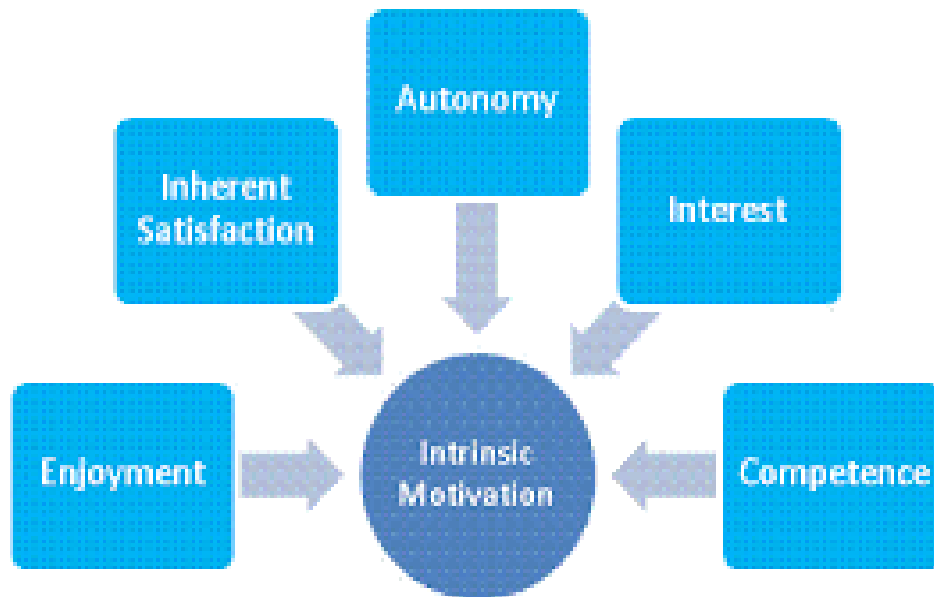
- It increases the willingness of the workers to work.
- Best utilization of resources
- Reduction in Labor Problems:
- Increase in production and productivity
- Basis of Cooperation

4. VARIABLES OF INTRINSIC MOTIVATION /INTRINSIC REWARDS

The following are descriptions of the four intrinsic rewards -:

- **Sense of meaningfulness.** This reward involves the meaningfulness or importance of the purpose one is trying to fulfill. You feel that you have an opportunity to accomplish something of real value.
- **Sense of choice.** One is free to choose how to accomplish their work and to select those work activities that make the most sense to a person.
- **Sense of competence.** Here one feels a sense of satisfaction, pride, or even artistry in how well it handles the work assigned.

- **Sense of progress.** A person is encouraged that its efforts are really accomplishing something. One can feel that their work is on track and moving in the right direction.



5. CONCLUSION

Motivation is the most important factors influential organizational efficiency. All facilities organizational will go to waste in lack of motivated people to utilize these facilities efficiently. Every superior in the organization must motivate its subordinates for the right types of behavior. One should be self motivated to work. An organization does not require personnel who want to be motivated by their employers.. Experts also suggest that people are more creative when they are intrinsically motivated. In work settings, productivity can be increased by using extrinsic rewards such as bonuses, but the actual quality of the work performed is influenced by intrinsic factors. If one is doing something that it find rewarding, interesting, and challenging, they are more likely to come up with novel ideas and creative solutions.

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