



## THE ROLE OF MOTIVATION IN HUMAN LIFE

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**Annotation:** Motivation is an inspiration for people who work, study or have an idea to get a job. It has a verity positive and effective sides for human in order to achieve their goals. It is not only efficient for individuals but also group mates who work together. Additionally, there are some benefits given for some company which are going to plan future process.

**Keywords:** Motivation, work, teammate, goal, effective.

Sometimes human behavior is highly complex, and it is extremely difficult to understand people at work. The concept motivation is derived from the word 'motive'. The word 'motive' as a noun means an objective, as a verb this word means moving into action. Therefore, motives are forces which induce people to act in a way, so as to ensure the fulfillment of a particular human need at a time. Behind every human action there is a motive. Therefore, management must provide motives to people to make them work for the organization.

Motivation is a dynamic and complex process. Motivation is an inspirational process which impels the members of the team to pull their weight effectively to give their loyalty to the group, to carry out the tasks properly that they have accepted, and generally to play an effective part in the job that the group has undertaken. According to Michael Jucious, "Motivation is the act of stimulating someone or oneself to get a desired course of action, to push the right button to get a desired reaction". Of course, it is it is process of pushing people to do a task with inspiration, sometimes people cannot do their task fully because of their reasons.

If you have individual task for not only team work but individual goal, in that case also motivation is an important thing to achieve your goals swiftly. According to S. Zedeek and M. Blood opinion, "Motivation is a predisposition to act in a specific goal-directed way"<sup>1</sup>. This view seems justification to our opinion which is mentioned above.

There is different meaning of motivation in different process and it gives us opportunity to analyze them differently. Initially, we can discuss about the importance of motivation in an organization:

- The motivation of greater efficiency:

Motivation enhances the efficiency of the employees and of organization. When employees are motivated, it gives them opportunity to perform with commitment and dedication.

- The motivation of reduction in absenteeism and labor turnover:

<sup>1</sup> Kahn, W. A. Psychological conditions of personal engagement and disengagement at work. *Manag*-1990



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Motivated employees may not remain absent or leave the organization. They feel more responsible to their job and help colleagues to develop a sense of belonging towards the organization and of course they are able to improve their overall performance.

- The motivation of team spirit:

Mood is one of the main issue during the day at work and motivation is main source to raise people's mood. Motivation improves team spirit of employees, and this improves and develop the work environment and also the overall performance of the employee and the organization.

- The motivation of reduction in wastages and breakages:

Motivated employees take great care in handling machines and other resources instead of doing unnecessary willing at work. This will reduce wastages and breakages, thus result appears in higher benefits to the organization. Additionally, they have not aim to change their job and work environment.

- The motivation of the cordial relations:

Health is the most important thing in human's life, but sometimes we cannot care about it because of some approaches at work. If we have any kind of motivation at work, that enables cordial and healthy relationship in the organization. We have less stressful situation and it helps reduce labor grievances and disputes. It ensures sound relations between the management and the labor. It develops the overall efficiency of the organization.

- The motivation of the promotion of innovation:

Motivated employees use their initiative to find out innovative ways in the performance of their operations. Such employees are more creative and help the organization to gain the competitive advantage. Of course, this creativity helps employee also to be promoted among teammates and achieve their goals immediately.

- The motivation of the optimum use of resources:

Resources are main issues to produce production but sometimes there are more wastage in organization. Motivation leads people usage of resources correctly and lesser wastages in the organization. This leads to improve organization future by optimum utilization of resources and substances.

- The motivation of corporate image:

Motivated employees are more loyal than others to the organization. They work with a high sense of loyalty and dedication. This improves the overall performance of the member of team who gives better results for the company. This results gives to employee to be in better relations with all the stakeholders. So that it is obvious that motivating people to perform better and thus to achieve organizational objectives has been the greatest challenge<sup>2</sup>.

There are also features of motivation in our life. When we have a job or career, we come across the Interaction between the individual and the situation. At that time, we can realize that motivation is not a personal trait but an interaction between the individual and the situation.

People have their goal that leads them to have goal directed behavior. In this position, motivation leads to an action that is goal oriented. Motivation leads to accomplishment of organizational goals and satisfaction of personal needs. Furthermore, there is the features of systems

<sup>2</sup> Sharoni, G., Shkoler, O., and Tziner, A. Job engagement: antecedents and outcomes. *New York-201*



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oriented which means that influence people to do their tasks or achieve their goals effectively and there are two types of forces are available

a. The features of internal forces:

These forces are internal to the individual and it depends on person's idea, such as their wants, goals and plans.

b. The features of external forces:

These forces are external to the individual, which may be organizational related relationship and it consists of the structure of organization, the philosophy of management in organization and also the forces found in the external environment like religion culture, tradition, and others.

By the way, we come across positive and negative sides of motivation in the process. If we have positive motivation, that approach offers positive incentives like status, promotion, appreciation those make us happy and feel satisfaction to our work. If it is opposite, and we have negative motivation, this emphasize punishments or fines which are really unpleasant.

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