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Vinoy Vincent T

M. Phil Scholar, SRMIST,
Chennai, Tamil Nadu, India

Dr. M Senthil Kumar

Assistant Professor, SRMIST,
Chennai, Tamil Nadu, India

Motivation: meaning, definition, nature of motivation

Vinoy Vincent T and Dr. M Senthil Kumar

Abstract

This study shows the meaning, definition and nature of motivation. Motivation is the reason for people's actions, willingness and goals. Motivation is derived from the word motive which is defined as a need that requires satisfaction. These needs could also be wants or desires that are acquired through influence of culture, society, lifestyle, etc. or generally innate.

Keywords: motivation, definition, meaning, nature

Introduction

Motivation is one's direction to behavior, or what causes a person to want to repeat a behavior, a set of force that acts behind the motives. An individual's motivation may be inspired by others or events (extrinsic motivation) or it may come from within the individual (intrinsic motivation). Motivation has been considered as one of the most important reasons that inspire a person to move forward. Motivation results from the interaction of both conscious and unconscious factors. Mastering motivation to allow sustained and deliberate practice is central to high levels of achievement e.g. in the worlds of elite sport, medicine or music.

Definition

"A motive is an inner state that energizes, activates, or moves and directs or channels behaviour goals."

Berelson and Steiner

"It is the stimulation of any emotion or desire operating upon one's will and promoting or driving it to action."

Lillis

"Motivation refers to degree of readiness of an organism to pursue some designated goal and implies the determination of the nature and locus of the forces, including the degree of readiness."

The Encyclopedia of Management

"Motivation is the complex of forces starting and keeping a person at work in an organization."

Dubin

Meaning

Motivation is an important factor which encourages persons to give their best performance and help in reaching enterprise goals. A strong positive motivation will enable the increased output of employees but a negative motivation will reduce their performance. A key element in personnel management is motivation.

According to Likert, "It is the core of management which shows that every human being gives him a sense of worth in face-to face groups which are most important to him....A supervisor should strive to treat individuals with dignity and a recognition of their personal worth."

Correspondence

Vinoy Vincent T

M. Phil Scholar, SRMIST,
Chennai, Tamil Nadu, India

Nature of Motivation

Motivation is a psychological phenomena which generates within an individual. A person feels the lack of certain needs, to satisfy which he feels working more. The need satisfying ego motivates a person to do better than he normally does.

From definitions given earlier the following inferences can be derived

1. Motivation is an inner feeling which energizes a person to work more.
2. The emotions or desires of a person prompt him for doing a particular work.
3. There are unsatisfied needs of a person which disturb his equilibrium.
4. A person moves to fulfill his unsatisfied needs by conditioning his energies.
5. There are dormant energies in a person which are activated by channelizing them into actions.

Types of Motivation

When a manager wants to get more work from his subordinates then he will have to motivate them for improving their performance. They will either be offered incentive for more work, or may be in the space of rewards, better reports, recognition etc., or he may instill fear in them or use force for getting desired work.

1. Positive Motivation

Positive motivation or incentive motivation is based on reward. The workers are offered incentives for achieving the desired goals. The incentives may be in the shape of more pay, promotion, recognition of work, etc. The employees are offered the incentives and try to improve their performance willingly.

According to Peter Drucker, the real and positive motivators are responsible for placement, high standard of performance, information adequate for self- control and the participation of the worker as a responsible citizen in the plant community. Positive motivation is achieved by the co-operation of employees and they have a feeling of happiness.

2. Negative Motivation

Negative or fear motivation is based on force or fear. Fear causes employees to act in a certain way. In case, they do not act accordingly then they may be punished with demotions or lay-offs. The fear acts as a push mechanism. The employees do not willingly co-operate, rather they want to avoid the punishment.

Though employees work up-to a level where punishment is avoided but this type of motivation causes anger and frustration. This type of motivation generally becomes a cause of industrial unrest. In spite of the drawbacks of negative motivation, this method is commonly used to achieve desired results. There may be hardly any management which has not used negative motivation at one or the other time.

3. Intrinsic motivation

Defined as:

“Intrinsic motivation refers to behavior that is driven by internal rewards. In other words, the motivation to engage in a behavior arises from within the individual because it is intrinsically rewarding.”

3 Types of Intrinsic Motivators

1. **Knowledge** - Learners have a genuine thirst for new

knowledge. Learners long to know more about a new topic, which is why we suggest adding additional learning materials and resources in addition to the content of your program.

2. **Accomplishment** - Learners feel motivated by their accomplishments. Creating and developing quiz questions and displaying points through a leaderboard helps to feed this type of intrinsic motivation.

3. **Stimulation** - Learners are motivated by stimulation. Creating assignments and developing self-evaluations helps to increase learner engagement.

4. Extrinsic motivation

Defined as:

“Extrinsic motivation refers to behavior that is driven by external rewards such as money, fame, grades, and praise. This type of motivation arises from outside the individual, as opposed to intrinsic motivation, which originates inside of the individual.”

There are several types of extrinsic rewards, but we focus on only these key three:

- **Completion contingent rewards** - Rewards given for completing a task
- **Performance contingent rewards** - Performance-based rewards
- **Unexpected rewards** - Rewards given unexpectedly

Factors Influencing Motivation in Sports

1. Decide on your type of motivation. There are two common types of motivation: Extrinsic and Intrinsic.
2. Create the right environment. Motivation starts on the training pitch.
3. Communication goes two-ways.
4. Make it fun.
5. Use competitive aspects.
6. Don't punish failure.
7. Celebrate the good times.
8. Everyone is different.

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