

RESEARCH ON MOTIVATION IN WORK

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Abstract:

A topic that fascinates and at the same time gives headaches to psychologists, but also to managers in companies is related to motivation to work.

It is known that the human resource holds an important place within an organization regardless of its subject matter, and motivation undoubtedly contributes to ensuring the psycho-material balance of the employees. In other words, a motivated person is the true value of the organization because it has a great interest in achieving the goals, while a man lacking motivation has no concerns in this sense. Even if in an organization a manager can not require employees to be motivated, he can create a climate that motivates them, and in this way employees will be more productive. Usually employees have different motivations, and they have to be satisfied

The paper aims to highlight the way in which individuals attitudes to work motivation are manifested.

Keywords: motivation, organization, employees, work, manager, reward

1 . Introduction

Appeared in the literature around the 1930s, the term of **motivation** has so far been a great success. It can be found in almost all areas that are more or less concerned with human conduct: economic, pedagogical, political, art, moral, religious. The interest in this concept reveals, on the one hand, the strong sensitivity of our age to everything that affects people's influence, and on the other hand, the anxiety about manipulation techniques, and last but not least, the emergence unpredictable and aggressive social behaviors.

Work motivation involves employee behavior characterized by interest, orientation and persistence in the performance of tasks. This behavior does not depend only on the individual or the context in which they work is an interaction between the personality of the individual and the working environment. In other words, the individual motivated by what he does find the meaning and justification of his action and obtains a double recognition, in front of his own consciousness (the self-image) and a recognition by others, which can be real or imaginary.

2. Methodology of research

The purpose of the research was to identify the degree of motivation in the work among employees of X company.

In the present context, was formulated the following hypothesis: *We assume that in the analyzed society the level of motivation of the employees is influenced by various factors, determined by the climate within the company.*

The main objective of the research is to highlight the link between motivation and professional activity.

The present paper is an exploratory research that took place in September 2017 and uses the main research questionnaire

The questionnaire contains a total of 12 closed and open questions with answer options Yes / No.

The work demonstrates that motivation is an important factor for each employee.

3. Data analysis and research results

The socio-economic characteristics of the subjects

The research had as subjects 14 employees of a commercial company in Rm Valcea,, aged between 29 and 42, of both sexes with functions what it involves different attributions.

They have a length of service between 2 years and 7 years, with both pre-university and university studies.

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Category	Features	Nr.	%
Sex	Male	6	20
	Female	8	80
Total		14	100
Age	29-32	4	30
	33-38	5	35
	34-42	5	35
	Total	14	100
Studies	University	10	60
	Pre-university	4	40
	total	14	100

Table no.1, Characteristics of investigated subjects

Figure 1 shows that 20% of the subjects are male and 80% are female

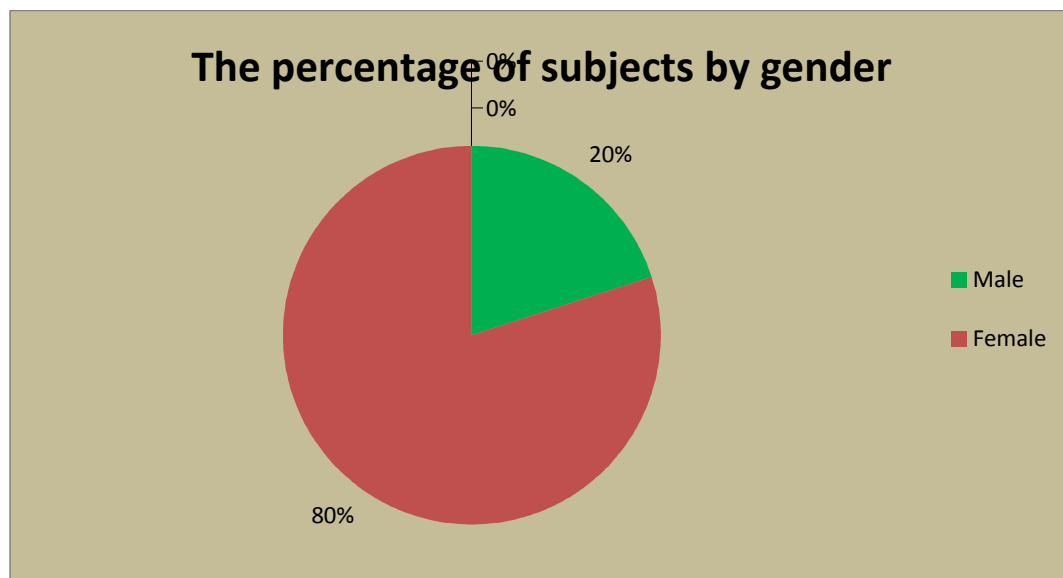


Figure no1 The percentage of subjects by gender

Given the demographic characteristics, subjects are divided into the following age groups:

- group of 29-32 years - 30% of the subjects;
- group of 33-38 years - 35% of the subjects;
- group of 34-42 years, 35% of the subjects;

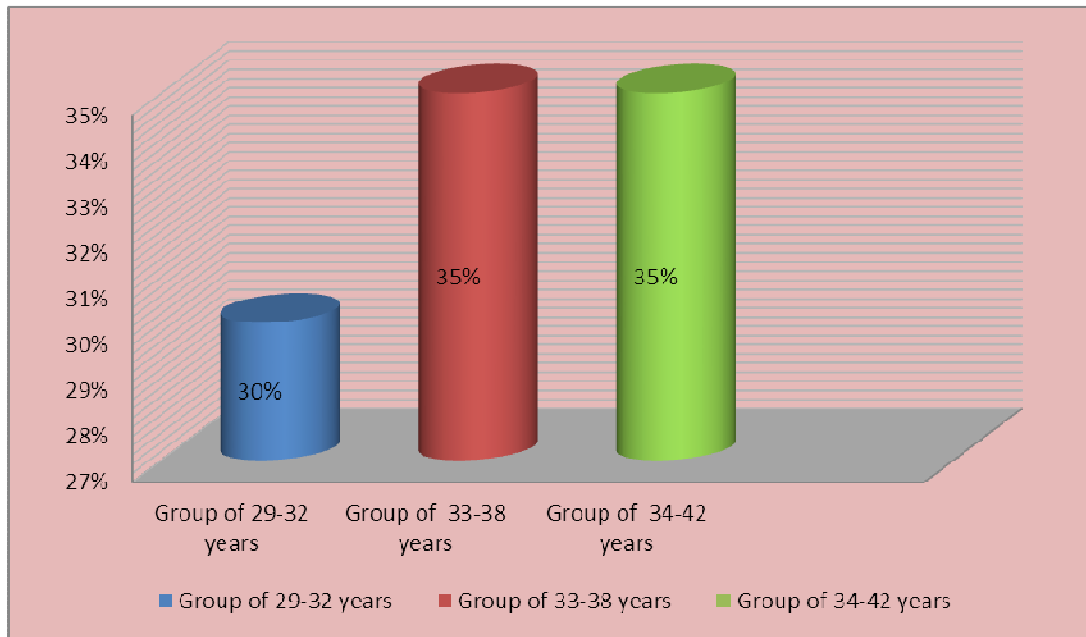


Figure no. 2 - Share of subjects by age

With regard to studies, it is obscured that 80% of the subjects have university studies, namely 10 persons, and 40% of the subjects, respectively, 4 persons pre-university studies.

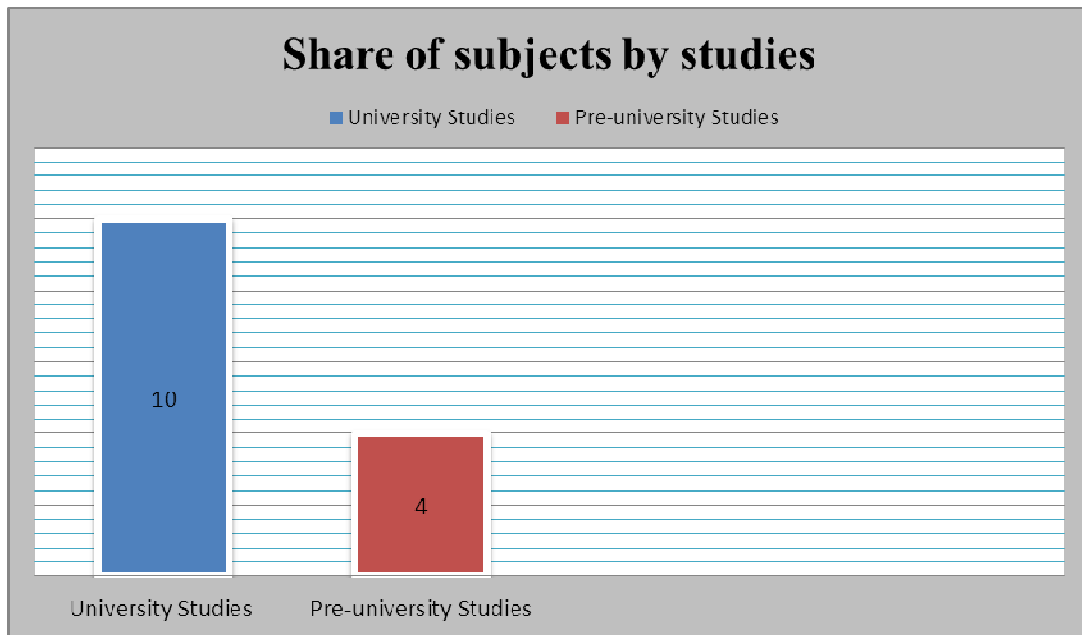


Figure no. 3 - Share of subjects by studies

The analysis of the results obtained after applying the questionnaire to the subjects highlights the following:

- At **Question No.1** (Figure no.4), where subjects had to confess or refute if there were issues in their company to be improved, 9 people chose the variable *No* and 5 opted for the *Yes* variable.

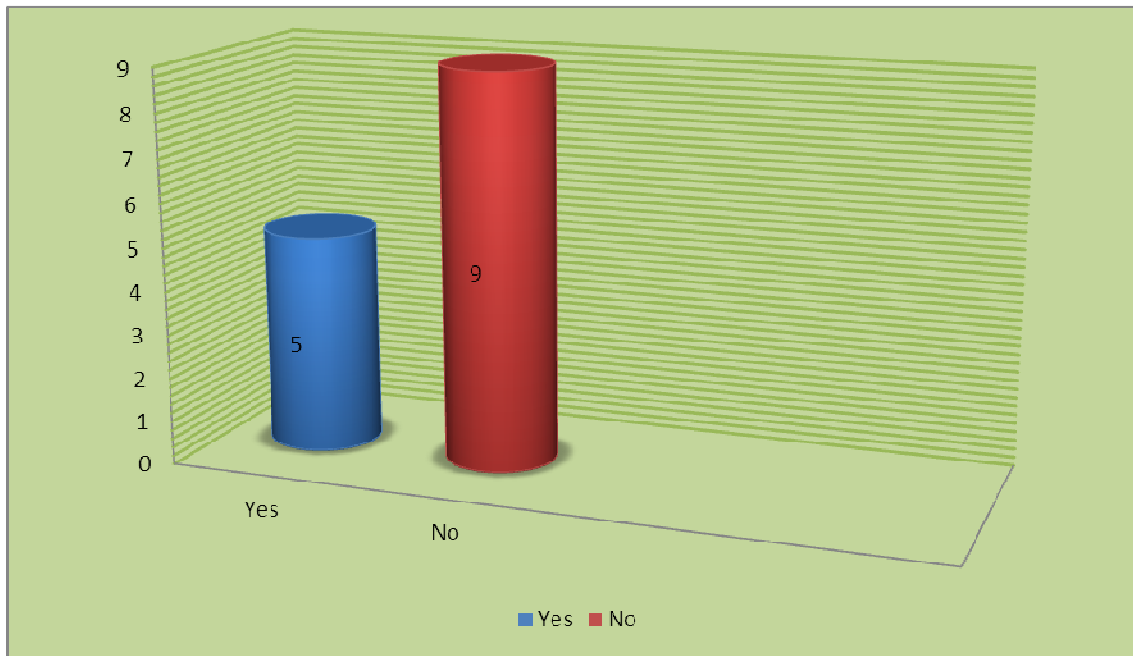


Figure no.4, Question no.1 - Are issues to be improved in your company?

It is found that most of the employees in the studied company do not feel the need for any improvement or do not consider it necessary, being satisfied with the current climate.

• **Question no. 2** (Figure no.5) pointed out that usually there are no problems at the level of the studied company and that the subjects are facing the professional tasks.

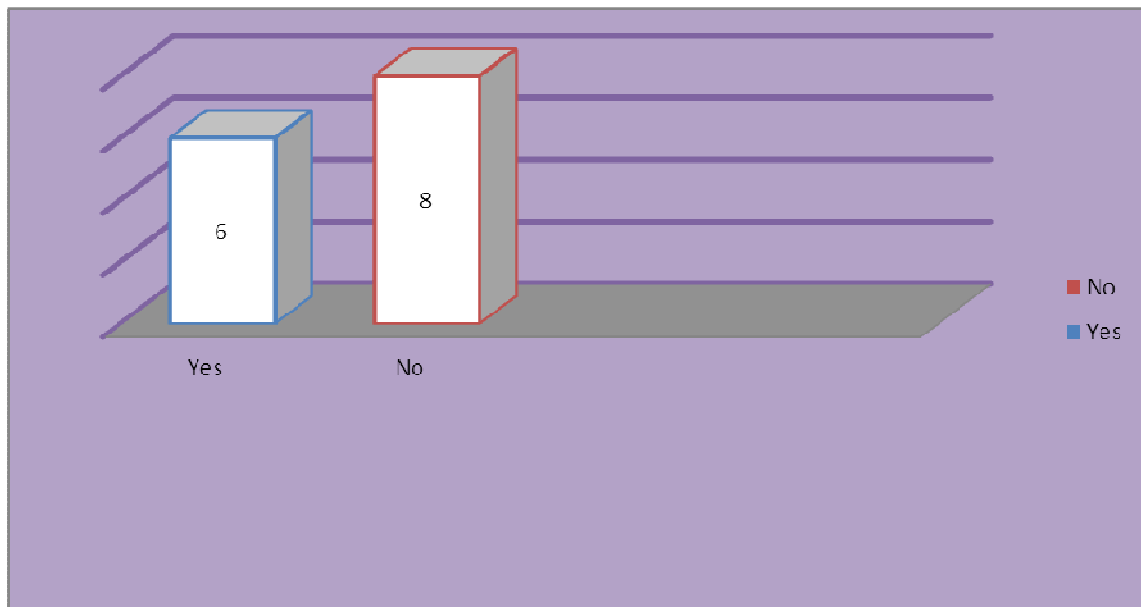


Figure no.5, Question no. 2 - Are you facing many organizational problems?

It can be understood that overall there is good collaboration between managers and employees and together they manage things in an efficient manner.

• On **question no.3** (figure no.6), which aimed at highlighting whether the employees like the work they are doing in the studied company from the 14 questioned persons, 9 people

chose the answer *Yes*, and 5 people gave and answered *No*. This indicates that the activity carried out is a pleasant one, it does not create any inconvenience and is easily accomplished.

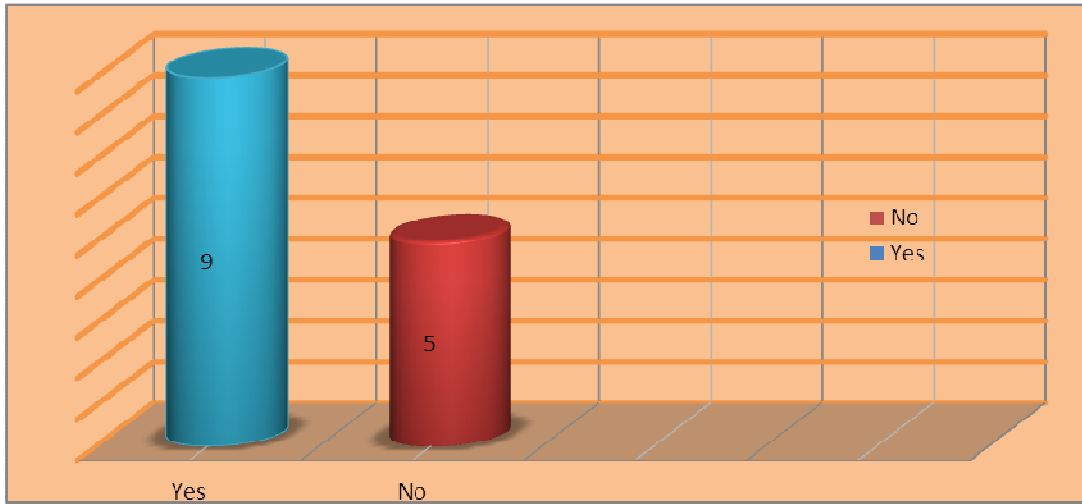


Figure no. 6, Question no.3 - Do you like the activity you are doing within the company?

• **Question no. 4.** (figure no.7), confirmed through the obtained results respectively 10 affirmative answers and only 4 negative ones that in general the employees are satisfied with the working conditions and measures and actions taken by the company.

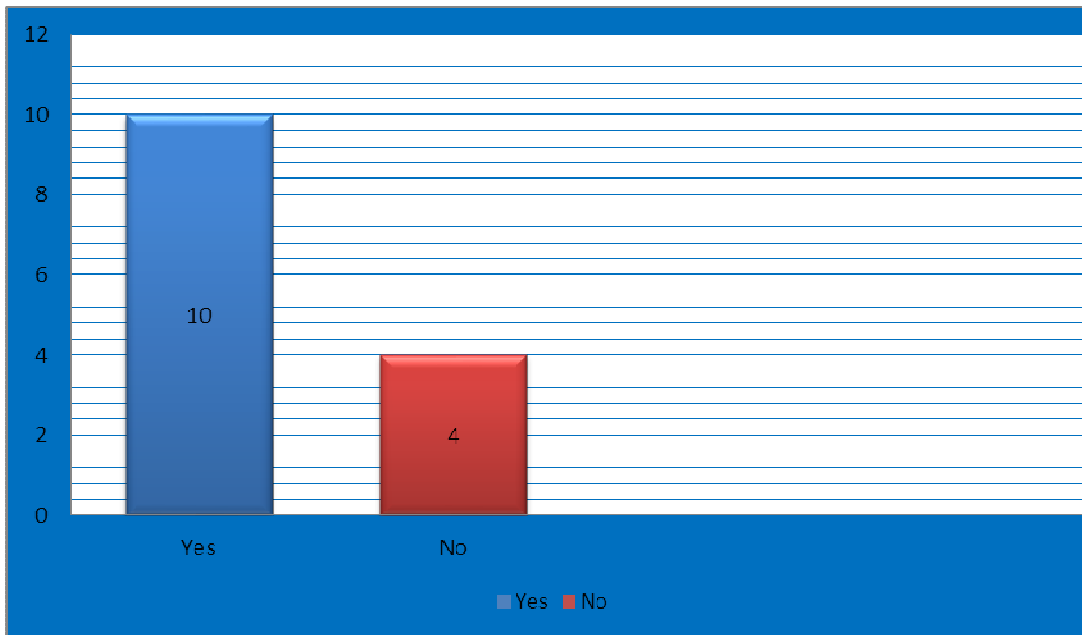


Figure no.7, Question no.4 - Do you need other measures from the company to feel pleased?

• On **question no. 5** (Figure no.8), where it was wanted to find out if employees feel appreciated for what they are doing, of the total number of 14 respondents, 11 chose the variable *Yes*, and 3 chose the variable *No*.

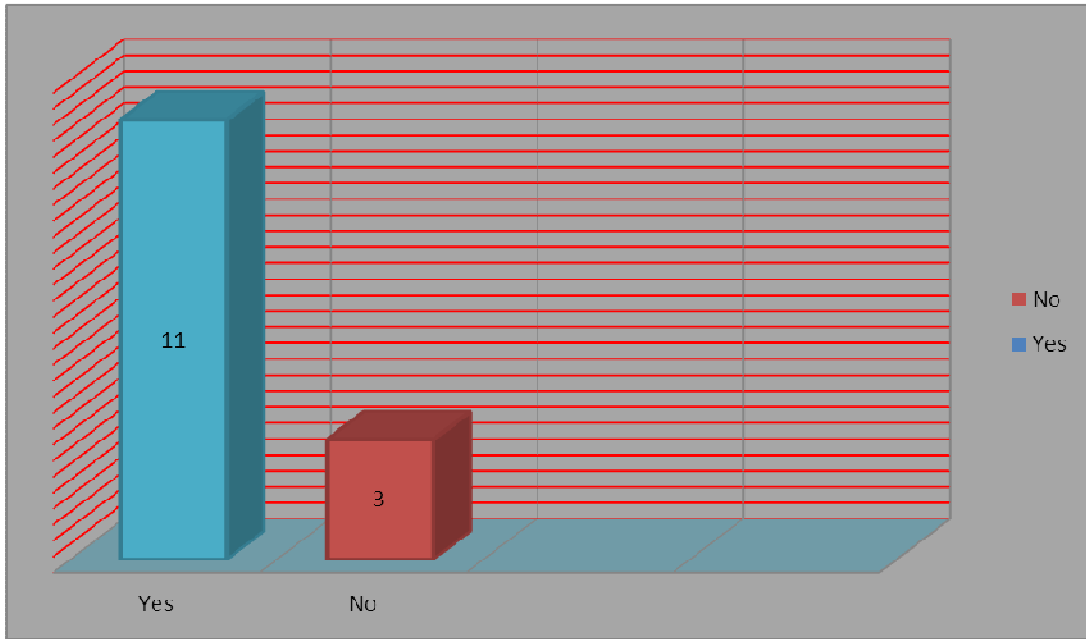


Figure no. 8, Question no 5- Do you feel appreciated within the company?

In view of the results, it is noticed that most of the employees feel appreciated at the organizational level and are acknowledged as the merits in their work.

• **Question no. 6** (Figure no.9), which emphasized the willingness / intent to involve the subjects in the activity and in the good activity of the company, amounted to 12 positive and only 2 negative responses. The fact that almost all the employees of the company studied are eager and willing to be involved in all the actions and activities that would contribute to its development and evolution.

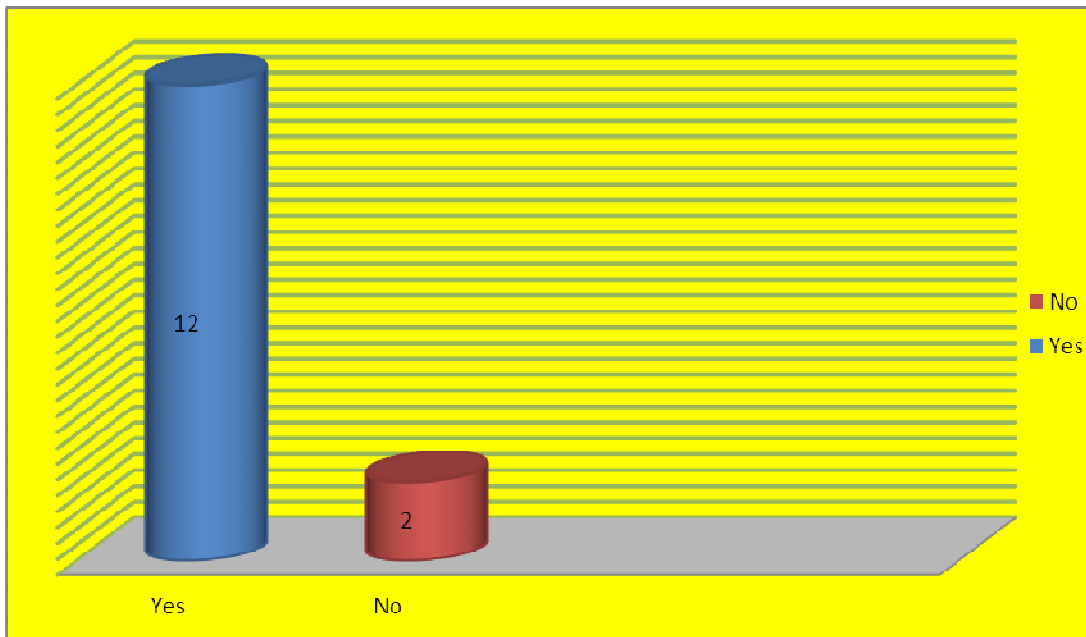


Figure no. 9, Question No.6 - In the future would you like to be involved / contributing, more to the good work of company?

- To **question no. 7** (figure no.10), regarding the workload, the respondents chose in the number 9 variant *Yes*, while 5 of them opted for *No*

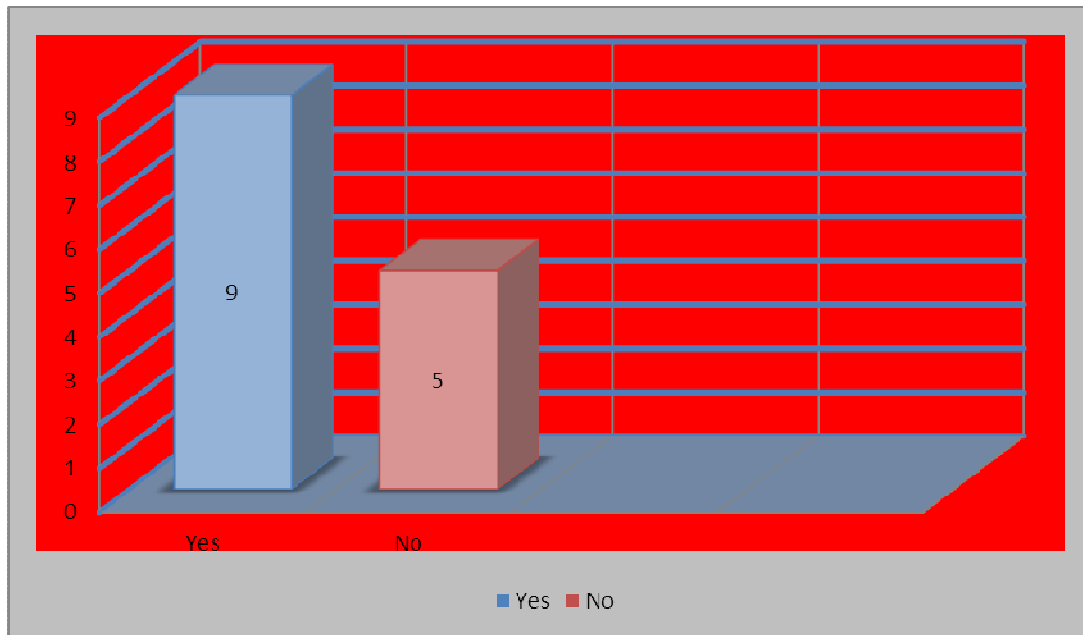


Figure no 10, Question no.7 - Do you have a normal workload?

Therefore, most employees consider that the work done involves a normal workload and can carry out all the responsibilities.

- On **question no. 8** (Figure no.11), it is noticed that despite the climate and the effective communication at the level of the studied organization, the employees claim that there are factors that could stimulate them and determine them to be more active and to work better, a confirmed aspect of the answers given respectively 12 *affirmatives*, and only 2 *negative* ones.

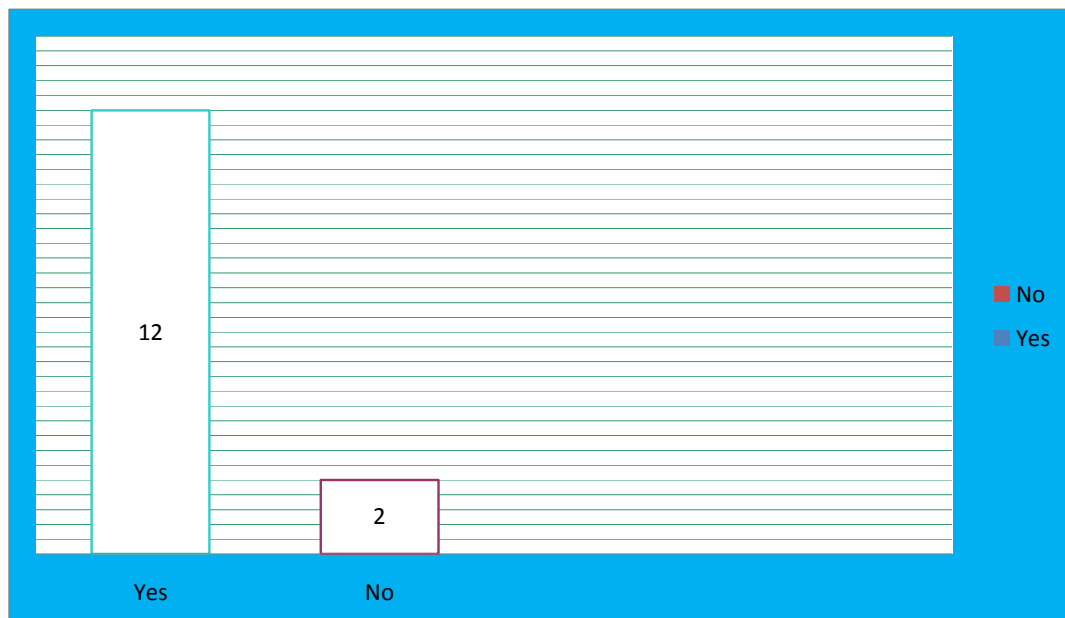


Figure No. 11, Question No.8 - Are there any factors that would stimulate you, do your job better?

• **Question no. 9** summed up 10 negative and 4 positive responses

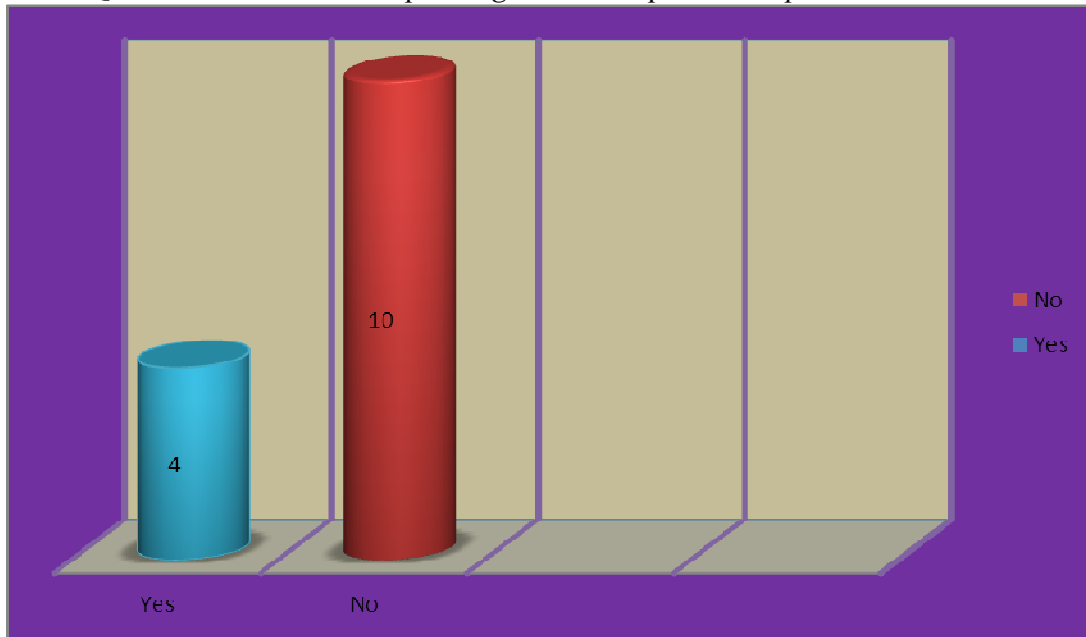


Figure no 12, Question no.9 - *Do you sometimes feel that your effort for the company is useless?*

Based on these results, we can claim that employees are acknowledged the merits and efforts made to advance the company.

• At **Question No 10** (Figure no.13), where employees had to confess or refute if their professional motivation has increased lately, there were 13 *affirmative* answers and one *negative* answer.

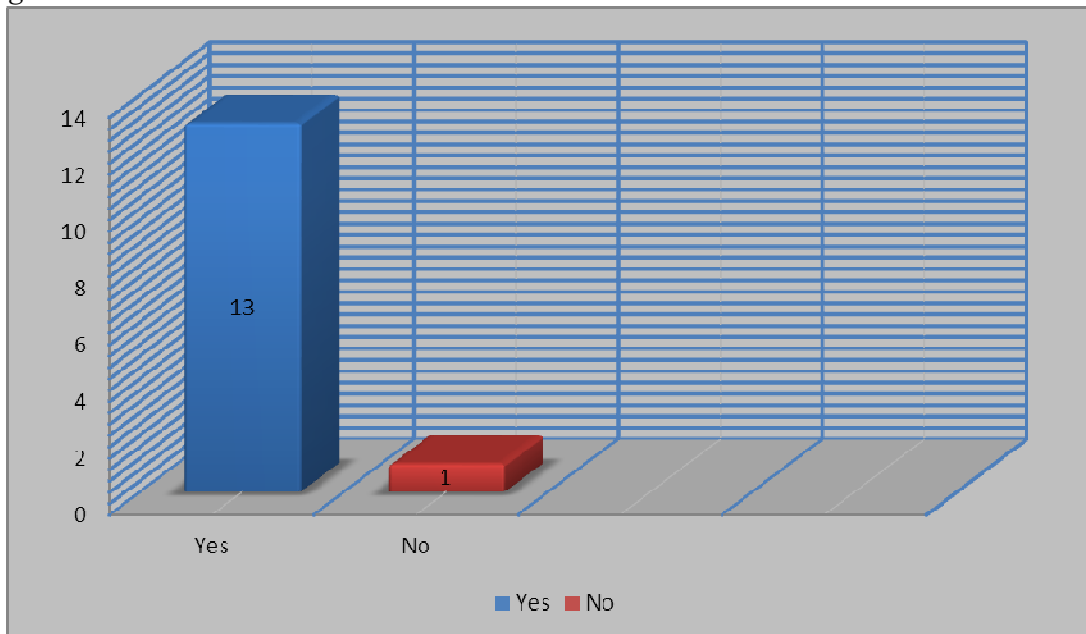


Figure no. 13, Question no.10 -*Consider that your professional motivation has increased lately?*

It can be said that almost all employees of the studied company feel more and more motivated, and more confident in their professional evolution

4. Conclusions

Starting from the results of the study, we appreciate that at the analyzed company there is a high level of motivation, and the employees feel appreciated for all what they do. They are also pleased with the organizational climate and are willing to become more involved in the company's evolution being confident in future prospects and their professional potential.

Thus, the hypothesis from which we left, assuming that in the analyzed society the degree of motivation of the employees is influenced by various factors, and determined by the climate of the firm is confirmed, in view of the obtained results.

So, motivation of staff is a essential component of management, being at the same time the basis of global management structures, which is related to the satisfaction of the needs of the personnel with the achievement of the assigned tasks and objectives .

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