WHAT DRIVES AN INDIVIDUAL?

by:
Angie Marie A. Gavino
Administrative Assistant III

Motivation drives an individual. The willingness to perform or work relates to degree and desire of employee to exert effort for the achievement of organizational goals. It is one of the requisites of a good performance because it is directly related to the intensity of effort, choice of direction, maintenance of persistence and job satisfaction. When an employee is motivated, he/she starts to become an engaged employee. An engaged employee has the commitment and passion to work efficiently, and effectively, thus increases productivity and allows improvement and sustenance of organization’s status. Having this kind of human resource is like having a research and development project that is deemed to be feasible. In short, it is one of the elements towards success. Hence, its analysis is very important not only to understand how individual behaves, but it also serves as a link pass on values, mission, and vision to the whole organization.

Employees may be motivated on the job by many things, such as a sense of achievement, recognition, enjoyment of the job, promotion opportunities, responsibility, and the chance for personal growth. It is innate in people to exert effort on things they are motivated at fervent to do. At the end of the day, the presentation is straightforwardly connected with the inspiration to do. Be that as it may, how accomplishes inspiration work in a work environment. In an organization, an employee is affected by internal and external factors. These factors influence a certain behavior that leads to a course of action that may affect the achievement of goals. Several theories explain the behavior of an individual on motivation.
The Hierarchy of Needs Theory of Abraham Maslow focuses on the idea that individuals are motivated based on the hierarchy of needs—Psychological, Safety, Social, Esteem, and Self Actualization. Each of these must be satisfied for the next need to be dominant. Another theory is the ERG Theory that there are needs to be satisfied and if the first need cannot be obtained, the next level becomes dominant. Some of the needs that drive people are existence, relatedness, and growth. Next is the Acquired Needs Theory in which the needs are to be satisfied is based on life experiences. The Two Factor Theory links motivation with job satisfaction. These are just some of the theories that can be used in understanding one’s behavior towards motivation.

References: