MOTIVE AND MOTIVATION. INFLUENCE ON EMPLOYEE MOTIVATION

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Abstract: *This paper explores the concepts of* motive *and* motivation*, particularly focusing on their influence on employee behavior and performance. The term "motive" was first introduced in the early 20th century by Arthur Schopenhauer to explain the driving forces behind human and animal behavior. Motives are not innate but are formed throughout an individual's life based on personal experiences and internal processes. Unlike external stimuli or incentives, motives are inherently internal and cannot exist without conscious reasoning or purpose. Motivation, on the other hand, refers to the process through which these internal motives are formed or activated. It can be both intrinsic—developing from within the individual—or extrinsic—triggered by external factors such as rewards or social influence. This paper examines both definitions of motivation: as the internal formation of motives, and as the process of encouraging a person to act through external means. In the context of the workplace, understanding the dual nature of motivation is essential for enhancing employee engagement, productivity, and overall organizational effectiveness.*

Абстракт: *Данная статья исследует понятия мотив и мотивация, особенно в контексте их влияния на поведение сотрудников и эффективность труда. Термин «мотив» впервые был введён в начале XX века Артуром Шопенгауэром для объяснения движущих сил поведения человека и животных. Мотивы не являются врождёнными, а формируются в течение жизни человека под влиянием личного опыта и внутренних процессов. В отличие от внешних стимулов, мотивы имеют внутреннюю природу и не могут существовать без осознанной цели или причины. Мотивация — это процесс формирования или активации этих внутренних мотивов. Она может быть как внутренней — исходящей из самого человека, так и внешней — вызванной воздействием окружающей среды, поощрениями или социальным влиянием. В статье рассматриваются оба подхода к мотивации: как процесс внутреннего формирования мотивов и как способ побуждения человека к действию с помощью внешних факторов. В рабочем контексте понимание этой двойственной природы мотивации*

играет ключевую роль в повышении вовлечённости сотрудников, производительности и общей эффективности организации.

Key words: *motive, motivation, intrinsic motivation, extrinsic motivation, employee behavior, performance, internal drive, workplace productivity, organizational success, psychological factors*

Ключевые слова: *мотив, мотивация, внутренняя мотивация, внешняя мотивация, поведение сотрудников, производительность, внутренние побуждения, эффективность труда, успех организации, психологические факторы*

INTRODUCTION

Psychology and organizational studies have always placed a strong emphasis on understanding human behavior. Motive and motivation are two of the most important ideas in this context since they help explain why people behave in particular ways and how to influence or guide their behavior. An internal force known as a motivation propels and guides behavior toward the accomplishment of particular objectives. The mechanism that starts, directs, and maintains goal-oriented behavior is known as motivation. It includes both extrinsic factors, which come from outside sources (like pressure, rewards, or recognition), and intrinsic factors, which originate from within the person (such personal values or enjoyment in a task).

This word was first used at the beginning of the 20th century by A. Schopenhauer to explain the causes of human and animal behavior. Motives do not exist in a ready-made form from birth, but are formed during the individual life of a person. Motives cannot act without a reason. Motives, unlike stimuli that have both an internal and external (interoceptive) nature, are always internal in nature. When it comes to external motivation and motives, either the external influence of other people or the attractiveness of an object is meant.

In the literature, two definitions of motivation are given: motivation is the process of formation of a motive, that is, an internal process inherent in a particular individual (closed from the point of view of others); motivation is the process of encouraging a person to activity by influencing him.[2]

Maslow's hierarchy of needs. One of the first behaviorists to recognize the complexity of human needs and their impact on motivation was Abraham Maslow, who developed his theory of motivation in the 1940s. Maslow

[2] A. B. XAYITOV,G.A. ADILOVA, N.U. ARABOV PERSONAL MOTIVATSIYASI. O'quv qo'llanma. Toshkent-2019. 6-7-b.

recognized that people have many different needs, but he believed that they could be divided into five main group[3]s.

Maslow's motivation theory centers on the progressive fulfillment of human needs. He believes that an individual initially aims to fulfill their physiological and safety needs, followed by social needs, the desire for esteem and recognition, and ultimately the pursuit of self-actualization. This method acts as a significant theoretical foundation for comprehending human behavior and effectively guiding motivation processes within organizations.

Determining the structure of the process of influencing employee motivation requires determining the basic human needs in personal motivation, which are:

- physiological;
- security;
- belonging to a social group;
- appreciation and respect;
- self-activation;
- power and influence;
- achievement.

Based on this, the following are the foundations of labor motivation:

1) semi-motivation; 2) hierarchical organization of motives; 3) fairness; 4) reinforcement.

Reinforcement strategies:

- constant reinforcement;
- the available size of reinforcement;
- reinforcement of a variable number of voluntary actions;
- reinforcement of a fixed number of voluntary actions;
- variable time intervals;
- reinforcement through a fixed time interval.

Description of the work to be performed

Complexity and responsibility, level of independence, presence of feedback on the results, level of diversity of tasks to be performed, etc.

Description of the work situation

1. Organizational context:

— incentive system;
— information system;
— organizational culture;
— management;
— personnel training and development;

[3] A. B. XAYITOV,G.A. ADILOVA, N.U. ARABOV PERSONAL MOTIVATSIYASI. O'quv qo'llanma. Toshkent-2019. 13-b.

— working conditions.

2. Direct work environment:

— colleagues;

— employees;

— management.[4]

Conclusion

To sum up, motivating employees should be viewed not just as a way to fulfill individual needs, but also as a crucial element in reaching the overarching strategic objectives of the organization as a whole. Maslow's hierarchy of needs and contemporary motivational theories indicate that human requirements are intricate and varied, and in effectively managing them, factors such as physiological and safety needs, along with social belonging, esteem, self-actualization, power, and achievement, are also crucial. Furthermore, the effectiveness of labor motivation is enhanced by an equitable evaluation system, incentives based on performance, the cultivation of organizational culture, consistent employee training, and encouragement of their professional advancement. In this perspective, motivation serves not only as a means to fulfill personal needs but also as a complicated system intricately connected to the social-psychological context, leadership approach, and working conditions. Consequently, well-guided motivation enhances employee satisfaction, boosts their initiative, and guarantees the sustainable growth of the whole organization

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