A Study On Motivating Factors Of The Tourists About The

As I begin to write this Preface, I feel a rush of excitement. I have now finished the book; my gestalt is coming into completion. Throughout the months that I have been writing this, I have, indeed, been intrinsically motivated. Now that it is finished I feel quite competent and self-determining (see Chapter 2). Whether or not those who read the book will perceive me that way is also a concern of mine (an extrinsic one), but it is a wholly separate issue from the intrinsic rewards I have been experiencing. This book presents a theoretical perspective. It reviews an enormous amount of research which establishes unequivocally that intrinsic motivation exists. Also considered herein are various approaches to the conceptualizing of intrinsic motivation. The book concentrates on the approach which has developed out of the work of Robert White (1959), namely, that intrinsically motivated behaviors are ones which a person engages in so that he may feel competent and self-determining in relation to his environment. The book then considers the development of intrinsic motiva tion, how behaviors are motivated intrinsically, how they relate to and how intrinsic motivation is extrinsically motivated behaviors, affected by extrinsic rewards and controls. It also considers how changes in intrinsic motivation relate to changes in attitudes, how people attribute motivation to each other, how the attribution process is motivated, and how the process of perceiving motivation (and other internal states) in oneself relates to perceiving them in others.

Research Paper (postgraduate) from the year 2016 in the subject Business economics - Personnel and Organisation, grade: Merit, , course: MA in Human Resource Management, language: English, abstract: For many years, motivation has been a key indicator of productive employee performance within an organisation, so it has been an area of major concern for the organisation and human resource managers. There are wide ranges of factors related to management, employees, organisation and the workplace which make it a complex and challenging job to motivate employees in an organisation. Therefore, different strategies and methods should be used by the organisation and human resource managers to motivate employees. There are different needs and expectations for an employee to join any organisation. Monetary and non-monetary factors are used by human resource managers to achieve different employee and organisation related objectives. The present research works investigates the impact of motivation on the performance of employees in Ramchandrapur High School. Descriptive method and questionnaires embedded with Likert scale was used as main instruments for collecting necessary data to carry out this research work. Data is collected from the sample size of 50 where faculty members, employee assistants, office helpers, and employees in training and security personnel were included. The critical review of the literature and the quantitative analysis of the survey data pointed that both extrinsic and intrinsic motivational factors play an important role in motivating employees. The study revealed that salary is the most effective motivational factor among various extrinsic and intrinsic motivational factors like job security, advancement in career, the good relationship among co-workers, achievement sense, training and development and sense of recognition. The study further reveals that level of motivation among the employees of Ramchandrapur High School is low as compared to the expectation of employees. Although both extrinsic and intrinsic factors are responsible for motivating employees in an organisation, this study reveals that employees of Ramchandrapur High School are motivated more by extrinsic factors than by intrinsic ones. The management of the school should focus more towards satisfying the extrinsic need of employees to hold the employees for long which subsequently helps to increase the quality of the output produced by it.

The New York Times bestseller that gives readers a paradigm-shattering new way to think about motivation from the author of When: The Scientific Secrets of Perfect Timing Most people believe that the best way to motivate is with rewards like money—the carrot-and-stick approach. That's a mistake, says Daniel H. Pink (author of To Sell Is Human: The Surprising Truth About Motivating Others). In this provocative and persuasive new book, he asserts that the secret to high performance and satisfaction-at work, at school, and at home—is the deeply human need to direct our own lives, to learn and create new things, and to do better by ourselves and our world. Drawing on four decades of scientific research on human motivation, Pink exposes the mismatch between what science knows and what business does—and how that affects every aspect of life. He examines the three elements of true motivation—autonomy, mastery, and purpose-and offers smart and surprising techniques for putting these into action in a unique book that will change how we think and transform how we live.

The general objective of this research was to determine motivational factors that influence Generation Y in the workplace ? A case study of Citibank Kenya. The study was guided by the following specific objectives: to assess the need for achievement (N Ach) as a motivating factor for generation Y in the workplace; to determine the need for affiliation (N Aff) as a motivating factor for generation Y in the work place; and to assess the need for power (N Pow) as a motivating factor for generation Y in the workplace. For the research methodology, the researcher adopted descriptive research design and the sampling technique that was used was the stratified random probability sampling. The research population was drawn from the 97 permanent and contract staff of Citibank Kenya, which is part of Citigroup, the financial services organization with operations in over 100 countries around the globe. Data was collected from a selected sample of 68 respondents. The primary data was collected through the use of a structured and unstructured questionnaire developed by the researcher on the basis of the three specific objectives. Data was analyzed using means, standard deviations, frequency distributions and Pearson correlations. This was done through the use of Statistical Package for Social Sciences (SPSS) Software. The data was presented using tables and figures. On the first objective on the need for achievement as a motivating factor for generations Y, some of the key findings were that employees value persistence, constant learning in the organization, having a sense of achievement in the workplace, doing their work well and having a mastery of the tasks they do. All these are variables that show the need for achievement in the workplace and therefore were reasonable to conclude that the need for achievement is a motivating factor for Generation Y in the workplace. It is conclusive that achievement is reached when an organization offers opportunities for growth and when managers encourage constant learning and personal development. With regard to the second objective, the need for affiliation as a motivating factor for generation Y, the findings showed that generation Y are affiliation oriented as they would go out of their way to make friends with new people, are more concerned with being liked and vi accepted by their colleagues and managers. It was also conclusive that Generation Y values constant feedback from their supervisors and team members when they are performing their job and all these variables support their need for affiliation in the workplace. The need for power as a motivating factor for generation Y revealed that they feel confident that they can manage an older team. It is conclusive that generation Y derive their sense of power when they are rewarded well for the hard work and sacrifice in the workplace. From the findings it was clear that the employees are divided on their satisfaction on the rewards they receive based on their hard work and sacrifice. The major conclusions drawn from

the study were that the need for achievement for generation Y in the workplace is a motivating factor and generation Y will consequently value persistence, constant learning and personal development in the workplace. It is also conclusive that the need for affiliation is a motivating factor for generation Y in the workplace as generation Y will focus on building relationships and making a contribution to society. Lastly, having a sense of power for generation Y is a key motivator and they will thrive in environments where they feel their hard work is rewarded and their sacrifice is recognized. Recommendations for Citibank Kenya are to provide challenging work environment for generation Y employees as this will enable them to perform their jobs better and have increased motivation. They should also continue to provide a work atmosphere that fosters relationship building and provides opportunities for making a contribution to society as tis related to generation?s Y need for achievement. Lastly it is important for the organization to create a leadership pipeline to ensure that generation Y take up leadership in the workplace as this gives them a sense of power and confidence. This study only covered the motivational factors affecting Generation Y based on David McClelland?s motivation theory. Further research should be conducted to determine what other factors motivate Generation Y in the workplace.

Enthusiastic employees outproduce and outperform. They step up to do the impossible. They rally each other in tough times. Most people are enthusiastic when they're hired: hopeful, ready to work hard, eager to contribute. What happens to dampen their enthusiasm? Management, that's what.

There are many reasons to be curious about the way people learn, and the past several decades have seen an explosion of research that has important implications for individual learning, schooling, workforce training, and policy. In 2000, How People Learn: Brain, Mind, Experience, and School: Expanded Edition was published and its influence has been wide and deep. The report summarized insights on the nature of learning in school-aged children; described principles for the design of effective learning environments; and provided examples of how that could be implemented in the classroom. Since then, researchers have continued to investigate the nature of learning and have generated new findings related to the neurological processes involved in learning, individual and cultural variability related to learning, and educational technologies. In addition to expanding scientific understanding of the mechanisms of learning and how the brain adapts throughout the lifespan, there have been important discoveries about influences on learning, particularly sociocultural factors and the structure of learning environments. How People Learn II: Learners, Contexts, and Cultures provides a much-needed update incorporating insights gained from this research over the past decade. The book expands on the foundation laid out in the 2000 report and takes an in-depth look at the constellation of influences that affect individual learning. How People Learn II will become an indispensable resource to understand learning throughout the lifespan for educators of students and adults.

This book provides a unique behavioral science framework for motivating employees in organizational settings. Drawing upon his experiences as a staff psychologist and consultant, Gary Latham writes in a "mentor voice" that is highly personal and rich in examples. The book includes anecdotes about the major thought leaders in the field of motivation, together with behind-the-scenes accounts of research and the researchers. It offers a chronological review of the field, and a taxonomy for the study and practice of motivation. Controversies of theoretical and practical significance such as the importance of money, the relationship between job satisfaction and job performance, and the distinction between intrinsic and extrinsic motivation are discussed.

What are the motivating factors? How to motivate employees? These fundamental questions are widely investigated by numerous researchers throughout the world. It is a primary task of the managers to know the motivating factors of their employees and act accordingly so that the organization can be competitive in the marketplace. Yet, many times managers make mistake in perceiving and acting on employee motivation. What they think as factors of motivation for their employees, actually many not motivate them. The reason is that the managerial perceptions on employees' motivation may not match with the employees themselves. The objective of the present research is to investigate the difference, if any, between the perceptions of managers and employees on a pre-determined set of motivating factors. As it has been shown, though overall, they are in agreement, but they do differ on certain fundamental issues in terms of ranking of the above- mentioned set of motivating factors.

Management and Leadership for Nurse Administrators, Seventh Edition provides professional administrators and nursing students with a comprehensive overview of management concepts and theories. This text provides a foundation for nurse managers and executives as well as nursing students with a focus on management and administration. Important Notice: The digital edition of this book is missing some of the images or content found in the physical edition.

An important part of every manager's job is changing people's behavior: to improve someone's performance, get them to better manage relationships with colleagues, or to stop them doing something. Yet, despite the fact that changing people's behavior is such an important skill for managers, too many are unsure how to actually go about it. This book reveals the simple, but powerful techniques for changing behavior that experts from a range of disciplines have been using for years, making them available to all managers in a single and comprehensive toolkit for change that managers can use to drive and improve the performance of their staff. Based on research conducted for this book, it introduces practical techniques drawn from the fields of psychology, psychotherapy, and behavioral economics, and show how they can be applied to address some of the most common, every-day challenges that managers face. #changingpeople

Human Motivation, originally published in 1987, offers a broad overview of theory and research from the perspective of a distinguished psychologist whose creative empirical studies of human motives span forty years. David McClelland describes methods for measuring motives, the development of motives out of natural incentives and the relationship of motives to emotions, to values and to performance under a variety of conditions. He examines four major motive systems - achievement, power, affiliation and avoidance - reviewing and evaluating research on how these motive systems affect behaviour. Scientific understanding of motives and their interaction, he argues, contributes to understanding of such diverse and important phenomena as the rise and fall of civilisations, the underlying causes of war, the rate of economic development, the nature of leadership, the reasons for authoritarian or democratic governing styles, the determinants of success in management and the factors responsible for health and illness. Students and instructors alike will find this book an exciting and

readable presentation of the psychology of human motivation.

This volume presents a state-of-the-science review of the most promising current European research -- and its historic roots of research -- on complex problem solving (CPS) in Europe. It is an attempt to close the knowledge gap among American scholars regarding the European approach to understanding CPS. Although most of the American researchers are well aware of the fact that CPS has been a very active research area in Europe for quite some time, they do not know any specifics about even the most important research. Part of the reason for this lack of knowledge is undoubtedly the fact that European researchers -- for the most part -- have been rather reluctant to publish their work in English-language journals. The book concentrates on European research because the basic approach European scholars have taken to studying CPS is very different from one taken by North American researchers. Traditionally, American scholars have been studying CPS in "natural" domains -- physics, reading, writing, and chess playing -- concentrating primarily on exploring novice-expert differences and the acquisition of a complex skill. European scholars, in contrast, have been primarily concerned with problem solving behavior in artificially generated, mostly computerized, complex systems. While the American approach has the advantage of high external validity, the European approach has the advantage of system variables that can be systematically manipulated to reveal the effects of system parameters on CPS behavior. The two approaches are thus best viewed as complementing each other. This volume contains contributions from four European countries -- Sweden, Switzerland, Great Britain, and Germany. As such, it accurately represents the bulk of empirical research on CPS which has been conducted in Europe. An international cooperation started two years ago with the goal of bringing the European research on complex problem solving to the awareness of American scholars. A direct result of that effort, the contributions to this book are both informative and comprehensive.

There are not enough humanitarian aid volunteers in the healthcare field to serve the world's indigent, impoverished, and disaster-stricken populations. The purpose of this research was to understand the motivational factors behind humanitarian aid volunteers in the healthcare field. The researcher sought to provide insights into motivation and drive, which could be useful to charitable organizations for future volunteer recruitment and retention efforts. The researcher's stance is that of a social constructivist, believing that meaning emerges from life experiences. This study used interviews and qualitative, phenomenological methodology to study the essence of the lived experiences of 11 research subjects. The research questions were (a) What are the lived experiences of humanitarian aid volunteers in the healthcare field?, (b) What are the motivating factors and underlying drivers associated with the decision to volunteer?, and (c) What are the motivating factors and underlying drivers associated with the decision to remain in service or volunteer again in the future? The study used a conceptual framework of literature streams: (a) decision to volunteer, (b) self-determination theory, and (c) flow theory. The findings and results include six major themes and 20 subthemes. These findings represent the motivational factors behind volunteerism in the healthcare field, which emerged from the lived experiences of the dentists who served. The major themes that emerged are: (a) Meaning-Purpose, (b) Connectedness--Relatedness, (c) Religious-Spirituality, (d) Pro-social-Righteousness, (e) Gratefulness-Reciprocity, and (f) Competency. The major themes listed above and subthemes (not listed) answered the research questions and provided the basis for the recommendations to nonprofits and charitable organizations. This information may be useful in the organizations' recruitment and retention of humanitarian aid volunteers. The theoretical constructs that were used as a lens for the study, self-determination theory and flow theory, were largely supported by the research as relevant to the motivational factors and drivers behind volunteerism in the healthcare field.

(Black & White version) Fundamentals of Business was created for Virginia Tech's MGT 1104 Foundations of Business through a collaboration between the Pamplin College of Business and Virginia Tech Libraries. This book is freely available at: http://hdl.handle.net/10919/70961 It is licensed with a Creative Commons-NonCommercial ShareAlike 3.0 license.

Motivation is that which moves us to action. Human motivation is thus a complex issue, as people are moved to action by both their evolved natures and by myriad familial, social and cultural influences. The Oxford Handbook of Human Motivation collects the top theorists and researchers of human motivation into a single volume, capturing the current state-of-the-art in this fast developing field. The book includes theoretical overviews from some of the best-known thinkers in this area, including chapters on Social Learning Theory, Control Theory, Self-determination theory, Terror Management theory, and the Promotion and Prevention perspective. Topical chapters appear on phenomena such as ego-depletion, flow, curiosity, implicit motives, and personal interests. A section specifically highlights goal research, including chapters on goal regulation, achievement goals, the dynamics of choice, unconscious goals and process versus outcome focus. Still other chapters focus on evolutionary and biological underpinnings of motivation, including chapters on cardiovascular dynamics, mood, and neuropsychology. Finally, chapters bring motivation down to earth in reviewing its impact within relationships, and in applied areas such as psychotherapy, work, education, sport, and physical activity. By providing reviews of the most advanced work by the very best scholars in this field, The Oxford Handbook of Human Motivation represents an invaluable resource for both researchers and practitioners, as well as any student of human nature.

Imagine overseeing a workforce so motivated that employees relish more hours of work, shoulder more responsibility themselves; and favor challenging jobs over paychecks or bonuses. In One More Time: How Do You Motivate Employees? Frederick Herzberg shows managers how to shift from relying on extrinsic incentives to activating the real drivers of high performance: interesting, challenging work and the opportunity to continually achieve and grow into greater responsibility. The results? An ultramotivated workforce. Since 1922, Harvard Business Review has been a leading source of breakthrough management ideas-many of which still speak to and influence us today. The Harvard Business Review Classics series now offers readers the opportunity to make these seminal pieces a part of your permanent management library. Each highly readable volume contains a groundbreaking idea that continues to shape best practices and inspire countless managers around the world-and will have a direct impact on you today and for years to come.

The purpose of this transcendental phenomenological study was to describe factors that influenced the motivation of teachers toward longevity in Christian schools located in the Southeast region of the United States. This study attempted to answer the following research question: What do Christian school teachers perceive as motivational factors toward longevity in a Christian school? The theory that guided this study was London's (1983) career motivation theory as it relates to what motivated teachers to teach long-term in a Christian school. Findings from this study provided a description of what Christian school teachers perceive as motivating factors toward longevity in a Christian school. The primary source of data collection was in-depth interviews with 12 participants, in addition to a questionnaire and a focus group interview. Using Moustakas's (1994) method of data analysis, collected information was coded and described to give a rich description of what teachers perceive as motivational factors toward longevity in Christian schools. Factors that contributed to the motivation of Christian school teachers toward longevity in a Christian school are: spiritual impact, calling, love of teaching, student interaction, and school support

By 2030 there will be about 70 million people in the United States who are older than 64. Approximately 26 percent of

these will be racial and ethnic minorities. Overall, the older population will be more diverse and better educated than their earlier cohorts. The range of late-life outcomes is very dramatic with old age being a significantly different experience for financially secure and well-educated people than for poor and uneducated people. The early mission of behavioral science research focused on identifying problems of older adults, such as isolation, caregiving, and dementia. Today, the field of gerontology is more interdisciplinary. When I'm 64 examines how individual and social behavior play a role in understanding diverse outcomes in old age. It also explores the implications of an aging workforce on the economy. The book recommends that the National Institute on Aging focus its research support in social, personality, and life-span psychology in four areas: motivation and behavioral change; socioemotional influences on decision-making; the influence of social engagement on cognition; and the effects of stereotypes on self and others. When I'm 64 is a useful resource for policymakers, researchers and medical professionals.

Master's Thesis from the year 2015 in the subject Business economics - Personnel and Organisation, University of Chester, course: MBA, language: English, abstract: This study was conducted to find aspects of motivation in the Libyan oil and gas sector. Mellitah was selected as the population of the study. Findings showed that a positive relation exists between extrinsic and intrinsic factors and employee motivation (with some exceptions). Also, the findings concluded that internal locus of control is also positively related to motivation of the employees. However, further research was recommended by the researcher to investigate other aspects of the concept. Motivation is an interesting and researched topic and so is employee motivation. It has been found by various researchers that motivated employee perform better and help achieving the organisational goal. Therefore, motivating them ultimately benefits the company. Hence, it is important for organisations to know the intrinsic and extrinsic motivational factors and their effects on their employees. Companies should also know the link between employee motivation and their locus of control.

Bachelor Thesis from the year 2017 in the subject Business economics - Personnel and Organisation, grade: A, , language: English, abstract: Motivation is an important research area for academics and practice area for managers. Various theories, approaches and concepts were developed to describe different forms of motivation. Today it is widely accepted that motivation is very important for managers since it is a way that leads to better work performance. This study investigates and ranks in order of importance the motivational factors that enhance motivation in the Maltese Courts of Justice (MCOJ). Moreover, it evaluates the impact of motivation on its employees' work performance. Both qualitative and quantitative techniques were used to collect and analyse information for this research. The data was collected from a sample of 30 employees and another sample of the MCOJ Managers. Later the responses are analysed with different methods and presented in different formats. This study compares the findings with literature and provides areas for discussions. The result is that MCOJ employees are motivated by different factors but the most influential are trust, recognition/ praise and interpersonal relationships. The impact of motivation on job performance is presented from two different perspectives: the management and the employees. These results are compared to each other where differences in opinion are revealed. At the end of the paper, the conclusion sums up all the findings and various recommendations to be implemented by the organisation are presented. Finally, the author recommends different areas where this research study can be used so that future research may reveal a better understanding of the concept of motivation and job performance.

"The purpose of this study is to determine the factors that motivated a group of elderly people in their selection of communal living...This study...entails a survey of residents in a home for the aged to determine the motivating factors in their selection of communal living. The survey also determines if this type of living arrangement satisfied their needs and contributed to their personal well-being...The study concludes with a demographic analysis of the data obtained from the survey, evaluation of the factors that motivated the subjects of the study in their selection of communal living arrangements, assessment of their needs and personal well-being, and, finally, suggestions and recommendations for improving and enhancing the living environment for the aged ." -- from the introduction, p.1.

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