

# ANALYSIS OF WORK MOTIVATION IN THE FACULTY OF TECHNOLOGIES AT KAUNO KOLEGIJA/UAS

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## **Abstract**

The article presents the factors that influence lecturer's work motivation. The results obtained of the research suggest that payment for training courses, seminars and internships are the key factors to actually influence workplace behaviour and performance. Certificates of appreciation and various leisure events are considered as the least motivating factors.

**Keywords:** motivation, job satisfaction, individual values.

## **Introduction**

Work makes sense for human life. Opportunity, ability to properly perform various tasks and positive assessment raises self-esteem, which in turn increases human well-being. If a person succeeds in choosing a dream job, then opportunities emerge to discover one's potential for self-realisation. There have been several motivation models as follows: according to the traditional model of the early motivation system employers determine the most effective methods required to accomplish given tasks, then the employers promote employees using salary system; based on human relation model, it is necessary to make employees interested in work and only then will they be motivated; according to the human resource model, subordinates can be manipulated, as focus is given on cash awards and social relationships. Based on the needs theory, a person is motivated when he or she has not yet reached a certain level of satisfaction in life: employees first need a salary and a safe working environment, then employers can use incentives that give subordinates a sense of independence, opportunities for improvement, and feel respected by others. Employees are then motivated by the need for self-expression or self-realisation.

The objective of the research is to reveal the factors that determine the lecturers' motivation to work. Individual and organisational factors that determine the motivation of employees have been chosen as the subject of the research. The goals of the research are as follows:

1. To perform theoretical justification of the research by providing individual and organisational factors.
2. To present the analysis of the research results, with the emphasis on factors determining lecturers' work motivation.

Analysis of scientific literature and questionnaire were applied in the research. Statistical analysis of the questionnaire data was conducted using IBM SPSS (Statistical Package for the Social Sciences) software. The research employed tools such as descriptive statistics and regression analysis.

## **Outcomes of the research and discussion**

70 lecturers participated in the research carried out in 2017 and 2018, respectively. The research aimed to assess individual values, employee commitment to the

organisation, employee engagement, innovation, meaning of work, job satisfaction, motivation practices, and ability to participate in decision making.

The questionnaire designed to determine lecturers' motivation to work consisted of 12 statements (Table 1). The biggest incentive to work was expected to be salary and cash incentive awards, yet the analysis of responses showed that other criteria such as payment for refresher courses, seminars and internships were more important. Opportunities for self-realisation, freedom of decision-making, cash incentive awards and, finally, salary proved to be less significant in terms of motivation practices. The data obtained revealed that certificates of acknowledgement, leisure events and congratulations on anniversaries or holidays are the least motivating factors.

**Table 1. Motivation practices, %**

	Disagree	Neither agree nor disagree	Agree
Responsible job	4	23	73
Salary	17	13	70
Cash incentive award	8	16	76
Certificates of appreciation	30	23	47
Leisure events	23	30	47
Excursions	11	27	62
Congratulations on anniversaries or holidays	21	29	50
Internships and business trips	-	13	87
Payment for refresher courses and seminars	-	13	87
Freedom of decision-making	2	21	76
Opportunities for self-realisation		17	79
Institution covers tuition fee	10	41	49

Job satisfaction and its effectiveness are determined by the sense of meaningfulness of work. Respondents mostly appreciate that their work helps them to develop as a personality and they are aware of what makes their work meaningful. 70% of the respondents claim that work helps to understand the surrounding environment. Furthermore, the respondents see the impact of their performance on the organisation, as the statement that their work has no effect on the organisation was denied by 56% of the respondents. The control question was whether the respondents were satisfied with their work and 44% of the respondents agreed with the statement.

### **Conclusions**

1. Work motivation is the process of arousal that initiates action to achieve one's own and organisation's goals.

2. The results of the research suggest that the most significant factors enhancing respondents' work motivation are payment for refresher courses, seminars and internships, whereas the least significant factors are certificates of appreciation and leisure events.