

# Motivation: A Fuel to Make Effective Engineers to Prosper the Corporate World and the Nation

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*Abstract*— “Education is the manifestation of perfection already in a man” thus this statement of Shri Swami Vivekananda states that the education become the source which bring out and develop the qualities which students posses in them. Teachers identify their qualities and nurture them through various techniques like motivation to make them developed which ultimately helps to built/develop the nation. Growth of every individual related to engineering colleges and corporate world require motivation to increase the productivity, maintain the healthy atmosphere and to lead towards the desired goal. This paper aims to explain and explore the importance of motivation make active, effective, confident and responsible student generation to create developed nation and society.

**Key words:** Education, Motivation, Corporate World

## I. INTRODUCTION

“All animals are equal but some animals are more equal than others” said by great British novelist George Orwell in his novel ‘Animal Farm’. True this statement, all administrative has qualifications and skills but only some of them reach to the top of the world. A successful business man is one who maximises his profit but at the same time he maintains his administrative soundness by motivating his work force. Highly motivated employees work with high morale that results the positive business profit. To maintain high morale of employees, it is the responsibility of the administrator to keep them motivated. Today’s world is full of innovations and technology that make drastic change in current scenario. If an individual or an organization wants to sustain in this era to achieve success, motivation is the only factor which helps you to accomplish it. Motivated teams are necessary to achieve growth, prosperity and development within or before allotted time. When we see the success stories the common factor we often find in them is none other than their highly motivated spirit, taking them at the peak of their respective fields. Motivation is a central issue of learning process and corporate world.

## II. WHAT IS MOTIVATION?

Human behaviour more or less depends on motivation. Actually we cannot see motivation but it acts like anything. Educationalists, psychologists and experts in the respective fields understand the importance of motivation. To define motivation is really challenging but on the basis of observations we can say that motivation is the sum of desire, needs, wants, will power, aims, goals, and incentives. The term motivation is derived from a word ‘motive’. Motive may be defined as an inner force that leads our behaviour towards certain direction. The great writer of organizational behaviour Fred Luthans says, “Motivation is a process starts with a physiological deficiency or need that activates behaviour or a drive that is aimed at goal incentives.”

Motivation involves a constellation of beliefs, perceptions, values, interests, and actions.

## III. NEED OF MOTIVATION FOR STUDENTS AND CORPORATE

Motivation is the most important factor for every aspirant marching towards success. With the help of motivation each and every organization utilizes its manpower properly for the best possible results by creating awareness among employees about their respective work. Motivated employees create the value for the organizations. Highly motivated employees used to give their hundred percent to the company that results growth and development of individual as well as of company.

Every student has the abilities and skills to achieve success but yet very few among them are really succeeded. Many students don’t realize their own potential, capabilities and they waste them. Lack of will power and lack of confidence are the basic causes behind the failures. Motivation plays a key role to bridge this gap of will power and capabilities in such situations. Each and every motivated employee is the real asset of an organization. Motivated employees increase the productivity, quality and efficiency of their respective work.

Motivation is responsible to create healthy or friendly atmosphere in many peer groups and organizations. Employers should motivate their employees by offering incentives, promotions, increments etc. These steps of authorities really work positively. Employees feel job satisfaction. Such employees are often ready to accept new challenges, they never hesitate to take responsibilities, they easily adopt the changes, and they demonstrate the effective cooperation with the management.

Future of every organization will depends on the effectiveness of its employer and employees. Market value and credibility of organization is equally proportional to the qualified, skilled, experienced and motivated team of employees.

Motivation also plays important role in an individual’s life. Faculty members should motivate students through different techniques like awards, felicitations etc. Such step helps the students to achieve personal goals of life.

Motivation will lead to an optimistic and challenging attitude at work place.

## IV. KNACK OF ESCALATING MOTIVATION

Success of every individual or organization is not an accident, it is a continuous process. It is Said that, "It is easy to achieve success; it is difficult to maintain it." It is a responsibility and skill of a leader to keep the employees motivated because highly motivated employees achieve their desire target before allotted time. Motivation, Determination, Dedication and discipline are the tools to

achieve success. Leader should use following techniques to create healthy and motivated atmosphere.

Leader should understand the basic needs of employees. Maslow explained the hierarchy of needs in his paper, "A Theory of Human Motivation". Each and every individual has some unsatisfied needs and desires which affect their behaviour and performance. Leader should try to fulfil their basic requirements.



Fig. 1: Basic Requirements

#### V. MASLOW'S HIERARCHY OF NEEDS

Employees must have a road map of their professional journey. They have to set some goals which motivate them for professional as well as self growth. Goals and dreams will give them intrinsic motivation to take hard efforts that lead towards the success. Goals should be chosen wisely without others influence. Goals should be unbiased. Leader should encourage and appreciate the employees for their accomplishment.

Rewards or incentives are the best ways to motivate the employees. Every individual's performance should be noted properly and according to that everyone should get some incentives or rewards. This practise stimulates the employees to accomplish their goals.

Every achievement should celebrate at the work place. This practice helps a lot to boost the confidence and sense of belongingness of every individual. Certificates, mementos, press release help to increase motivation for better results in future.

#### VI. A CASE STUDY OF A STUDENT OF ENGINEERING

Ajay Patil joined Golden college of Engineering, Mumbai in August 2015 after a successful completion of Diploma Engineering from Dhule, where he had studied hard and scored well to secure direct admission in second year of degree Engineering. Parents of Ajay felt that college in Mumbai offer better career prospects as compare to the colleges in small town like Dhule. Ajay admitted in direct second year at Golden college of Engineering Mumbai. He joined the college which is full of modern facilities and world class infrastructure. Faculty members were highly qualified, extremely intelligent and very good in communication Skills. But unfortunately they had neither the time nor the inclination to guide and motivate the students. Their target is just complete their respective syllabus. Time and again, Ajay found himself thinking of, his old Professors, and of how they had been such a positive influence on the students. Faculty Members here, on the other hand, even without actively guiding anything, had managed to significantly lower his motivation levels.

A group of students had been assigned a new project and was facing a few glitches with the new software. Ajay thought about the problem till late in the night and had

come up with several possible solutions. Ajay could not wait to discuss them with the group. He smiled to himself when he thought of how his professor would react when he told him that he had come up with several possible solutions to the problem. He was sure he would be happy with him having put in so much effort into the project, right from day one. When he went in, he looked at him blankly and asked, "Yes?" Ajay introduced himself. He said, "Ok, but why did you want to meet me?" he started to tell him about the problems they were having with the software. But before he could even finish, professor told him that he was busy with other things, and that he would send an email with the solution to all the members of the group by the end of the day, and that we could then implement it immediately.

Ajay gradually began to lose interest in the project - it had become too mechanical for him. He doesn't really need to think; because no one is ready to listen to his ideas. He was learning nothing new, and felt his study was going nowhere. As he became more and more discouraged, his performance suffered. From being someone with immense promise and potential, he was now in danger of becoming just another mediocre student.

With the help of above case study we come to know how motivation is important for the students to achieve something new. If there is no motivation a smart or talented student like Ajay also became a mediocre one.

#### VII. CONCLUSION

Motivation is one of the principal problems in education system which often inadequately addressed through curriculum. Faculty members in colleges should know the concepts, principles and theory of motivation because these are the primary elements of education. Motivation is really important factor because it contributes to the achievements. Praise for students' efforts can enhance their chances to get self-confidence and march positively and powerfully towards the set goals. Professors and leaders should continuously inspire the students and team mates to make them motivated and enthusiastic to develop productivity.

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