

EFFECT OF MOTIVATION ON SELF-EFFICACY: A DECADE REVIEW

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ABSTRACT

The motivation is an important element in a life of every person, in order to move to the next stage of life. Likewise, in professional stage of a person, motivation is essential to choose a specific profession, withstand in the profession and also to succeed in the profession. The current study examines the impact of motivation on the self-efficacy of an individual. The research is done among the employees of Information technology sector in New Delhi. The respondents are selected by executing simple random sampling technique and questionnaires are issued to them for data collection. The number of respondents selected for the study is 100. The method used for analysis of the data is regression. Findings of the analysis showed that, motivation positively influence on self efficacy of employees.

KEYWORDS: motivation, self-efficacy.

INTRODUCTION

The term motivation means the force which makes an individual for doing something. It is inclusive of emotions like drive, initiative, persistence and intensity; all of which inhibit, promote or neutralize the behaviours which are oriented towards the goals. The term motivation refers to an essential element needed in the everyday life of a person. When an individual sets goals for life, the inner force to accomplish success in life, of that individual, gets impacted by the feelings and behaviours of that individual. The motivation given to that individual further promotes the feelings regarding self-worth and competence to accomplish the goals.

The concept of self-efficacy refers to the beliefs in self that he/she will be able to carry out a task and reach the goal specified for him/her. The level of self-efficacy depends on the person's belief in their self-ability to accomplish. On the other hand, motivation depends on the desire of a person to accomplish anything. The persons who have high levels of motivation are seen to have high levels of self-efficacy. The setting of effective goals to be achieved also results in positive impacts on the level of self-efficacy.

STATEMENT OF PROBLEM

Motivation is considered to be the main factor to improve all individual constructs in their effective living. One such construct is the self-efficacy. when the individuals are motivated about their work, they feel high about their skills. But, in many places the concept of motivation is not given due importance and hence individuals feel low about themselves. The study done here focuses on the importance of motivation for enhancing the level of self-efficacy in individuals.

OBJECTIVES

The purpose with which this study has been performed is to observe and analyze the impact of the motivation given to the employees of the IT sector in New Delhi on their level of self-efficacy.

REVIEW OF LITERATURE

Abdulsalam Saif (2014) studied the relation between motivation, self-efficacy and the academics achievement of the students of the UG course. The research was carried out in Taiz University, Yemen. The data needed for the study was collected through a questionnaire consisting of eighteen items. The tool was issued to 407 students in the university. Findings of the analysis of the study showed that there was a positive relation of motivation with self-efficacy. There was also observed an optimistic relationship of self-efficacy with performance. In addition to this, optimistic relationship was also found amidst intrinsic and extrinsic motivation with the performance of the students. Further, the author had also explored that the performance of those students with high levels of self-efficacy and motivation, was far better than those with low motivation and self-efficacy.

HadiHassankhaniet al., (2015) explored the relation amidst the self-efficacy and learning motivation. The study was done among the students of nursing course. The two major constructs for

achieving academics success in the professional learning are learning motivation and self-efficacy. These two constructs are studied by many scholars as distinct concepts in many studies. Hence, this research had been done to examine the relation amidst learning motivation and self-efficacy amidst the students of nursing course. The design of the study was descriptive and correlational. The study was done in the Tabriz University for Medical Sciences in the year 2013-14. Questionnaires were issued to collect data needed for the study. Analysis of the data collected was done with the help of inferential and descriptive statistics. The findings of the analysis showed that there was a relationship of learning motivation with the self-efficacy of the students of nursing courses. Hence, it was concluded from the study that an enhancement of the learning motivation leads to an enhancement in the level of self-efficacy of the students undertaking nursing courses.

Nikos Zourbanos et al., (2013) studied the impacts of the motivational self-talk on the performance and self-efficacy of the UG students in Novice. Many studies had been done to explore the impacts of self-talk on task performance in the context of sports had been done. But, very few studies had been done in the context of matching the motor demands of the tasks with varied forms of self-talk cues. The study was called as the matching hypothesis. The main aim of the research was to analyse the effect of the self-talk which is motivational on the levels of self-efficacy of the students and also on the performance of the students in a task which is precision oriented. The sample population of the study comprised of 44 UG students of physical education, who were categorized into 2 groups; one is control group and the other is experimental group.

RESEARCH METHODOLOGY

The study is performed among the individuals working in the Information technology sector in New Delhi, who are selected as respondents by employing simple random sampling. The sample size or the number of respondents selected for the study is 100. The data for the study is collected through a questionnaire and analysis is carried out by executing regression.

ANALYSIS AND INTERPRETATION

R	R Square	Adjusted R Square	F	Sig.
.866(a)	.750	.722	26.722	.000(a)

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
(Constant)	1.120	.211		5.319	.000
Opportunities for promotion	.169	.066	.229	2.569	.012
Comfortable working conditions	.016	.056	.029	.292	.771
Interesting work	.075	.052	.129	1.454	.150
Sound company policies and practices	-.067	.059	-.113	-1.143	.256
Respect and recognition	.275	.048	.475	5.694	.000
Responsibility and independence	.008	.041	.013	.193	.848
Doing something worthwhile	-.111	.050	-.182	-2.196	.031
Considerate and sympathetic supervisor	.164	.051	.243	3.228	.002
Technical competent supervisor	.244	.071	.298	3.451	.001
Restricted hours of work	-.036	.049	-.061	-.728	.469

a Dependent Variable: self efficacy

The findings of multiple regressions reveal the fact that job performance is affected by the job characteristics. For checking the R^2 's significance, ANOVA is calculated. The F score got is 26.722 ($P < 0.000$). Hence it is reported that the factors of motivation significantly affect the self efficacy. The results of regression analysis shows, those 10 statements of motivation considered for the study positively affects self efficacy. The positive coefficient is indicative of the fact that motivation factors improve the self efficacy of employees.

CONCLUSION

“Thrust yourself, since nobody else is ready to do it for you”. This is the exact quote for motivation and as a result for the improvement of self-efficacy. The motivation can be two forms. One is self-motivation and the other is the motivation of others. Though self-motivation plays an important role for the career growth of a person, it is the motivation given by others which improves the level of self-efficacy in a person. This study has proven the fact that, a person is able to increase his/her self-efficacy level if he/she is motivated by others. The positive coefficient is indicative of the fact that motivation factors improve the self efficacy of employees.

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