



# A Comprehensive Review of SDT: Exploring Challenges, and Impacts

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## Abstract

SDT-Self Determination it has been recognized widely that cope up the motivation of human it always helpful on the behavior as well as well-being Theory or Human Motivation Theory it provides the theoretical Framework to improve employees motivation and to encourage good output such as well-Being of employees, better in Relationship In the Organization and Commitment towards the work. It has been introduced by Deci Ryan in 1980s it always investigate about the individual employee to recognize the SDT. This article Paper is aim to investigate how (SDT) Self Determination Theory exploring about challenges and impact of the employees in the organization.

**Keywords:** SDT, Stress management, Good Relationship, Motivation, Intrinsic and Extrinsic

## Introduction

This theory is growing motivation theory in the firm of social psychological...This theory has been applied in all the field like Education, Health, Sports and banks etc.. this theory is Identifies the work of the employees by applying the model of SDT to Check the employees can show their skill or learn new things from the organization and to increase or develop the relations at the work environment and just to motivate the employees in the organization even they provide rewards to work hard. In this drastic industrial field the workers or employees go under so many pressures because of over work load or work pressure to employee so

many employees have been gone to stress and because of stress work load the employees were getting more stress because of the stress they are affected from the health problem like headache, depression, lack of sleep, lack of interests in doing the work, employees were not have control on some situations and they will start worrying for everything, There for working is not destination its only the journey. But because of the more pressure they have to face with lots of workload when employees are lack of interest due to the over work then automatically the organization will not able to grow in the industrial world. Just by observing everything the SDT model was applied to the organization to see how it helpful for the employees

SDT have three psychological needs that were autonomy, competence, and relatedness. Autonomy is the need for self-determination and the ability to make choices with personal interests. Competence entails need to develop and demonstrate skills and capabilities relevant to the job. Relatedness represents the need for social connections, positive relationships, and a sense of belonging within the workplace. When these needs were fulfilled, individuals experience greater intrinsic motivation, job satisfaction, and overall well-being

### Literature Review

(Syed Talib Hussai, October26,2015) As per this investigation of “Motivation in the Perspective of Self Determination Theory (SDT) between Work Environment and Job Satisfaction in Banking Sector” in this article paper them to gain the profit they have employees were taken more stress and less motivation to work.

(Martha I. Papadopoulou, 07/11/2019) From the subject of “Factors Affecting Motivation in the Public Sector under the SDT and Public Service Motivation: The Case of the Hellenic Agricultural Insurance Organization (H.A.I.O.) in this article the author has applied the self determination theory and public service motivation theory to motivates the employees.

(Stylianios Sergis, 6 August 2017)The Researcher studied on “Investigating the impact of Flipped Classroom on students' learning experiences: A Self-Determination Theory approach” the author has described about the SDT theory will build the main concept to build the motivations of each and individual human beings and this model plays an a important role in this research field and here author has described about the basic need and how it fulfilled in research that was Competence, Autonomy and Autonomus.

(Shaobo Wei, 3 January 2022) as per the research on “What motivates employees to use social media at work? A perspective of self-determination theory” here it has explained about how the social media has occupied the attention of the workplace as a strong communication knowledge sharing among employees and it has been studied how the social media is playing main role to develop the productive of the workers in the organization and this three main thing has played main important thing in the organization that is Competency, Relatedness and Autonomy has positively affected the work and social related.

(Anja Van den Broeck, 2016) As per the investigation done research on “A Review of SDT Basic Psychological Needs at Work” here the author has highlighted about the psychological needs of the SDT model Related, autonomy, Competence it's a psychological growth or need satisfaction at organization and well-being of workers in the workplace in this article paper the author has focused about the relationship between Needs, Demographic Variables, And individual Differences, Job Stressors and Job Resources, Organizational context and Well-being And Job Attitudes.

(Ying Zhang, 2019) As per investigation of this article paper on “A profile approach to self-determination theory motivations at work” here the Researcher has been investigated the relations of the employees perceptions of supervisors guiding environment to their intrinsic or extrinsic work goal and the author has concluded with the transformation of the employees towards that perception of supervisors autonomy supportive environment.

(Bianca A.C.Groen, 2017) The researcher has highlighted on the topic of “Employee participation, performance metrics, and job performance: A survey study based on self-determination theory” in this article paper the author has investigated on the participation of the employee and performance of job based on SDT.

(Sudip Basu, December 2019) The researcher has did survey on the topic of “A Study on Stress Bank Employees in West Bengal” it has noticed that the stress level of the banking sector become more heavier now a day's even the stress may create through the nuclear family as well because they have to perform in the both in job also as well in the family also this research paper aim to find the stress level in the public, private sector

(Mark L. Lengnick-Hall, 2019)The author has explored on “Strategic human resource management: The evolution of the field” in this research article it has been identified about HR policy and Practice and strategic HRM always cover all HR strategies adopted by organization and tried to calculate employees performance towards workplace and focus on managing the people to create strategic contributions in the Workplace.

(Christina M. Moran, 2012)In this research the author has highlighted on “A profile approach to self-determination theory motivations at work” in this article paper the author has investigated on SDT. Self determination theory is nothing but the motivational theory to understand the how each motivation has completely related to the employees outcomes. The author has concluded with five cluster of motivations low introjections, moderately motivated, low autonomy, self-determined, and motivated and these are related to the achievement of the job, perceptions towards environment and main the self determination.

(Patel, January 01, 2016) The researcher has focused on “Stress management of public and private bank employees” stress is became there in every one's life the author has studied about the private as well as public banks employees stress in the working place , the stress looks like easy but when you go through from that it won't be like that, the researcher has highlighted that handling the stress is all about taking the steps of your emotions, feelings, thoughts and how you overcome from that.

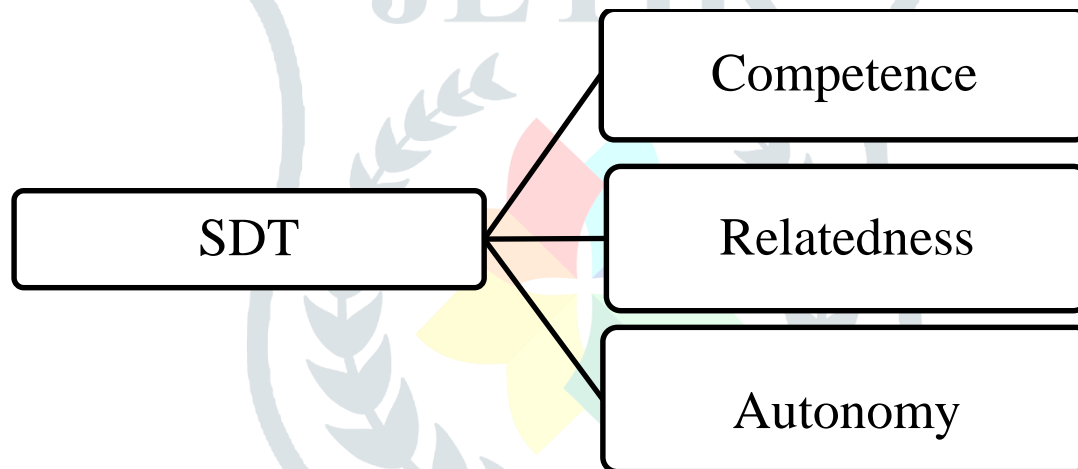
## Research methodology

In this research the information were collected from the source of secondary that were from the articles journals and the papers which were published nationally and internationally, and these papers were reviewed to know role, challenges, opportunities using the artificial intelligence and some of the data are collected from the Magazines, Newspaper, websites and source etc.

## SDT Model- Self Determination Theory

SDT it is also called as human motivation theory it was established or found by Edward L, Deci and Richard m. Ryan into their book called as self determination and intrinsic motivation in human behaviour in 1985 this are the professor from Rochester university the self determination theory is nothing but the ability of the person to make their choice and manage their life and fulfilment of psychological needs.

## Self Determination Theory



Competence providing skill development, training, Opportunities and feedback to employees enhances their sense of competence, leading to higher stages of motivation and job satisfaction. Competence it is nothing but employee who have skill already within them they have to polish their skills or upgrade their skill day to day and even they can adopt new skill or they can learn what is new going in the organization as per the updates they can update their self to work effectively in the Organization.

Relatedness represents towards the need for social connections as well as positive relationships, and a sense of belonging within the workplace. Relatedness is ability to feel connected and caring for others and belongingness with the group of employees at workplace and with family

as well. human beings can't survive alone they need some ones love compassion to survive so the relatedness plays very effective role in the organization it helps employee's to be connected with one another with good relation with each one to make healthy environment in the organization.

Autonomy represent to the need for self-determination and the ability to make choices with personal interests. Autonomy is nothing but doing the work or taking the decisions by own or by their self. The Self determination theory has two types those are Intrinsic motivation and Extrinsic motivation. Intrinsic motivation is all about just you have work for yourself means satisfying yourself but extrinsic is all about you have to behave to achieve the rewards in the work environment. The one of main and important advantages of this theory is it provide the information or awareness to the employee at work effectively in the workplace.

### **Challenges in Motivating Employees in Organization**

Motivating the employees in the work place is crucial challenge. It affects the job Satisfaction, Employee retention and overall performance in the work place and there were challenges that organization will face in motivating the employees as well as potential impact that effective motivation strategies.

**Generational Changing Dynamics:** In this modern era, organization were facing the problems of managing the generations, such as baby Boomers, Generation X, Millennials and generation Z in the workplace. This generation has brought unique nature and expectation that require quality strategies. Generation Y and z are made up the important part of the workplace and they are more number of employees who are working. Motivation strategies must apply here for this generation to adopt different communication style, preferences and work life balance priorities in the organization.

**Lack of Expectations and clear goal:** when there will be lack of goal and expectation it may de-motivates the employees to work productively, when the employees were not certain about what to work, what work to do in certain things and when they put more hard work in their work what there were working towards or how their hard work was contributing to the organization achievement their motivation can suffer. Its very crucial clear and transparent communication.

**Lack of Recognition and Reward System:** Reward and Recognition it plays very important role in the organization to motivate the employees if there is lack to do then the employees will fill their hard struggle or effort are not recognized or reward properly they may became less motivate and disengaged in the organization.

### **Impacts of Self Determination theory on employees in the Organization**

SDT-Self Determination Theory or Human Motivation Theory it provides the theoretical Frame-Work to improve employee's motivation and to encourage good output such as well-Being of employees, Better in Relationship In the Organization and Commitment towards the organization

**Autonomy and Motivation:** Self determination theory it describes the importance of autonomy intrinsic motivation. In the organization if employees gets freedom to make choice of their value of interest. They will be motivated to work in the organization. The autonomy plays very important role in the organization and it enable employees to feel empowered and increase satisfaction and performance.

**Competence and Engagement:** SDT Highlights the need for employees to develop in the work place. when individual feels they were capable for performing their task in an organization they will more involve in engaged and motivated. In the above literature review in has been proved that providing more opportunities, skill development and growth enhance their sense of competence and intrinsic motivation. Therefore supportive work environment that values and recognizes of workers in the organization.

**Relatedness and well-being:** SDT enhance the values of social connections and more positive relationships with employees in the organization. When employees feels that a sense of belonging connectedness, their overall well-being is enhanced. Here we can know that supportive relationships with supervisors and co-workers contribute to employees in the organization. And the well-being creates the building of team working and social interactions promote a sense of relatedness.

## Conclusion

By understanding the SDT it's a important concepts for employees in the organization this research paper SDT- Self Determination Theory or Human Motivation Theory it provides the theoretical Frame-Work to improve employees motivation and to encourage good output such as well-Being of employees, Better in Relationship Commitment towards the work in the organization provides the theory how it plays an positive role in the employees and it is necessary for them to be motivated by Competence providing employees with opportunities for skill development, training, and feedback enhances their sense of competence, leading to higher levels of motivation and job satisfaction and Relatedness represents the need for social connections, positive relationships, and a sense of belonging within the workplace Autonomyit plays an the self-determination and the ability to make choices with personal values and interests. Therefore the Self determination theory is very important for well-being, employees and job Satisfaction and overall performance.

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