

Understanding the Significance of Motivation in leading to enhancement of one's Career Prospects

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Abstract

The main objective of motivation is to arouse interest and enthusiasm among individuals towards the implementation of their job duties and responsibilities. When the individuals develop motivation, they will be able to put into practice their tasks and activities in such a manner, they will facilitate in the implementation of tasks and activities in a well-ordered manner, generate the desired outcomes and enhance their career prospects. In educational institutions at all levels and in various types of organizations, the individuals in leadership positions need to make provision of opportunities to the individuals to make use of their skills and abilities. When they perform well, they are rewarded. The giving of rewards is one of the common ways of development of motivation among students and employees. In this manner, their mind-sets get stimulated towards learning and the achievement of goals and objectives. Therefore, it is necessary to put into operation the measures and approaches that would render a significant contribution in development of motivation among individuals towards the implementation of job duties. The main areas that are taken into account in this research paper are, understanding the concept of motivation, understanding the significance of motivation, benefits of motivation and ways of motivating individuals.

Keywords: Abilities, Job Duties, Knowledge, Motivation, Opportunities Responsibilities, Skills

Introduction:

When the individuals are carrying out various tasks and functions or are focusing upon up-gradation of knowledge, skills and abilities needed in putting into practice various job duties or participating in various activities, they need to develop motivation. Motivation is the process that

initiates, guides, directs and maintains goal-oriented behaviours. Motivation enables the individuals to put into practice their knowledge, competencies and abilities. For example, when the students form the viewpoint that they have to achieve good grades in tests and exams, they will pay wholehearted attention

towards their studies. When the instructors will form the viewpoint that they need to implement the teaching-learning methods, instructional strategies and teaching-learning materials in an appropriate manner to promote student learning, in such cases, they will put emphasis upon up-gradation of their knowledge, skills and abilities. These are to be utilized in an efficient manner in generating the desired outcomes. Therefore, when the individuals are wholeheartedly dedicated towards the implementation of their job duties and responsibilities, they will develop motivation.

Motivation is referred to the desire to act in the achievement of the goal (Motivation, 2020). When the individuals are dedicated towards the achievement of goals and objectives, their mind-sets will get stimulated towards augmenting their awareness, so they can do well and generate the desired outcomes. In educational institutions at all levels and in various types of organizations, the heads, directors, principals, supervisors, instructors put into operation, the measures and approaches that are used to develop motivation among individuals. There are various methods that are put into practice to develop motivation among individuals. In educational institutions, these are, awards, trophies, certificates, prizes and so

forth. Whereas, in the case of organizations and agencies, these are, awards, trophies, certificates, prizes, paid leaves, promotional opportunities and so forth. The research studies have indicated, when the individuals are offered various motivating factors, their mind-sets get stimulated and they develop interest and enthusiasm towards the implementation of various tasks and activities. Therefore, it is well-understood, motivation is referred to the longing and aspiration to do well to the best of ones abilities and achieve the desired goals and objectives in a well-organized and regimented manner.

When the individuals are motivated towards putting into operation one's job duties and responsibilities in a satisfactory manner and achieve the desired goals and objectives, they need to take into account various factors. Some of the important factors are, focusing upon up-gradation of knowledge, skills and abilities, inculcating the traits of diligence, resourcefulness and conscientiousness, implementing effective communication processes, learning to exercise control on the psychological problems of anger, stress, anxiety and frustration, learning to provide solutions to problems and challenges, possessing the abilities to work under stress, putting into practice time management skills in an effective manner, forming cordial and

amiable terms and relationships with others, being well-equipped with technical skills and focusing upon up-gradation of analytical, critical thinking, problem solving, decision making, negotiation, leadership, personal and professional skills. When the individuals take into account these factors, they will not only develop motivation towards work, but they will also be able to achieve personal and professional goals and enrich their career prospects. Therefore, it can be stated, development of motivation will prove to be beneficial to the individuals to a major extent.

Understanding the Concept of Motivation

When the individuals get enrolled in educational institutions at all levels or when they are recruited in various organizations or when they commence their own businesses, they need to be well-equipped in terms of various factors. These include, up-gradation of knowledge, skills and abilities, inculcating the traits of diligence, resourcefulness and conscientiousness, formulation of measures, laws, rules and policies, promoting teamwork, utilising modern, scientific and innovative methods in the implementation of tasks and activities, forming pleasant and cordial terms and

relationships with others, bringing about transformations in the job duties, activities, functioning and the structure of the organization, promoting well-being and goodwill of the organization and community, leading to enhancement of productivity and profitability and ensuring there are not occurrence of any kinds of conflicts and disputes among individuals. The concept of motivation is regarded as fundamental that enables the individuals to augment their knowledge and understanding in terms of the factors that will contribute in an efficacious manner in enriching one's career prospects and in bringing about improvements in one's overall quality of lives.

The individuals have personal as well as professional goals to achieve. Achievement of both the types of goals require up-gradation of knowledge, competencies and aptitude, inculcation of the traits of diligence, ingenuity and meticulousness and generation of information in terms of modern, technical and innovative methods. In the present existence, the individuals are making use of technologies to a major extent. When they are well-equipped in terms of usage of technologies and form the viewpoint that they will render an important contribution in the achievement of personal and professional goals, they will

utilize them on regular basis. When the individuals develop motivation, only then they will work towards leading to up-gradation of their technical skills. Hence, the concept of motivation is regarded to stimulate the mind-sets of the individuals in leading to development of technical skills, analytical skills, critical thinking skills, problem solving skills, decision making skills, negotiation skills, leadership skills, time management skills, personal skills and professional skills. Therefore, the concept of motivation is regarded as essential that enables the individuals to up-grade various types of skills.

Understanding the Significance of Motivation

The individuals are engaged in numerous tasks and activities in leading to sustenance of their living conditions in an effectual manner (Souders, 2020). These are personal as well as professional in nature. In order to do well and generate the desired outcomes, the individuals need to develop motivation. When they realise that the need to develop motivation is vital, they will recognize its significance. When the individuals recognize the meaning and significance of motivation, they will understand that it will prove to be beneficial to them to a major extent.

Motivation is regarded as the planned managerial process, which enables the individuals to carry out their job duties to the best of their abilities. Their leaders, instructors, employers and superiors offer them motives, which may enable them to put into operation their tasks and functions in a well-ordered and regimented manner. The individuals in leadership positions have goals to achieve. In the achievement of these goals, they obtain support and assistance from their subordinates. In order to obtain help and support, they need to offer rewards, which would develop motivation among them.

Motivation is the psychological phenomenon, which is generated among individuals (Chand, n.d.). In other words, the individuals themselves have to form constructive viewpoints towards work as well as the individuals with whom they are working. When they feel that doing well in their tasks and activities will help them to enhance their career prospects and bring about improvements in their overall quality of lives, they will develop motivation. The development of motivation is based on the needs of the individuals. It is apparent that all individuals will be dedicated towards the fulfilment of needs and requirements. In fulfilling the needs and requirements and in achieving the desired goals and

objectives, the individuals need to develop motivation and generate information in terms of various factors. When they will be well-equipped, they will carry out their job duties well and incur the feelings of pleasure and contentment. Therefore, when the individuals will fulfil the needs and requirements and incur the feelings of pleasure and contentment, they are able to recognize the significance of motivation.

Motivation is a continuous process, which takes place throughout the lives of the individuals. The reason being, the needs, requirements, goals and objectives of the individuals are unlimited. After the individuals have been successful in achieving one goal, they formulate new goals. For example, after the individuals have completed their education, they aspire to look for employment opportunities. They are normally motivated towards augmenting their knowledge and understanding in terms of the factors that would enable them to acquire better livelihoods opportunities. Hence, motivation is regarded as the continuous process. Motivation can be positive or negative. Positive motivation is the motivation that enables the individuals to attain incentives. On the other hand, negative motivation leads to enforcement of disincentives. The individuals, belonging to various age groups,

categories and backgrounds need to ensure that they encourage positive motivation. Therefore, it can be stated, significance of motivation is acknowledged, when the individuals are able to acquire an efficient understanding in terms of measures that would enable them to sustain their living conditions in an efficacious manner.

The individuals are different from each other in terms of number of factors such as, caste, creed, race, religion, ethnicity, educational qualifications, age, gender, personality traits, skills, abilities, and socio-economic background. The individuals perform different jobs, in accordance to their knowledge, skills and abilities. Furthermore, in the acquisition of education, they will pursue different fields and will be engaged in different types of employment opportunities. In all cases, it is vital for the individuals to develop motivation. When they will develop motivation, they will inculcate the traits of diligence, resourcefulness and conscientiousness, necessary to carry out ones job duties well and generate the desired outcomes. In some cases, when the individuals are achievement-oriented, they develop motivation towards their work on their own. On the other hand, there are individuals, who do not possess high levels of motivation towards the implementation of tasks and activities. In such cases, their

leaders, employers, instructors and supervisors need to stimulate their mind-sets and develop motivation among them towards the implementation of job duties. Therefore, one is able to understand the significance of motivation in an appropriate manner, as it enables them to carry out ones job duties well and generate the desired outcomes.

The development of the good motivational system in educational institutions at all levels and in various types of organizations is the key that makes provision of opportunities to the individuals that would enable them to make use of their skills and abilities to carry out ones job duties well and achieve the desired goals and objectives (Chand, n.d.). Hence, the individuals in leadership positions take into account number of factors that would lead to development of motivation among individuals. When the individuals are acquiring education or they are engaged in various types of employment opportunities, they do possess certain competencies and abilities. But within educational institutions at all levels and in various types of organizations, they aspire to obtain the opportunities that would enable them to utilize their skills and abilities. The individuals work hard in leading to up-gradation of skills and abilities they aspire to make use of them in

leading to well-being of themselves as well the community as a whole. Therefore, it is comprehensively understood, significance of motivation is acknowledged, when development will take place of the good motivational system.

The educational institutions of all levels and various types of organizations and agencies aim to enhance their reputation and standing within the community. In leading to up-gradation of reputation, there are number of factors that are taken into account, i.e. formulation of measures, laws, rules and procedures, promoting teamwork, utilising modern and innovative methods, and formation of pleasant and cordial relationships within the workplace. The human resources aspire to carry out their tasks and activities in such a manner that would facilitate in promoting well-being and goodwill of their organization and community. In other words, they aim to enhance productivity and profitability. The implementation of tasks and activities of the individuals are focused upon leading to enrichment of the image of the organizations. When the tasks and activities of the human resources are appreciated by the individuals, they incur the feelings of pleasure and contentment. Therefore, it is well-understood, significance of motivation is recognized, when all the factors are taken into account

in a well-ordered manner, necessary in promoting well-being and goodwill of the organization and community.

Within the course of time, it is necessary to bring about changes and improvements in the job duties, activities and overall functioning of the organization. When the individuals are required to bring about transformations and improvements, they need to be well-equipped in terms of measures, approaches and strategies. When they will be able to augment their knowledge and understanding in terms of these factors, they will be motivated. Furthermore, the development of motivation contributes in any kinds of negative feelings on the part of the individuals. In some cases, the students do not find the lesson plans interesting and do not feel enthusiastic in learning them. But when they develop the feeling of motivation, they form positive viewpoints and are able to overcome the feeling of apprehensiveness and other kinds of negative feelings. In the implementation of the task of bringing about changes and improvements, the individuals need to work in collaboration and integration and form cordial and sociable terms and relationships with each other. When the individuals will develop motivation, they will render an important contribution in bringing about changes and improvements.

Therefore, significance of motivation is recognized, when the individuals will work efficaciously in bringing about changes and improvements.

Effective motivation leads to generation of the feeling of job satisfaction and individuals are able to retain their jobs. Furthermore, there is a decline in the rate of absenteeism and conflicting situations and disagreements. In educational institutions at all levels and various types of organizations and agencies, the management of resources is regarded as an important factor. The individuals, belonging to all categories, irrespective of their job positions in the hierarchy of the organization need to be well-aware in terms of ways to manage the resources in an appropriate manner. The important resources, which need to be managed are, human resources, financial resources, technical resources, and material resources. The motivation is regarded as the tool that would enable the individuals to manage resources in a well-organized and satisfactory manner. Human resources need to focus upon up-gradation of their skills and abilities. Financial resources are the funds, which need to be made use of wisely. Technical resources are the technologies made use of in the implementation of job duties. Material resources are the tools and devices.

Therefore, it can be stated, significance of motivation is recognized, when the individuals will be well-equipped in terms of the ways of management of resources, so they can be utilized satisfactorily in promoting well-being.

Benefits of Motivation

Motivation is an important factor in educational institutions at all levels and various types of organizations and agencies, as it leads to development of interest and enthusiasm among individuals that is necessary in putting into practice various tasks and functions. In all types of organizations, there are number of tasks and activities that are focused upon by the individuals. These are, formulation of measures, laws, rules and procedures, promoting teamwork, utilising modern and innovative methods, formation of pleasant and cordial relationships within the workplace, bringing about changes and improvements in the job duties, activities and overall functioning of the organization, promoting well-being and goodwill of their organization and community, leading to enhancement of productivity and profitability, enabling individuals to make use of their skills and abilities to do well in their job duties, providing equal rights and opportunities to all and not discriminating among individuals on the basis of any of the

factors. When the individuals will recognize the meaning and significance of motivation, they will understand that it is worthwhile in implementing these factors. The benefits of motivation are stated as follows:

Provides Opportunities to the Human Resources to Utilize their Skills –

The development of the virtuous and upright motivational system in educational institutions at all levels and in various types of organizations is the key factor that makes provision of opportunities to the individuals that would enable them to make use of their skills and abilities to carry out job duties well and achieve the desired goals and objectives. Learning is the lifelong activity, which takes place throughout the lives of the individuals. In other words, the individuals learn throughout their lives. When they learn, they augment their skills and abilities. The individuals in leadership positions need to make provision of opportunities to the individuals to help them hone as well as utilize their skills. Hence, when the individuals are focused upon enhancing their career prospects, they aspire to make use of their skills and abilities. Therefore, one of the indispensable benefits of motivation is, opportunities are provided to the human resources to utilize their skills.

Brings about Improvements in the Efficiency Level of Human Resources –

The human resources are the personnel that need to pay attention towards enhancing their knowledge, competencies and abilities. When they will focus upon leading to up-gradation of these factors, they will render a significant contribution in bringing about improvements in the efficiency level. Efficiency level is referred to the peak level of the performance that makes use of the least amount of inputs to generate the maximum level of output. Furthermore, when the individuals are efficient in the implementation of tasks and functions, they will make use of resources in a wise manner, inculcate the traits of diligence and conscientiousness and complete the job on time. Therefore, it can be stated, bringing about improvements in the efficiency level of human resources is a benefit of motivation that is acknowledged to a major extent.

Leads to Achievement of Organizational Goals –

In the achievement of organizational goals, the number of factors that need to be taken into account are, formulation of measures, laws, rules and procedures, promoting teamwork, utilising modern and innovative methods in the implementation of tasks and activities, formation of pleasant and cordial

relationships among the individuals, bringing about changes and improvements in the job duties, activities and overall functioning of the organization, promoting well-being and goodwill of their organization and community, leading to enhancement of productivity and profitability, enabling individuals to make use of their skills and abilities to do well in their job duties, providing equal rights and opportunities to all and ensuring there are availability of infrastructure, amenities and facilities. When these factors will be available, the individuals will develop motivation towards achievement of organizational goals. Therefore, when development of motivation leads to achievement of organizational goals, it is regarded as an important benefit.

Facilitates in Formation of Cordial and Amiable Terms and Relationships –

Within various types of organizations, educational institutions and agencies, the individuals cannot work in seclusion. They need to develop mutual understanding and work in co-ordination and integration with each other. In other words, they need to form cordial and amiable terms and relationships. When cordial and amiable terms and relationships are formed, the individuals are able to obtain support and help from each other needed in the implementation of job duties in a

satisfactory and regimented manner. When the individuals develop motivation towards work, they are usually aware of the fact that they need to work in collaboration with others. Furthermore, formation of cordial and amiable terms and relationships leads to development of the feeling of job satisfaction. Therefore, one is able to understand well that when formation of cordial and amiable terms and relationships is facilitated, the individuals will lead to up-gradation in the motivation levels and incur the feelings of pleasure and contentment.

Leads to Stability of Workforce – When the individuals develop interest and enthusiasm that is necessary in putting into practice various kinds of job duties, tasks and functions (Importance of Motivation, 2020), they remain loyal to the organization and contribute significantly in promoting stability of the workforce. In all types of organizations, there are number of tasks and activities that are put into practice by the individuals, irrespective of their job positions in the hierarchy. The job duties can be carried out individually as well as through working in coordination with others. When individuals are well-aware in terms of methods, strategies and procedures, they are able to carry out their job duties well. Therefore, the stability of workforce can be promoted,

when the individuals are on the right path needed in doing well in one's job duties and in achieving the desired goals and objectives.

Facilitates in Retention of the Job – In some cases, the individuals need to go through number of problems and difficulties in looking for employment opportunities. Even when the individuals are well-educated, skilled and capable, still in some cases, finding jobs is not easy. After the individuals have found employment opportunities. They need to be well-aware in terms of methods and approaches needed in retaining their jobs. In retaining one's jobs, there are number of factors that need to be taken into account, i.e. possessing adequate knowledge, skills and abilities, forming cordial and amiable terms and relationships with others, learning to deal with problems and challenges, promoting discipline, utilising modern and innovative methods in the implementation of job duties, and developing motivation. When the individuals will be motivated, they will do well in their jobs. Therefore, it is well-understood, the human resources will be able to retain their jobs, when they will be motivated, and this is regarded as a vital benefit of motivation.

Facilitates in Incurring the Feeling of Job Satisfaction – When the individuals

are required to bring about any kinds of transformations and improvements or they are working on difficult and complicated projects, they need to be well-equipped in terms of measures, procedures, methodologies and approaches. When they make use of their knowledge and skills and do well, they are able to incur the feeling of job satisfaction. On the other hand, when the individuals are able to cope with tedious and complicated situations, they are able to incur the feeling of job satisfaction. When the individuals will be able to augment their knowledge and understanding in terms of these factors, they will be motivated and form positive viewpoints. On the other hand, when the individuals will be satisfied with their job requirements, they will develop motivation towards implementing them. Therefore, it can be stated, when up-gradation of the motivation levels enables the individuals to carry out their job duties well and achieve the desired goals and objectives, it will facilitate in incurring the feeling of job satisfaction.

Helps in the Learning Process – In order to augment knowledge and understanding in terms of various factors, it is comprehensively understood that the individuals need to get engaged in learning on a continuous basis. In augmenting learning and understanding in terms of

various areas, there are different kinds of methods and approaches that are put into practice by the individuals. These are, communicating effectively with others, making use of sources such as, books, articles, projects, reports, other reading materials, technologies and internet, observing various factors and getting engaged in practice on regular basis. When the individuals are aware, they will be able to make use of their knowledge, skills and abilities in generating the desired outcomes and promoting well-being. In augmenting learning, motivation is regarded as the fundamental factor. As when the individuals will be motivated, only then they will learn and inculcate the traits of diligence, resourcefulness and conscientiousness. Therefore, it can be stated, helps in the learning process is a benefit of motivation that is acknowledged to a major extent.

Promotes Discipline – In educational institutions at all levels and various types of organizations and agencies, the individuals need to be well-equipped in terms of different kinds of methods and approaches, inculcate the traits of diligence, resourcefulness and conscientiousness, depict efficiency in the implementation of tasks and activities, form cordial and amiable terms and relationships with others, make use of their

skills and abilities in an effective manner, learn to cope with various types of problems and challenges, treat others with respect and courtesy, lead to up-gradation of analytical, problem solving, critical thinking, decision making and time management skills, achieve goals and objectives, and lead to overall functioning of the organizations in an effective manner. In the implementation of all these factors, they need to be disciplined. The individuals need to learn to differentiate between appropriate and inappropriate. Therefore, it can be stated, when the individuals are focused towards promoting discipline, they will possess high levels of motivation. It is also understood that promoting discipline takes place as a result of motivation and is regarded as the crucial benefit of motivation.

Helps in Dealing with Uncertainties and augmenting Productivity – The development of motivation will help in dealing with uncertainties and in leading to up-gradation of productivity (Top 15 Employee Motivation Tips and Benefits, 2020). It is apparent that within the course of implementation of job duties, the individuals experience number of problems and challenges. These may take place in the major form or minor form. The individuals need to provide solutions to them and prevent them from assuming

the form of impediments. The development of motivation among individuals helps them in dealing with uncertainties. When they will deal with uncertainties, they will be able to render an important contribution in doing well in their job duties and achieve desired goals and objectives. Furthermore, the development of motivation will render a significant contribution in leading to an increase in productivity. When there will be an increase in productivity and problems will be solved, the individuals will realise that development of motivation will prove to be advantageous to them to a major extent. Therefore, one is able to understand well that helps in dealing with uncertainties and augmenting productivity is regarded as one of the significant benefits of motivation.

Ways of Motivating Individuals

In educational institutions at all levels and various types of organizations and agencies, there are various ways of motivating individuals. In educational institutions, these are, giving of trophies, certificates, prizes, gifts, scholarships and other opportunities that are used to enhance the career prospects of the individuals. On the other hand, in the case of organizations and agencies, these include, trophies, certificates, prizes, gifts, paid leaves, promotional opportunities and

additional job duties that would lead to up-gradation of skills and abilities and enhancement of career prospects. In educational institutions at all levels, the instructors put into practice the assessment strategies, which are utilized to assess the performance of the students. Furthermore, the instructors aim to find out how much they have learned and whether the teaching-learning methods, instructional strategies and teaching-learning materials have proven to be favourable and worthwhile or there is a need to bring about improvements. In order to develop motivation among students to perform well, they are offered with rewards and prizes. Therefore, it can be stated, in educational institutions at all levels, it is necessary to take into account the ways of developing motivation among students on regular basis.

In educational institutions at all levels, the instructors evaluate the performance of the students by giving class assignments, homework assignments, presentations, organization of competitions, quizzes, tests, exams, other academic activities and so forth. In some cases, the participation is optional, whereas, in other cases, it is compulsory. In class assignments, homework assignments, tests, and exams, all the students are required to participate. Whereas, in the case of competitions,

quizzes, and different kinds of academic activities, it is optional. For example, when there are organization of role plays, all the students may not be selected to participate. Hence, when the students do well, they are rewarded. When students are rewarded or when they are not selected to participate, they develop motivation among themselves that they will pay attention towards up-gradation of their skills and abilities that they will get selected and do well in the next competition. Therefore, it is understood, rewards are regarded as key factors in development of motivation among students and stimulating their mind-sets towards learning.

In different types of organizations and agencies, the individuals are employed in various levels. Their employment is based on their educational qualifications, skills, abilities, job experience and aptitude. The employers want their employees to make use of their educational qualifications, skills, and abilities in an effective manner. When the employees perform well in their job duties they are rewarded. In bringing about transformations and improvements in the job duties, tasks, activities and overall functioning of the organization, promoting welfare and goodwill of their organization and community, leading to enhancement of productivity and profitability, the individuals make use of

their skills and abilities to do well in their job duties. When the employees do well in their tasks and activities, they are rewarded. When the individuals are rewarded in educational institutions at all levels and various types of organizations and agencies, they develop motivation towards their work. When the rewards are given in a minor form, they work with the inculcation of the traits of diligence, resourcefulness and conscientiousness, so they can earn major rewards in future.

Conclusion

When the individuals are carrying out various kinds of job duties and activities or are focusing upon up-gradation of knowledge, competencies and abilities needed in putting into practice various job duties or participating in various activities, they need to develop motivation. Motivation is the process that initiates, leads, aims and maintains goal-oriented behaviours. The significance of motivation is recognized, when the individuals are well-equipped in terms of measures and approaches necessary to do well in one's job and generate the desired outcomes. The benefits of motivation are provides opportunities to the human resources to utilize their skills, brings about improvements in the efficiency level of human resources, leads to achievement of organizational goals, facilitates in

formation of cordial and amiable terms and relationships, leads to stability of workforce, facilitates in retention of the job, facilitates in incurring the feeling of job satisfaction, helps in the learning process, promotes discipline and helps in dealing with uncertainties and augmenting productivity. In educational institutions at all levels and various types of organizations and agencies, various ways of motivating individuals are, trophies, certificates, prizes, gifts, scholarships, paid leaves, and promotional opportunities. Finally, it can be stated, motivation is an important concept, which leads to implementation of job duties in a well-ordered manner, achievement of goals and objectives, and in leading to effective functioning of the organizations.

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