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Effect of Motivation among Engineering Students

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Abstract : ***Most managers today might want to have their workers propelled and prepared to work. Organizations could be more effective if the workers put enthusiasm for the eventual fate of the organization. There are basic should be met for a man, particularly a representative, to prevail in the work environment. Changed speculations of inspirations, how they are pertinent to the work environment, and how managers can execute the hypotheses to guarantee upbeat and spurred representatives are discussed. The most critical hypotheses include: Maslow's chain of importance of necessities, Herzberg's two-figure hypothesis, Aristotle's seven causes, and the distinctive sorts of inspiration. Every hypothesis is connected in the way that there are requirements for all individuals to meet. Each worker is at an alternate stage in their lives, which requires diverse administration systems. It is demonstrated that inspiration must originate from inside the worker. The hypotheses explored will help portray how supervisors can impact their representatives to self-spur and create the most ideal work. There are two particular sorts of inspiration: monetary and non-money related. This article concentrates on ways the businesses can persuade their representatives utilizing monetary means and in addition non-money related acknowledgments. In this day in time, there is not generally an abundant measure of cash to spend on inspiration, so it is vital to see how administrators can make their workers feel imperative without using up every last rupee. Both sorts should be executed deliberately to give the best outcomes. The purpose of this study is to assess the rank of motivation attributes by the Engineering students. This study is carried out among students of Maharaja Engineering College who are assumed to be future Engineers. The survey is intended to get their response on what they feel the best attributes that could motivate them as future engineers among a list of twenty motivational attributes. By this method, the study sets to identify the most ranked attributes among the twenty motivational attributes. This analysis shows that Job Security stand as the first rank Promotions & Expectation as second and Good Salary as third rank among the most ranked attributes for this survey. However, the studies made by the past researchers showed that different results could be obtained from different groups of students from different engineering colleges at different locations.***
Keywords: Job Security, Promotions & Expectation, Good Salary, Attributes, Motivation, Engineering Students.

I. INTRODUCTION

A. Importance of Motivation

Motivation is one of the important functions of the management without which organizational objectives are difficult to achieve. It is an integral part of the management process and every manager must motivate his subordinates to create in them the will to work. Motivation is necessary for the better performance. The importance of motivation is briefly given below.

Motivation creates a willingness of workers to do their work in a better way.

Motivation is the basis of co-operation to get the best results out of the efforts of the men on the job.

Proper utilization of human resources possible since it inspires employees to make best possible use of different factors of production.

Higher motivation leads to job satisfaction and hence labor absenteeism and turnover are reduced.

A proper motivation scheme promotes a closer relationship between organization and workers.

High motivation helps to reduce resistance to change. By providing proper motivation, all the members will try to be as efficient as possible.

1) *Maslow's Hierarchy of Need Theory:* Dr. Maslow was the pioneer in the proper classification of human needs. Some of the salient features of this theory are as follows.

a) Human wants are innumerable and never ending if one want is satisfied, another want emerges in that place.

b) Adult motives are complex. No single motive determine behavior, rather, a number of motives operate at the same time.

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c) Human needs form a hierarchy. Lower levels needs must at least partly be satisfied before higher level needs emerge. In other words, a higher order needs are essentially satisfied.

d) Satisfied wants do not motivate the workers. Only Unsatisfied wants induce the man to work hard.

e) Various needs can be inter-dependent and overlapping.

f) Higher level needs can be satisfied in much more ways than can the lower levels needs.

g) The urge to fulfill needs is a prime factor in the motivation of people at work. People seek growth; they want to move up the hierarchy of needs. Usually, people seek the satisfaction of higher order needs.

h) Maslow proposed that basic needs are structured in a hierarchy as shown in the figure. 1.

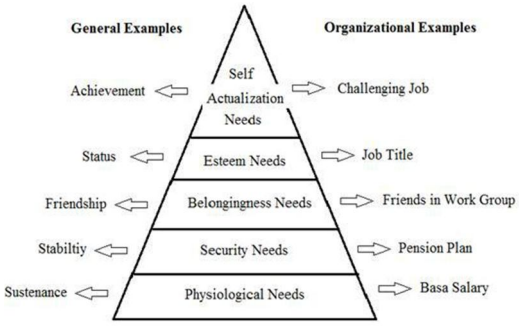


Fig. 1 Maslow's Hierarchy of Needs

B. Special Motivational Techniques

Various theories of motivation suggest that several factors influence the performance of employees. But some of the factors are more predominant as compared with others. Some of the major motivational factors are identified as given below:

C. Money

Money is one of the important motivational factors. It may be in the form of wages, incentives, bonuses, the company paid insurance or any other things that may be given to people for performance.

1) The Manager should Remember the Followings when Money is a Kind of Motivator:

a) Money is likely being more important to people who are raising a family. Money is an urgent means of achieving a minimum standard living.

b) Various enterprises make wages and salaries competitive within their industry and their area to attract and hold people.

c) Money not only satisfies physiological and security needs but is also a source of status and prestige in society.

d) Management should ensure that individual workings in the same category are given the same or nearly the same salary and wages within the organization as well as the other organization in the surrounding areas.

e) Even if a company is committed to the practice of comparable wages and salaries, a well-managed firm need never be bound to the same practices with respect to bonuses i.e., the bonuses for managers should be based on their individual performance and outcomes.

2) Participation: Research on motivation reveals that majority of workers are capable of creativity and self-control. Their consultation and participation in work-related issues have a favorable effect on their motivation and performance. Such participation reflects a genuine faith in human nature and provides dignity to labors. Participation is also a means of recognition. It appeals to the need for affiliation and acceptance. Further, it gives people a sense of accomplishment.

3) Quality of Working Life: One of the most important and interesting approaches to motivation is the quality of working life. Good physical working conditions such as right temperature, adequate lightning, proper ventilation, noise free atmosphere have positive effects on the motivation and performance of workers.

II. RESEARCH METHODOLOGY & DATA COLLECTION

A. Data Collection

The purpose of this article is to access the role of motivation in enhancing employee's performance in organizations, utilizing Maslow hierarchy of need theory as a foundation in order to achieve this aim. The process through which this would be obtained is by allowing individuals to rank a given set of adapted motivational attributes according to how important each is in motivating them

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as future employees to perform best at work. As a result, a total of 50 questionnaires (see appendix for a sample of administered questionnaire), were prepared and randomly administered among students of Department of Electrical and Electronics Engineering of Maharaja Engineering College.

B. Data Analysis

After data were collected on all the attributes, excel computer program was used to present the results. The collective rank order was determined by entering the ranking given to each of the 20 attributes in the survey questionnaire. After entering the rankings given to each attribute by each student, the total or sum of all the rankings for that attribute was totaled. This system of data analysis was found to be more appropriate as different participants gave a different ranking for the same attribute. The research for this article could be considered as a field research as it is carried out among engineering students who happen to constitute the future work force. Furthermore, to ensure both internal and external validity believes to have used the most accurate and up-to-date literature. The right and relevant questions asked in the survey, the most feasible data collection method used, and the tools used to analyze the data are also considered to be accurate and produce valid results; the overall validity of this article is considered to be high. Finally, the aim of this article is to determine attributes that motivate Engineering students at present.

III. PRESENTATION OF DATA AND DISCUSSION OF RESULTS

Questionnaires were issued to II year Electrical and Electronics Engineering students of Maharaja Engineering College. The received data along with the rank assessment summary is given below in table 1

Table 1 Rank Assessment Summary for II Year

S.No	STUDENTS→ / ATTRIBUTES↓	STUDENT 1	STUDENT 2	STUDENT 3	STUDENT 4	STUDENT 5	STUDENT 6	STUDENT 7	STUDENT 8	STUDENT 9	STUDENT 10	STUDENT 11	STUDENT 12	STUDENT 13	STUDENT 14	STUDENT 15	STUDENT 16	STUDENT 17	STUDENT 18	STUDENT 19	STUDENT 20	Weightage Assigned to the Attributes					Weightage in Marks	Weightage in %	Ranks
																						5 Marks	4 Marks	3 Marks	2 Marks	1 Marks			
1	Good Salary	5	4	4	4	4	4	3	4	4	4	4	4	4	4	5	5	5	5	5	4	6	13	1	0	0	85	5.09	16
2	Job Satisfaction	4	5	5	5	4	5	4	4	5	4	4	5	5	5	5	4	5	5	4	5	12	8	0	0	0	92	5.51	3
3	Team Spirit	5	4	4	3	3	3	3	3	4	5	3	5	3	5	5	5	5	5	4	4	8	5	7	0	0	81	4.85	11
4	Promotions/ Expectation	5	5	5	4	5	4	4	4	4	5	5	4	4	4	5	4	5	5	5	5	11	9	0	0	0	91	5.45	4
5	Management Styles	4	3	4	2	4	3	5	3	5	4	3	4	3	4	5	5	5	5	4	5	7	7	5	1	0	80	4.79	12
6	Recognition	4	4	5	3	4	5	4	4	5	4	3	5	4	3	5	4	3	5	3	4	6	9	5	0	0	81	4.85	11
7	Satisfying Goals	5	5	5	5	3	4	5	5	4	5	4	5	5	5	5	4	5	5	5	4	14	5	1	0	0	93	5.57	2
8	Possibilities of Layoffs	1	1	1	1	1	1	3	1	4	2	1	1	2	1	5	4	3	5	5	5	4	2	2	2	10	48	2.87	15
9	Working Hours	4	4	4	3	3	4	4	4	4	3	4	4	4	4	5	4	5	5	5	5	5	12	3	0	0	82	4.91	10
10	Good Working Conditions	5	5	5	4	5	5	5	5	3	4	4	3	5	4	5	4	5	5	4	5	12	6	2	0	0	90	5.39	5
11	Job Security	5	5	5	4	4	5	4	5	4	4	4	4	5	4	5	4	5	5	5	5	11	9	0	0	0	91	5.45	4
12	A Feeling of Being Involved	5	4	4	3	3	5	4	4	2	5	2	5	5	4	4	2	5	5	5	5	9	6	2	3	0	81	4.85	11
13	Gratitude for Job well done	5	4	4	3	4	3	5	4	4	4	3	3	4	4	5	5	5	5	5	4	7	9	4	0	0	83	4.97	9
14	Support for learning and training	5	5	5	4	3	4	4	5	3	4	5	4	4	4	5	4	5	5	4	5	9	9	2	0	0	87	5.21	6
15	Opportunity for honest feedback	4	4	5	5	4	5	3	4	2	5	3	5	3	5	5	4	5	5	4	4	9	7	3	1	0	84	5.03	8
16	Equal treatment of employees	4	4	5	3	2	4	3	3	3	5	5	4	3	3	5	4	5	5	4	5	7	6	6	1	0	79	4.73	13
17	Rewards for achievements	5	5	5	4	5	4	5	5	4	3	4	3	5	5	5	4	5	5	5	5	13	5	2	0	0	91	5.45	4
18	Good Communication Skills	5	5	4	4	4	5	5	5	5	4	5	5	4	5	5	4	5	5	5	5	14	6	0	0	0	94	5.63	1
19	Supervisor's help with personal problems	3	4	4	3	4	4	4	3	1	4	3	4	3	4	5	4	5	5	5	3	4	9	6	0	1	75	4.49	14
20	Clear communication system	4	5	4	4	3	3	3	4	5	4	3	4	4	4	5	4	5	5	4	5	6	10	4	0	0	82	4.91	10
TOTAL																						174	152	55	8	11	1670	100.00	

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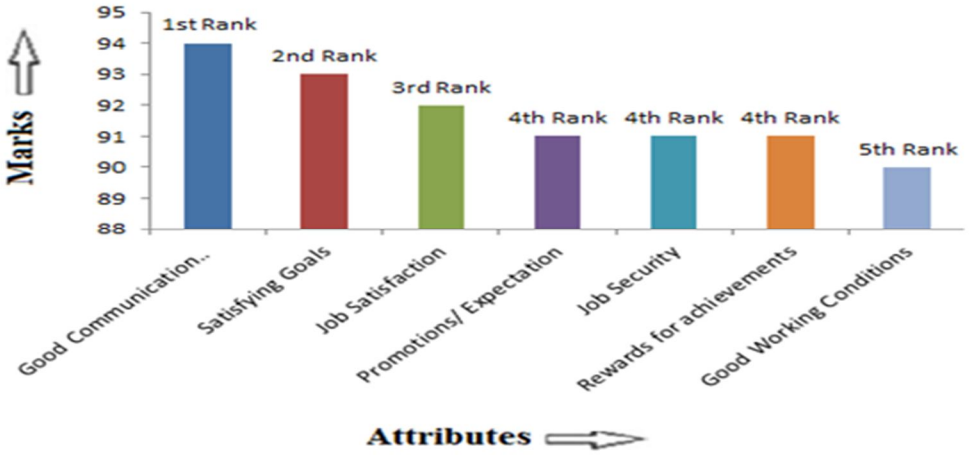


Fig.2 Ranks Assigned to Attributes by II Year Electrical and Electronics Engineering Students

Second Year Electrical and Electronics Engineering students have selected Good Communication Skills as First Rank. Satisfying Goals is assigned as Second Rank. Job satisfaction is selected as third rank. Promotions / Expectation, Job Security & Rewards for achievements are selected as fourth rank. Good Working Conditions is selected as fifth Rank. All the above ranks are selected based on the weightage marks assigned to the attributes by the above engineering students.

Questionnaires were issued to third year Electrical and Electronics Engineering students of Maharaja Engineering College. The received data along with the rank assessment summary is given below in table 2

Table 2 Rank Assessment Summary III Year

S.No	STUDENTS→ / ATTRIBUTES↓	STUDENT 1	STUDENT 2	STUDENT 3	STUDENT 4	STUDENT 5	STUDENT 6	STUDENT 7	STUDENT 8	STUDENT 9	STUDENT 10	STUDENT 11	STUDENT 12	STUDENT 13	STUDENT 14	STUDENT 15	STUDENT 16	STUDENT 17	STUDENT 18	STUDENT 19	STUDENT 20	Weightage Assigned to the Attributes					Weightage in Marks	Weightage in %	Ranks
																						5 Marks	4 Marks	3 Marks	2 Marks	1 Marks			
1	Good Salary	5	5	5	5	5	5	5	4	5	5	5	5	5	4	4	5	5	5	4	5	16	4	0	0	0	96	5.94	1
2	Job Satisfaction	4	5	4	4	4	4	4	5	4	5	5	4	5	4	5	4	5	4	4	4	7	13	0	0	0	87	5.39	5
3	Team Spirit	4	4	3	3	3	2	4	4	5	5	1	4	4	4	5	5	5	4	5	3	6	8	4	1	1	77	4.77	11
4	Promotions/ Expectation	4	5	5	5	4	5	5	5	2	5	5	5	5	5	4	5	5	4	4	5	14	5	0	1	0	92	5.70	3
5	Management Styles	5	5	4	4	5	3	3	3	3	4	5	4	4	4	4	5	5	5	5	4	8	8	4	0	0	84	5.20	7
6	Recognition	3	5	3	5	2	4	4	3	2	4	5	5	5	4	4	4	5	4	5	5	8	7	3	2	0	81	5.02	10
7	Satisfying Goals	4	4	5	5	4	2	3	3	4	5	1	5	4	5	5	4	5	5	4	5	9	7	2	1	1	82	5.08	9
8	Possibilities of Layoffs	1	4	1	1	3	1	1	1	1	2	3	1	1	4	4	3	5	5	4	4	2	5	3	1	9	50	3.10	16
9	Working Hours	3	3	3	4	3	3	3	3	2	4	1	3	4	5	5	5	3	5	4	4	4	5	9	1	1	70	4.33	15
10	Good Working Conditions	5	5	4	5	5	5	4	4	3	5	5	4	5	4	5	5	5	5	4	4	12	7	1	0	0	91	5.63	4
11	Job Security	4	5	5	5	3	5	4	4	4	4	5	5	5	5	5	5	5	5	5	5	14	5	1	0	0	93	5.76	2
12	A Feeling of Being Involved	3	5	3	3	4	4	5	4	3	3	3	4	4	4	5	5	3	4	4	4	4	9	7	0	0	77	4.77	11
13	Gratitude for Job well done	2	3	3	3	5	3	4	5	3	4	3	3	5	3	5	4	3	4	5	5	6	4	9	1	0	75	4.64	12
14	Support for learning and training	3	5	5	5	4	4	5	4	1	5	5	5	5	5	5	5	1	5	4	5	13	4	1	0	2	86	5.33	6
15	Opportunity for honest feedback	4	5	5	4	2	5	3	3	2	4	5	5	4	5	5	4	5	4	5	4	9	7	2	2	0	83	5.14	8
16	Equal treatment of employees	3	5	5	3	3	4	4	4	3	4	3	5	5	4	5	5	1	5	5	5	9	5	5	0	1	81	5.02	10
17	Rewards for achievements	5	2	4	3	4	5	5	4	4	5	4	4	5	5	5	4	5	5	4	5	10	8	1	1	0	87	5.39	5
18	Good CommunicationSkills	5	1	4	5	2	3	4	4	3	3	1	4	4	5	5	5	5	5	4	5	8	6	3	1	2	77	4.77	11
19	Supervisor's help with personal problems	4	1	4	3	3	4	1	3	1	5	1	4	5	4	5	5	5	5	5	4	7	6	3	0	4	72	4.46	14
20	Clear communication system	4	4	3	4	2	5	3	4	2	4	1	3	5	5	4	4	4	4	5	4	4	10	3	2	1	74	4.58	13
TOTAL																						170	133	61	14	22	1615	100.00	

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Fig.3 Ranks Assigned to Attributes by III Year Electrical and Electronics Engineering Students

Third year Electrical and Electronics engineering students has **selected Good Salary as First Rank. Job** Security is selected as Second Rank. Promotions / Expectations are selected as third rank. Good Working Conditions is selected as fourth rank Job Satisfaction and Reward for achievements is selected as fifth rank. Consolidated Rank Assessment summary is given below in table 3

Table 3 Rank Assessment Summary Sheet for Consolidated Rank

S.No	STUDENTS→	% Assigned to Attributes		Average %	Ranks
	ATTRIBUTES↓	II YEAR	III YEAR		
1	Good Salary	5.09	5.94	5.52	3
2	Job Satisfaction	5.51	5.39	5.45	5
3	Team Spirit	4.85	4.77	4.81	14
4	Promotions/ Expectation	5.45	5.70	5.57	2
5	Management Styles	4.79	5.20	5.00	11
6	Recognition	4.85	5.02	4.93	12
7	Satisfying Goals	5.57	5.08	5.32	7
8	Possibilities of Layoffs	2.87	3.10	2.99	20
9	Working Hours	4.91	4.33	4.62	18
10	Good Working Conditions	5.39	5.63	5.51	4
11	Job Security	5.45	5.76	5.60	1
12	A Feeling of Being Involved	4.85	4.77	4.81	14
13	Gratitude for Job well done	4.97	4.64	4.81	16
14	Support for learning and training	5.21	5.33	5.27	8
15	Opportunity for honest feedback	5.03	5.14	5.08	10
16	Equal treatment of employees	4.73	5.02	4.87	13
17	Rewards for achievements	5.45	5.39	5.42	6
18	Good Communication Skills	5.63	4.77	5.20	9
19	Supervisor's help with personal problems	4.49	4.46	4.47	19
20	Clear communication system	4.91	4.58	4.75	17
TOTAL		100.00	100.00	100.00	

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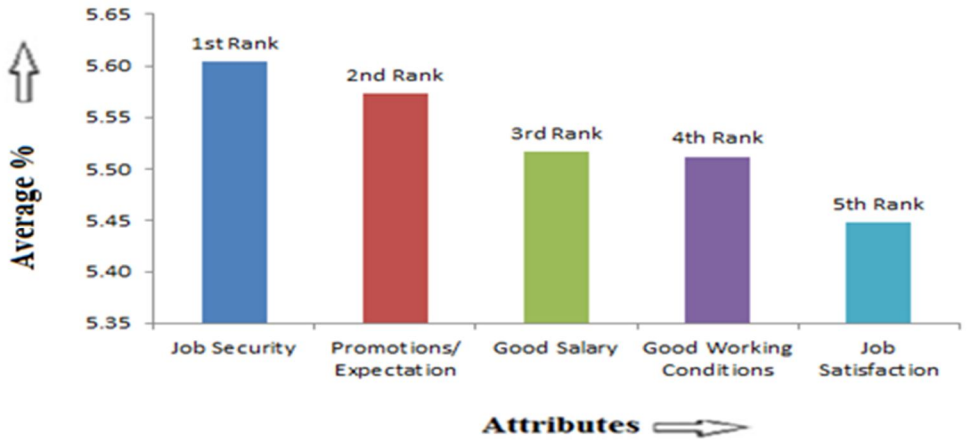


Fig.4 Consolidated Rank Ranks Assigned to Attributes by Electrical and Electronics Engineering Students

The Electrical and Electronics Engineering students have selected **Job Security** as **First Rank**. Promotions / Expectation are selected as second rank. Good Salary is selected as third rank. Good working conditions are selected as fourth rank. Job Satisfaction is selected as fifth rank.

IV. CONCLUSIONS

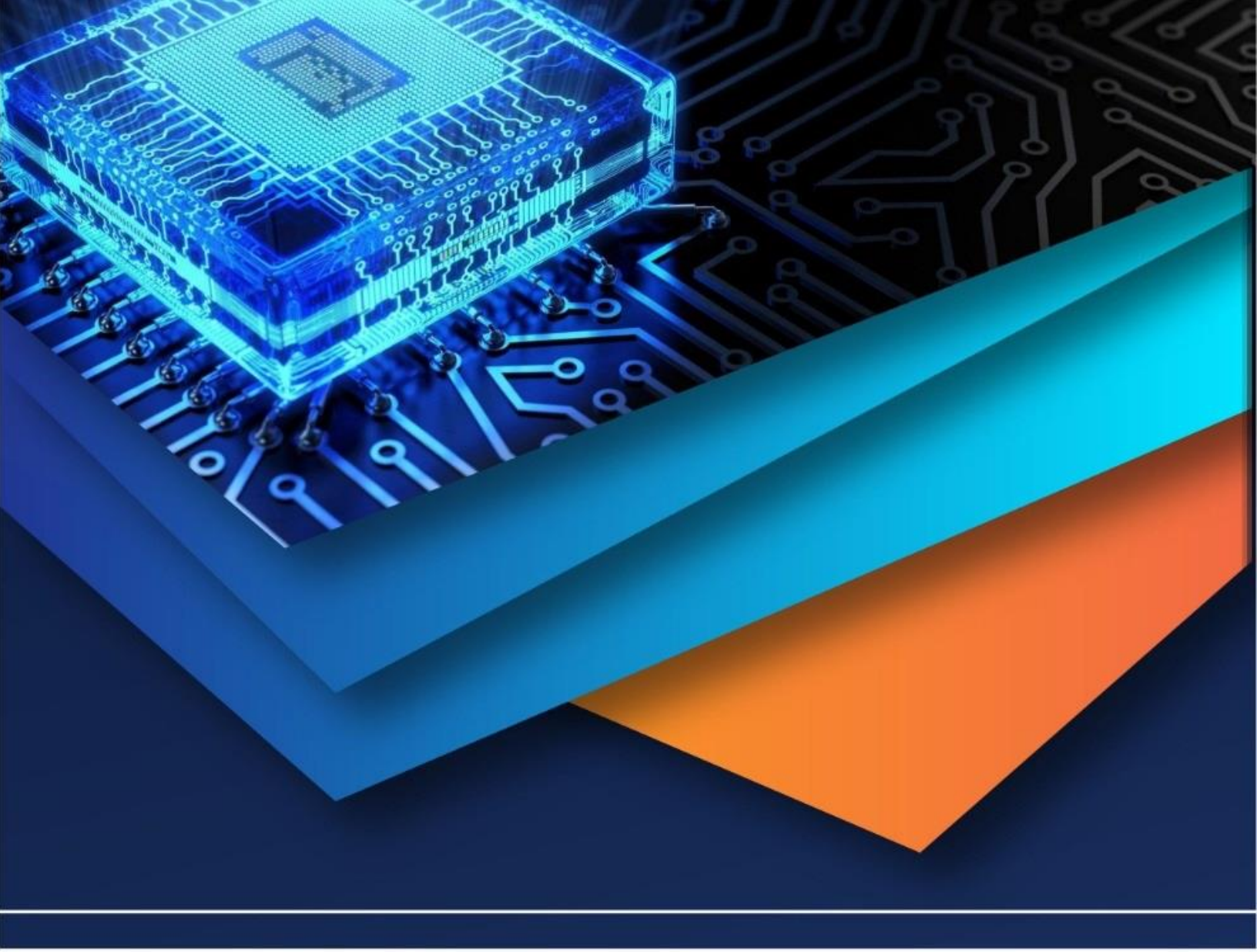
The students of the department of Electrical and Electronics Engineering have selected Job Security as First Rank. Promotions / Expectation are selected as second rank. Good Salary is selected as third rank. Good working conditions are selected as fourth rank. Job Satisfaction is selected as fifth rank. The above are most weighted attributes selected by the engineering students. Possibilities of layoffs, Supervisor's help with personal problems, Working Hours, Clear communication system and Gratitude for Job well done are least weighted attributes selected by the same students.

It is presumed that the long haul survival of any organization depends to a great extent on the inspiration of its workers be it budgetary or non-money related. The consequence of such activities could demonstrate valuable for the organization, in light of realizing what their representatives need and endeavors in addressing these requirements encourage a shared workplace for both the workers and its administration. At last, the aftereffects of this review and those introduced and talked about in this article could be valuable in helping organization figure out what propels representatives or occupation related motivational inclinations of their workers today and within a reasonable time-frame.

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