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## MOTIVATION FACTORS AT WORK

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**Abstract:** There are many theories about motivation. Different scholars have tried to find out why some people want to work and some do not, why some people are better than others and what motivates them to achieve results. There is one but a very simple recipe on how to motivate people. The motive depends on the individual, the situation or the people with whom we are working. Motivation theories can only be used as a tool. But commanders need to know when and how to use the right tool (theory).

Motivation is a very specific topic and not very elaborate among us. Therefore, we took the courage to choose this subject as a course. In order to make the work as rich as possible we have used different literature.

"To win competitive advantage and survive in the global economy, managers must motivate their employees. Motivation is a complex psychological process in which demands and desires create driving forces that aim at achieving goals."<sup>128</sup>

**Keywords:** motivation, factors, employees, stress, security

### 1. INTRODUCTION

Once there were only a question of saying that human resources are important, whereas today such treatment of human resources was returned boomerang these organizations. But those who considered employees as assets of the enterprise, they became competitive and their performance was much better.

Motivation is the willingness of an individual who strives to achieve the goals of the organization by putting into use a large amount of energies and efforts, provided that these efforts result in the fulfillment of his individual objectives.<sup>129</sup>

Motivation consists of three common denominators:

- What is the orientation of such behavior?
- How does such behavior keep constant?
- What gives energy to people's behavior?

These three denominators are important factors in terms of assigning people to the workplace".<sup>130</sup>

In fact, the issue is not just about how human resources should be treated as assets of the enterprise. We have heard very often about the development of human resources. This concept is very important because through it the organization ensures that it has a well-prepared and competent staff for the tasks assigned to it. The development of human resources needs to be done systematically, this is done to ensure that we pursue technology and science, not us.

I also want to say that since employees are different from each other, their personal goals, or what they want to achieve from their being and their work in the organization is diverse.<sup>131</sup>

According to Maslow, the five needs are listed in a hierarchical way, that is, they appear one by one, ranging from the lowest to the highest. This process continues as a degree until the need for self-actualization appears.<sup>132</sup>

People can take part in trainings each time and always be able to perform their duties, but the individual when coming to the organization to work is not just an individual with his or her skills ready to work, but he also carries with him all his personality, meaning the whole line. I say this because people are specific beings who know how to work but do not work when they are not working. When he does not work, his productivity will fall, and this will have an influence on the company's performance as well. Previously, it was easy to find a solution when workers did not "want" to work, they were thrown out of work because they did not show results.

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<sup>128</sup>Fred Luthans& Richard M. Hochhauser: Biznesi Sot, "Elena Gjika", Tiranë, fq. 127

<sup>129</sup>Kazimati, Mimoza&Manxhari, Mimoza. *Sjellje organizative*. Tiranë, 2005

<sup>130</sup>BerimRamosaj, Bazat e Menagjimentit, Prishtinë 2004, fq. 218

<sup>131</sup>Kazimati, Mimoza&Manxhari, Mimoza. *Sjellje organizative*. Tiranë, 2005, fq. 152.

<sup>132</sup>[http://www.burime-njerezore.com/index.php?option=com\\_content&view=article&id=330:teorite-ne-baze-te-sistemeve-te-menaxhimit-te-burimeve-njerezore-dhe-motivimit-te-stafit&catid=117:proceset-e-punes&Itemid=1016](http://www.burime-njerezore.com/index.php?option=com_content&view=article&id=330:teorite-ne-baze-te-sistemeve-te-menaxhimit-te-burimeve-njerezore-dhe-motivimit-te-stafit&catid=117:proceset-e-punes&Itemid=1016)

## 2. MOTIVATION THEORIES

For many years, theorists have tried to find out what motivates people. The most popular are Taylor (1856-1917), Mayo (1880-1949), Maslow (1908-1970), McGregor (1906-1964) and Herzberg (1923). However, motivation is so important that theorists continue to develop their theories of motivation. All these are built on the basis of old theories.

The topic as such is quite complex and current in modern business, considering that not always the employee is satisfied with his salary. Given this fact, the employer must know and be able to differentiate when, where and at what moment to apply different leadership, depending on the subordinates available. So to know and be able to properly motivate, if we have young and ambitious employees or even ordinary workers, to identify the way they are stimulated so that the results are achieved and based on of planning. During this paper we will try to present in detail what are the styles of leadership that apply, depending on the subordinates available, the approach to be followed, different motivation theories, and the types and ways of achieving a performance genuine by the subordinates, but always satisfying their aspirations.

However, motivation has to do with how the pushes, aspirations, incentives and needs of human beings that guide, control or explain their behavior. Motivation can, of course, have to do with economic reasons as well. The more paid, the more motivated, but not always. The more satisfied the people are at work, the more they work by being more motivated. Motivation is represented by forces acting on or within a person and forcing him to behave in a certain, purpose-oriented (Herzberg, 1959) way. One of the primary management tasks is to guide the employee's motivation towards achieving the organization's objectives.

Therefore, in our view, we will define this as follows: Motivation is the willingness of an individual to strive for achieving the goals of the organization by using a large amount of energies and efforts, provided that these efforts bring the fulfillment of the objectives of the organization since the employees are very different from each other and their personal goals, or, in other words, what they want them to achieve from their being and their work in the organization is different. It is the task of the manager to identify and understand individual differences and in essence, motivation is art that drives people, leaders / managers in this case, to make certain actions because of their will or because of such a thing see them as a benefit to the good of the company they lead and at the same time be closer to their subordinates by looking at their own good, which will actually result in the good of the company. In fact, job motivation is linked to pay, but not always.

Motivation is about creating an environment where people / subordinates, regardless of their pay, but at the same time be motivated and stimulated, give their best. Why a genuine leader should motivate his subordinates: very simple, if we have new and ambitious workers, but they lack the experience, in this case the leader should include the same in different processes, but in any case maintain the leader-subordinate balance. But, on the other hand, if we are dealing with experienced, able-bodied but not highly-motivated workers because of the monotony created over the years, the leader in this case should do the utmost to 'involve them in processes and have delegations for the same, so that they do not feel overlooked or over-run in the organization.

Bringing happiness during working hours can, at first glance, seem unviable. Any company that really wants to motivate its employees should strive to make them happier and more comfortable during the performance of certain jobs. A credible strategy to achieve this goal is one that is based on the fact that the employee's personal interests are involved in the work they do so that they can do so with passion, enthusiasm and dedication, and in the same time, to feel comfortable and not to think about the eventual transition to competition (in other companies).

A company that wants to improve the productivity or productivity of its employees must pursue a mediation policy between the needs of the company and those of its employees. Only in this way can profit maximize and stay in business, not considering as a primary means the salary versus the yield they give. Strategies that need to be implemented to have an efficient work team and, consequently, the company's success. Moral motives can be called collective motives, while material ones, personal. Motivation for Work - The manager uses different forms and ways to motivate people to work. Any strategy oriented towards this is aimed at meeting the needs of members of the organization.

## 3. MOTIVATION FACTORS

Understandably, not everything written is easy to apply, but not all that is written means that always happens that way, but what is written should also be argued. We have heard, heard and heard about motivation, motivation factors, but every opinion will have to have real-life support.

We have said above that people being different and their needs and needs are different, so their realization is done differently.

This means that organizations are obliged to know their employees well enough to provide him with what he needs. Not every organization does the same for this process, and that is why they differ from each other because they differ from the fact that human resources organizations give importance.

Studying the data, Herzberg concluded that the opposite of pleasure is not the dissatisfaction as believed. Removing negative characteristics from a job does not necessarily make it satisfying. According to Herzberg (based on the results he derived from the study), the opposite of "pleasure" is "No pleasure" and the opposite of "dissatisfaction" is "No dissatisfaction"<sup>133</sup>.

To look better and to have a mirror in front of ourselves, in order to make it easier to give a judgment on motivation factors, we have conducted a research that has as an objective to present a conclusion if this part of the company that is busy with work is motivated or not.

Motivation is about creating an environment where people / subordinates, regardless of their pay, but at the same time be motivated and stimulated, give their best. Why a genuine leader should motivate his subordinates: very simple, if we have new and ambitious workers, but they lack the experience, in this case the leader should include the same in different processes, but in any case maintain the leader-subordinate balance. But, on the other hand, if we are dealing with experienced, able-bodied but not highly-motivated workers because of the monotony created over the years, the leader in this case should do the utmost to 'involve them in processes and have delegations for the same, so that the same do not feel overlooked or as a surplus in the organization.

#### 4. CONCLUSION

From all this paper, we conclude that the salary plays a very important role in encouraging people to work. Respondents consider salary as motivational factors and the result of this search adhere to the economic situation of the country, which forces people to work any job, with or without competence for the job, with or without a contract, with or without a proper education, just to provide an income is enough to meet their needs for subsistence and accommodation. But at the same time to soften slightly this condition, we think that the atmosphere at work is inspiring. This makes them work and we hope in future research, hoping to have consolidation of executive power, and we will have other results, otherwise we really have a poor performance of treating human resources.

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