



International Journal of Advanced Academic Studies

E-ISSN: 2706-8927

P-ISSN: 2706-8919

www.allstudyjournal.com

IJAAS 2021; 3(4): 227-230

Received: 08-08-2021

Accepted: 25-09-2021

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An analysis of work motivation of high and low investors

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Abstract

This study was carried to explore the work motivation of high and low investors. In context to this it was hypothesized that there will be no significant difference between high and low investors on their work motivation. The present study has been operated through descriptive survey method. The total sample for the present study consists of 400 respondents. However, whole selected sample was bifurcated into two broad categories viz. high investors and low investors. Whole sample was selected with the help of purposive sampling technique. Work Motivation in this study refers the achievement obtained by the respondents on “*Work motivation Scale*” developed by K. G. Agarwal (2016). The data has been put to statistical treatment by using descriptive as well as inferential statistics. Keeping in view, it was found that high investors hold higher level of work motivation as compared to low investors. The results depicts that the impact of investment is significant on the level of work motivation of the respondents.

Keywords: Work motivation, high and low INV

Introductions

Motivation is a general term used to refer to any goal directed behaviour of an individual. From the social and cultural point of view, the development of individual work place motivation helps people to lead richer and fuller lives, less bound by tradition. Being human every individual needs motivation to do a certain task, only the motivation factors assist in stimulating a person to perform a well-defined job. Even a small child aged of 2-3 years needs motivator to do a work. For instance, if that particular child is giving compliment for doing certain task then immediately he/she will do that task without any hesitation. Similarly, teacher as a human creature required stimulator to perform his/her job. The Work motivation added value to understanding human behaviour. As insight into why people behave the way they do and what needs to be done to ensure that they behave in the way that is most beneficial to the educational institutions. Research on individual work motivation and work behaviour in multicultural work place has been done in various professions including teaching. And some researchers identified that individual work motivation and work behaviour in multicultural work place (like educational institutions) had a correlation with both negative and positive Teachers are also a part of human species and being the lighter of the students who illuminate their life with bright also needed motivation for well performing of their job. Every day they have to teach thousands of students with different personality, cultural background, tribe, caste, creed, religion etc. Besides teaching they have to conduct various co-curriculum activities for the wellbeing of the students for their ensuing future. And at the same time they have to focus on their profession for their own promotion. Despite of these entire things they managed their profession for their own promotion. Despite of these entire things they managed their profession by educating thousands of students every year. By looking into these entire matters it is assumed that teachers also require different kinds of motivation for their better performance in their profession. Work motivation and work behaviour are very much related with each other. They are the two parallel sides of every job. Work motivations directly influence the individual work behaviour. Without any motivation factor no one is willing to do a work. How far work motivation affects the individual behaviour depends upon the particular job and motivation affects the individuals behaviour depends upon the particular job and individual performance on that job. Motivation is very much needed in every field. It offers several importance's to the organization/institution and to the employees. It facilitates initiative and innovation which results in creating higher efficiency in the particular work of an individual.

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Large number of the research studies has been conducted. Like the notable studies are conducted by Amabile, T.M. (1988) ^[1], Andrew, D.P.S., & Kent, A. (2007) ^[2], Andrews, F. and Farris, G.F. (1972) ^[3], Appelbaum, S.H., and Kamal, R. (2000) ^[4], Argyris, C. (1964) ^[5], Arnold, T., Spell, S. C. (2006) ^[6], Ashok, A. and Neaveeda, S. (2011) ^[7], Atsanch, N., Ali R.M. (1999) ^[9] and Wang, H.M. and Feng, W.W. (2003) ^[25]. Despite these research studies the investigator found demographic research gap. Keeping in view, the statement of the research problem is as under:

Statement of the research problem: The statement of the research problem: “An analysis of work motivation of high and low investors”

Objectives: The objectives of the study are as under:
 ▪ To explore the work motivation of high and low investors.

Hypothesis: The hypothesis of the study is given as under:
 ▪ There will be no significant difference between high and low investors on their work motivation.

Methodology of the study: The methodology of the study is reported as under:

▪ **Design of the study:** The present study has been operated through descriptive survey method. Further,

design if the study is based on below mentioned parameters.

- **Sample:** As reported in the above table the total sample for the present study consists of 400 respondents. However, whole selected sample was bifurcated into two broad categories viz. high investors and low investors. In the category of high investors the investigator selected whole sale dealers hooding general store and in the category of low investors, the research selected low investors holding general store on retailer capacity. However, it is pertinent to mention here that whole sample was selected from Shopian, Pulwama, Anantnag, Kulgam and Srinagar districts of Union Territory of Jammu and Kashmir.
- **Sampling technique:** the required sample for the present study was 400 respondents with due representation of type of investment and locality. In addition to this, the investigator collected the required data on the basis of past experience, accordingly, the whole sample was selected with the help of purposive sampling technique.
- **Tools used:** Motivation in this study refers the achievement obtained by the respondents on “*Work motivation Scale*” developed by K.G. Agarwal (2016).

Analysis and interpretation of the data: The analysis and interpretation of the data is given as under:

Table 1.1: Showing the frequency and percent wise distribution of high and low investors on their level of managerial creativity. (N=200 each)

Level	High Investors		Low investors	
	Frequency	Percentage	Frequency	Percentage
EHMC	20.00	10.00	04.00	2.00
VHMC	140.00	70.00	10.00	5.00
HMC	05.00	2.50	08.00	4.00
AMC	05.00	2.50	125.00	62.50
LMC	10.00	5.00	40.00	20.00
VLMC	20.00	10.00	03.00	1.50
ELMC	0.00	0.00	10.00	5.00
Total	200	100	200	100

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- EHMC = Extreme High Managerial Creativity.
- VHMC = High Managerial Creativity.
- HMC = Above Average Managerial Creativity.

- AMC = Average Managerial Creativity.
- LMC = Below Average Managerial Creativity.
- VLLMC = Low Managerial Creativity.
- ELMC = Extreme Low Managerial Creativity.

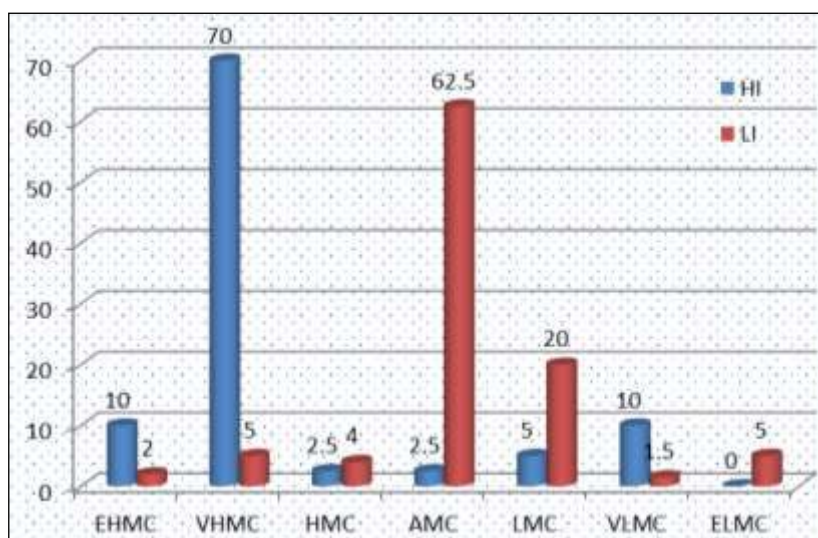


Fig 1.1: Showing the graphical analysis of frequency and percent wise distribution of high and low investors on their level of managerial creativity

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The statistical treatment provided in the table 1.1 (Please see Fig 1.1) gives information about the descriptive analysis of the respondents on the basis of their managerial creativity. The results reveal that 10% (F=20) high investors were seen with extreme high level of managerial creativity. The obtained results designate that 70% (F=140) high investors were seen with very high level of managerial creativity. Besides, it was found that 2.50% (F=5.00) high investors were seen with high level of managerial creativity. In context to same, it was found that 2.50% (F=5.00) high investors were seen with average level of managerial creativity. Further, from the same operation, it was found that 10% (F=20) high investors were seen with low level of managerial creativity. The gained results further reveal that 10.00% (F=20) high investors were seen with very low level of managerial creativity. In context to same, it was found

that 0.00% (F=0.00) were reported with extreme low level of managerial level of creativity. Coming towards their counterparts it was seen 2.00% (F=4.00) low investors were seen with very high level of managerial creativity. Besides, it was found that 5.00% (F=10.00) low investors were seen with high level of managerial creativity. In context to same, it was found that 4.00% (F=8.00) low investors were seen with average level of managerial creativity. Further, from the same operation, it was found that 62.50% (F=125.00) low investors were seen with low level of managerial creativity. The gained results further reveal that 20.00% (F=40.00) low investors were seen with very low level of managerial creativity. In context to same, it was found that 5.00% (F=10.00) low investors were reported with extreme low level of managerial level of creativity.

Table 1.2: Showing the significant of mean difference between high and low investors on their level of work motivation. (N=200 each)

Composite score	High investors		Low investors		't' value
	Mean	SD	Mean	SD	
Work motivation	88.63	18.89	80.87	22.76	3.70@@

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- @@= significant at 0.01 level of confidence.



Fig 1.2: Showing the graphical illustration of mean difference between high and low investors on their level of work motivation

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- HI = High investors.
- LI-Low investors.

Discussion

The perusal of the 1.2 (Please refer Fig. 1.2) gives detailed analysis about the mean significant difference between high and low investors on their level of work motivation scale. The statistical operation specifies that the mean vale of high investors was seen 88.63, whereas the men achievement of low investors was enumerated 80.87. In the same statistical treatment the collected data was analysed with the help of independent 't' test. In pursuance to same, it was found the calculated 't' value came out to be 3.70, which is higher than table value at 0.1 level of significance. Thus, the perusal of the above itemised results indicates that there exists significant difference between high and low investors on above reported dimension. However, high investors were seen with high level of work motivation as compared to

their counterparts (low investors). Thus, keeping the above reported results under consideration the status of the hypothesis is given as under:

Hypothesis: There exists no significant difference between high and low investors on their level of work motivation.

-----Status: Rejected.

Conclusion

As reported above the aim of this study was to explore the work motivation of high and low investors. Keeping in view, it was found that high investors hold higher level of work motivation as compared to low investors. The results depicts that the impact of investment is significant on the level of work motivation of the respondents.

Competing interest: The research declared that no potential if interest with respect to authorship, research and publication of this article.

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