

MOTIVATION FOR WORKING WITH CHILDREN WITH SPECIAL NEEDS

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Abstract:

A motive is an impulse that causes a person to act. Motivation is an internal process that makes a person move toward a goal. Motivation, like intelligence, can't be directly observed. Instead, motivation can only be inferred by noting a person's behavior. Researchers have proposed theories that try to explain human motivation. These theories include drive reduction theories and Maslow's hierarchy of needs theory.

In 2012, we have carried out a survey which sought to identify the key factors motivating employees in social care in their professional activities in different types of institutions delivering social services in Skopje. The survey also examined issues such as opportunities for social care workers to improve their qualifications and the impact of the atmosphere in the workplace on professional motivation.

The main method used by the survey was a written standardised questionnaire.

Key words: motivation, social care, employees

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Motivation is defined as the process that initiates, guides and maintains goal-oriented behaviors. It involves the biological, emotional, social and cognitive forces that activate behavior. In everyday usage, the term motivation is frequently used to describe why a person does something. There are three major components to motivation: activation, persistence and intensity. Activation involves the decision to initiate a behavior, such as enrolling in a psychology class. Persistence is the continued effort toward a goal even though obstacles may exist, such as taking more psychology courses in order to earn a degree although it requires a significant investment of time, energy and resources. Finally, intensity can be seen in the concentration and vigor that goes into pursuing a goal. For example, one student might coast by without much effort, while another student will study regularly, participate in discussions and take advantage of research opportunities outside of class.

In the research was applied Work Preference Inventory constructed in 1987 by Teresa Amabile consisted from 30 questions for work motivation (Amabile, T.M., 1997). The Work Preference Inventory (WPI) is designed to assess individual differences in intrinsic and extrinsic motivational orientations. Both the college student and the working adult versions aim to capture the major elements of intrinsic motivation (self-determination, competence, task involvement, curiosity, enjoyment, and interest) and extrinsic motivation (concerns with competition, evaluation, recognition, money or other tangible incentives, and constraint by others). The instrument is scored on two primary scales, each subdivided into 2 secondary scales. The WPI has meaningful factor structures, adequate internal consistency, good short-term test-retest reliability, and good longer term stability. Moreover, WPI scores are related in meaningful ways to other questionnaire and behavioral measures of motivation, as well as personality characteristics, attitudes, and behaviors.

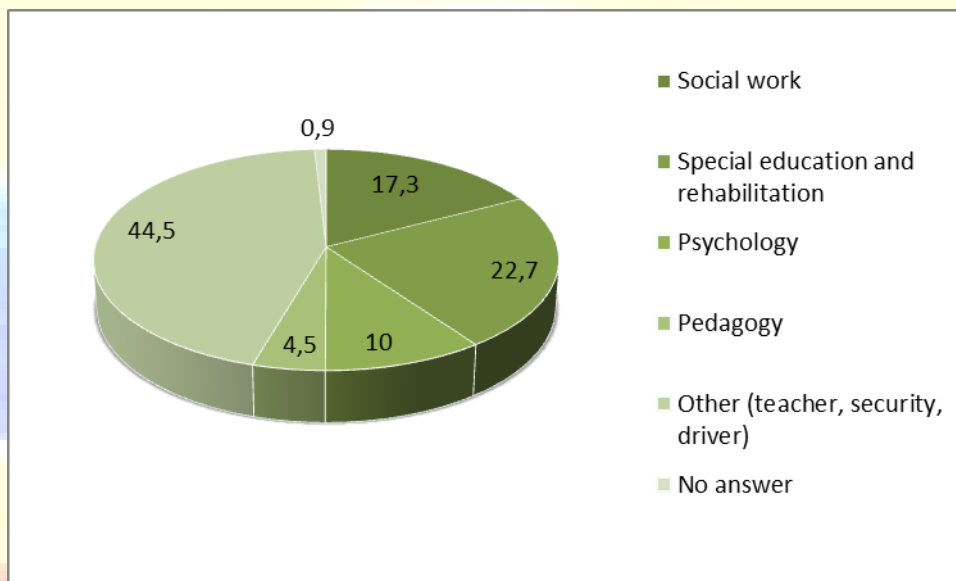
The research was conducted on employees that work in Institutions for institutional and no institutional protection of children with special needs.

In Table 1 is given the structure of the sample according to the place of work and their sex.

Table 1. Structure of the sample

	f	%		f	%
Institutional protection	16	14,5	Man	21	19,1
Non institutional protection	94	85,5	Woman	89	80,9
Total	110	100,0	Total	110	100,0

For having in mind the structure of the sample, we have divided them according to the professions that they are working in the Institutions. The Graphic 1 gives the full image of the jobs of the employees.



Graphic 1. Structure of the sample according to the job title

In Table 2 are given the results of the employees that refer to the scores for external, internal and total motivation at employees in social care.

Table 2. Motivation for work at employees (N=110)

	Min	Max	M	Mdn	SD
Internal motivation	35,00	60,00	50,10	51,00	5,303
External motivation	29,00	60,00	42,36	43,00	6,338
Total motivation	69,00	120,00	92,46	92,50	9,763

The general hypothesis in this research states that *employees in institutional and non-institutional care with different personal characteristics differ among themselves in terms of motivation for work.*

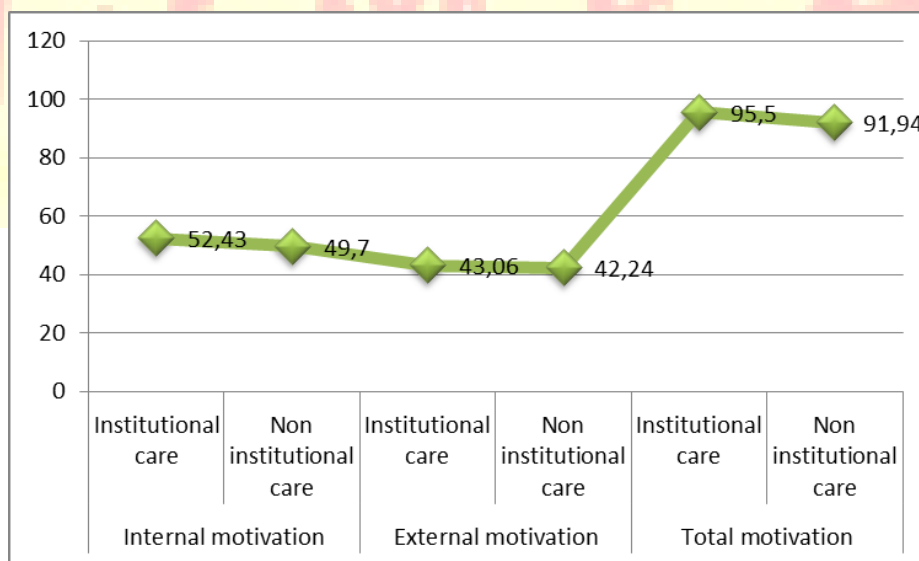
In order to determine whether employees in institutional and non-institutional care with different personal characteristics differ among themselves in terms of motivation to work we have compute t test of significance between the two compared groups (Table 3).

Table 3. Differences in the level of motivation between employees in institutional and non-institutional care

	Type of institution	N	M	SD	T	Sig.
Internal moti- vation	Institutional care	16	52,43	6,439	1,931	,056
	Non institutional care	94	49,70	5,017		
External moti- vation	Institutional care	16	43,06	6,082	,475	,635
	Non institutional care	94	42,24	6,405		
Total motiva- tion	Institutional care	16	95,50	10,392	1,351	,180
	Non institutional care	94	91,94	9,615		

Df = 108

For clearer image of the results, the arithmetical means of the both compared groups are shown on Graphic 2.



Graphic 2. Arithmetical means of motivation of employees in institutional and non-institutional care

This hypothesis was not confirmed or employees in institutional and non-institutional care did not differ among themselves in terms of motivation.

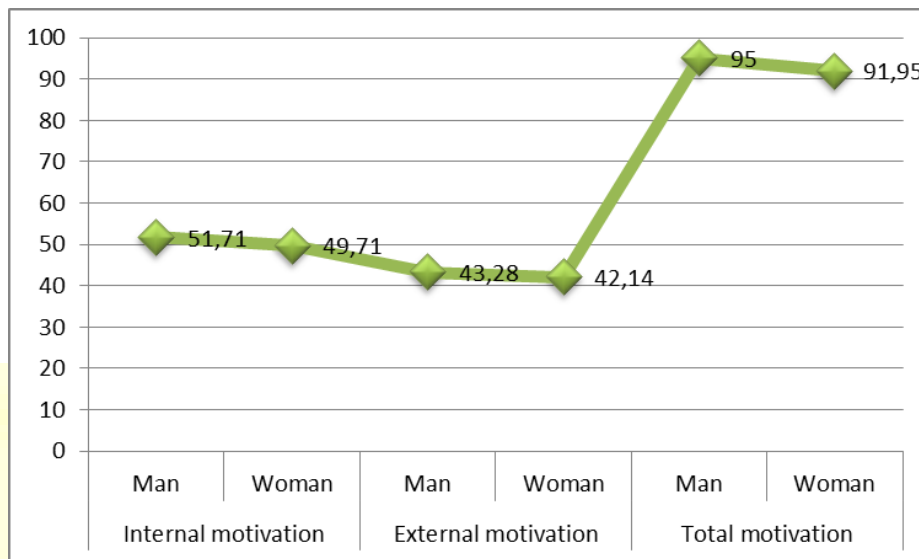
As specific hypotheses will be reviewed following

- Employees in institutional and non-institutional care of the opposite sex differ among themselves in terms of motivation for work.
- Employees in institutional and non-institutional care with different profession differs in terms of motivation for work.

In order to determine whether employees in institutional and non-institutional care with different sexes differ among themselves in terms of motivation for work was calculated t-test for determining the differences between male staff and female staff. The results indicate that the hypothesis is not confirmed that there are no significant differences between male staff and female staff in motivation to work. Although it is still necessary to note that employees of males have a greater tendency to manifest motivation, which is consistent with previous research and which can be visible to Graphic 3.

Table 4. Differences in the level of motivation between employees with different sex

	Sex	N	M	SD	T	Sig.
Internal motivation	Man	21	51,71	5,041	1,561	,121
	Woman	89	49,71	5,319		
External motivation	Man	21	43,28	5,386	,740	,461
	Woman	89	42,14	6,551		
Total motivation	Man	21	95,00	8,837	1,328	,187
	Woman	89	91,95	3,203		

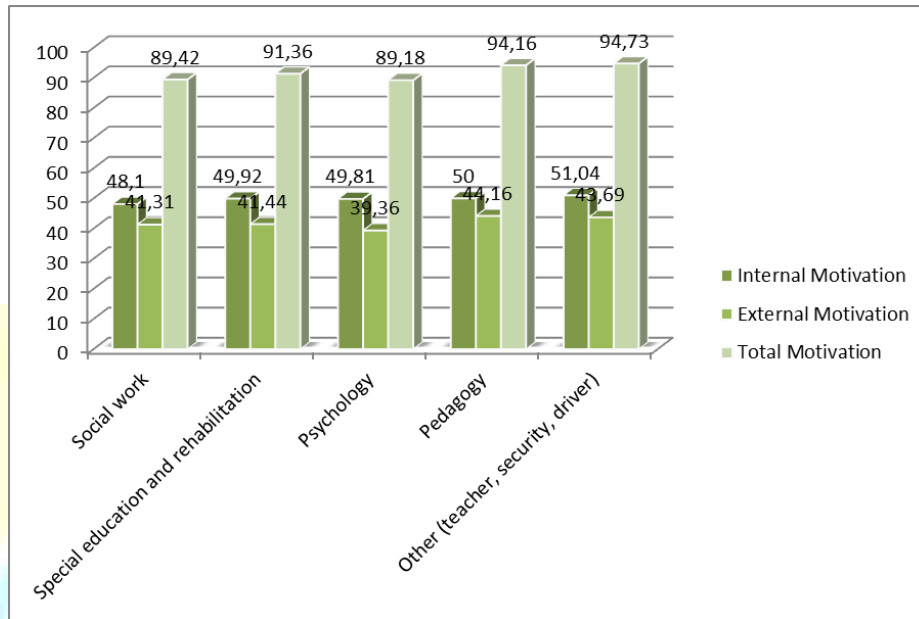


Graphic 3. Arithmetical means of motivation of employees with different sex

The following table presents the arithmetic means of all employees in accordance with their profession.

Table 5. Arithmetical Means of motivation at employees with different job positions

Work place		Internal motivation	External motivation	Total Motivation
Social work	M	48,10	41,31	89,42
	N	19	19	19
	SD	3,619	5,981	8,636
Special education and rehabilitation	M	49,92	41,44	91,36
	N	25	25	25
	SD	5,514	6,545	10,164
Psychology	M	49,81	39,36	89,18
	N	11	11	11
	SD	3,995	6,313	9,119
Pedagogy	M	50,00	44,16	94,16
	N	6	6	6
	SD	7,641	2,714	6,968
Other (teacher, security, driver)	M	51,04	43,69	94,73
	N	49	49	49
	SD	5,641	6,494	10,103



Graphic 4. Arithmetical means of motivation of employees with different job position

Conclusion

Each employee has a different set of factors that motivates him to do his best work. Business owners need to understand what the motivations of workers are in order to effectively manage and grow a business that has the full support of its employees. Money is often the first factor to come to mind, but successful entrepreneurs will see that as just one part of a larger picture of incentives that drives employees to excel at their jobs.

Employee motivation develops in one of two ways. Intrinsic motivation comes from within, driving you to succeed based on inner goals and ambition. Extrinsic motivation comes from external sources, motivating you with incentives to push your performance. Both intrinsic and extrinsic motivation carry distinct advantages and different employees display different motivational characteristics. Knowing which employees are motivated more intrinsically or extrinsically can improve your skills as a manager.

Most people have at some time been cajoled into doing something, and most have done things for a reward. What is involved in these situations is extrinsic motivation. Conventional psychological theory holds that people have their own interior, or intrinsic motivations, such as love, happiness and self-worth. But they are also motivated by factors outside themselves that for either positive or negative reasons may cause them to take action. Businesses use many forms of extrinsic motivation (Amabile, T. M. & Kramer, S. J., 2010).

Intrinsic motivation, described as a person's desire to complete activities for their own benefit, typically causes people to take action without external encouragement or influence. Thomas Malone, a professor at the MIT Sloan School of Management, and Mark R. Lepper, a professor at Stanford University, have studied attitudes and organizational behavior extensively. In contrast with extrinsic motivators that have a short-term impact, intrinsic motivators tend to produce a lasting impact. Companies provide financial payment rewards in exchange for the work they want done. However, creating an environment that encourages individuals to complete additional tasks only for the enjoyment and enrichment it gives them leads to more satisfying results for everyone.

References:

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