



“effects of extrinsic and intrinsic factors on motivation”

STUDENT: FLORIN PETRISOR ZINICA

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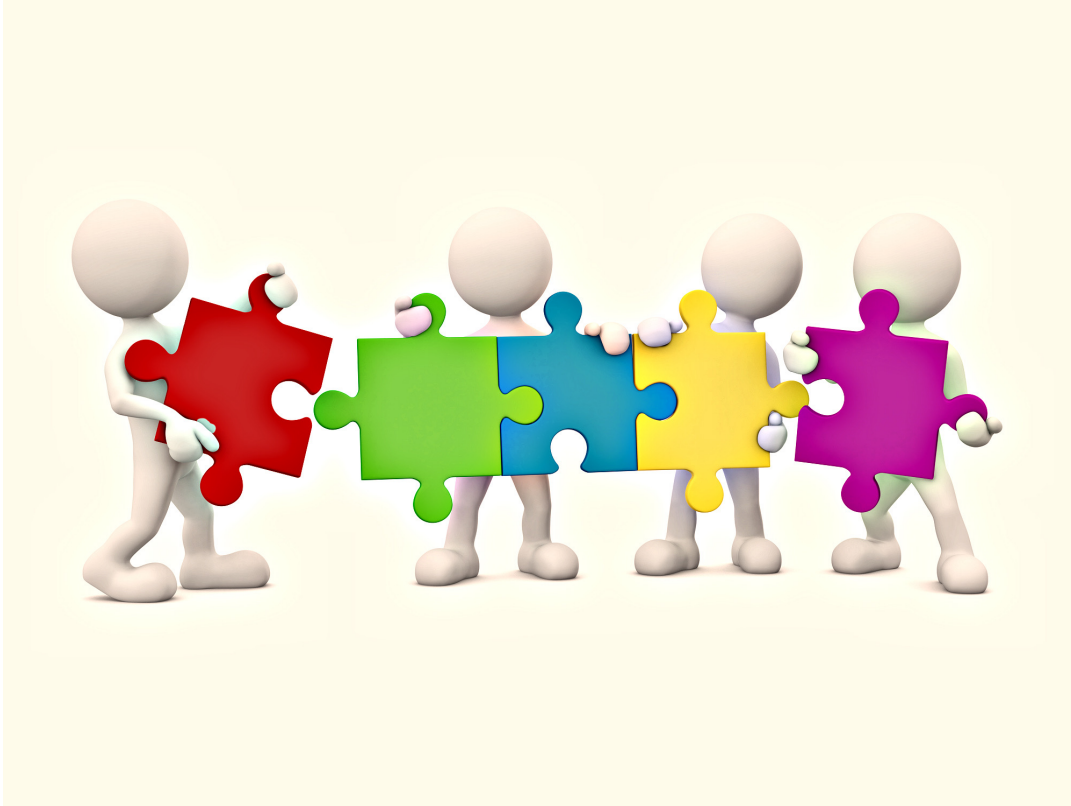
LECTURER: SUJEEWA HERATH

UNIVERSITY OF WALES TRINITY SAINT DAVID

Introduction

The following presentation is written with the main purpose of looking into how extrinsic and intrinsic motivation can be used as a source of development.

Along the slides, the differences between the two are going to be discussed as well to make sure that a great amount of knowledge is being developed based on these.



What is motivation?

Motivation is the word derived from the word motive and the main significance of this word is needs, desires, wants, and therefore, motivation drives individuals to accomplishing the goals and objectives that they have set.

In businesses, for example, motivation is very important as when employees and managers are motivated, a higher performance is being presented in the completion of what has been planned (The management study guide, 2022).





About Extrinsic Motivation

The extrinsic motivation is defined as being the activity where people are being motivated by the rewards they are being provided after completing a work.

For example, at the workplace, people are motivated by their salaries, they work hard to receive their full salary for the work they completed (Huston, 2009).

Intrinsic Motivation

Do something for its inherent enjoyment
or personal satisfaction,
not for separable outcome such as trophy or prize

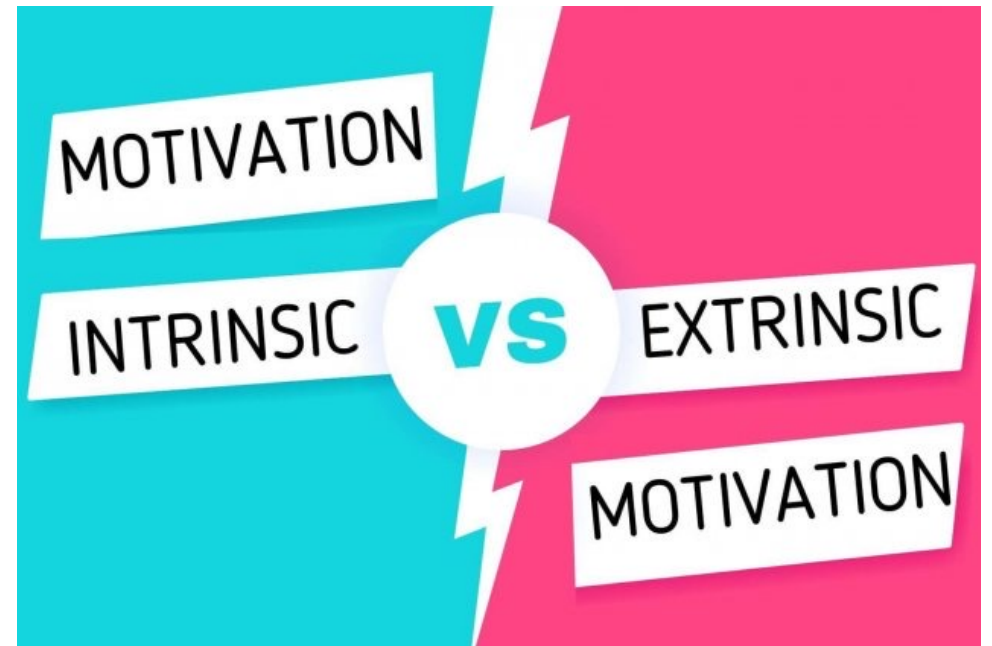


About intrinsic motivation

Intrinsic motivation is defined as **the doing of an activity for its inherent satisfaction rather than for some separable consequence**. When intrinsically motivated, a person is moved to act for the fun or challenge entailed rather than because of external products, pressures, or rewards (Thomas, 2009).

Differences between extrinsic and intrinsic motivation

Intrinsic motivation comes from within, while extrinsic motivation arises from external factors. When you are intrinsically motivated, you engage in an activity because you enjoy it and get personal satisfaction from doing it. When you are extrinsically motivated, you do something in order to gain an external reward.





Conclusion

Overall, motivation is important and either extrinsic and intrinsic motivation tends to be very effective for the higher performance of employees in companies.

The extrinsic motivation tends to be more popular because generally people are motivated by the rewards.

List of Refereces

Huston, C. J. (2009) *Leadership Roles and Management Functions*. 1st Edition. Lippincott Williams & Wilkins.

The Management Study Guide (2022) *What is motivation* (online) available on:
https://www.managementstudyguide.com/what_is_motivation.htm *last accessed on: 20th June 2022*

Thomas, K. W. (2009) *Intrinsic motivation at work: what really drives employee engagement*. 2nd Edition. Berrett- Koehler Publishers.