

Maintaining a Motivated Workforce in the Malaysian Armed Forces

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Abstract : This paper gives an in-depth discussion on Motivation in the Malaysian Armed Forces; highlighting it as a powerful and important tool upon which the well-being of an entire (or any) organization rests. It starts with the literal definition of the word and then the psychological aspects of it detailing the intricate mechanics and fundamentals in order to accurately and systematically harness it to create a motivated workforce. It then describes the types of motivation; positive and negative, its many facets and manifestation, clearly identifying each one point by point as well as drawing examples. The paper also deals with certain controversial practices like favoritism; nepotism and provides examples of military motivation both in historic and contemporary context. It strips the current system (and its flaws) to build, nurture and maintain motivation in the future. It shows how “past practice” may not necessarily be “best practice”, by providing the building blocks necessary to move forward and cautions on the inter-relation and differences between morale and motivation. As a conclusion the paper coins a theory of working in shifts for the military and urges careful research and planning as to IF this can raise if not maintain motivation in the new era.

Keywords : armed forces, Malaysia, motivation, military psychology

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