

Emerging Dimensions of Intrinsic Motivation for Effective Performance

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Abstract : Motivated workforce is an important asset of an organisation. Intrinsic motivation is one of the key aspects of people operations and performance. Researches have emphasized the significance of internal factors in individuals' motivation. In the changing business scenario, it is a challenge for the organizations' leaders to inspire and motivate their workforce. The present study deals with the intrinsic motivation potential of an individual which govern the innate capability of an individual driving him or her to behave or perform in the changing work environment, tasks, teams. Differences at individual level significantly influence differences in levels of motivation. In the above context, the present research attempts to explore behavioral trait dimensions which influence motivational potential of an individual. The present research emphasizes the significance of intrinsic motivational potential and the significance of exploring the differences in the intrinsic motivational potential levels of individuals at work places. Thus, this paper empirically tests the framework of behavioral traits which affects motivational potential of an individual. With the help of two studies i.e., Study 1 and Study 2, exploratory factor analysis and confirmatory factor analysis, respectively, indicated a reliable measure assessing intrinsic motivational potential of an individual. Given the variety of challenges of motivating contemporary workforce, and with increasing importance of intrinsic motivation, the paper discusses the relevance of the findings and of the measure assessing intrinsic motivational potential. Assessment of such behavioral traits would assist in the effective realization of intrinsic motivational potential of individuals. Additionally, the paper discusses the practical implications and furnishes scope for future research.

Keywords : behavioral traits, individual differences, intrinsic motivational potential, intrinsic motivation, motivation, workplace motivation

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