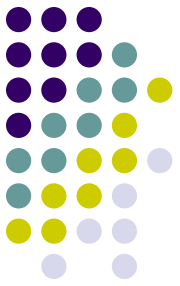


Chapter 5

Motivating the colleagues



Motivation influences human behavior.

If a person is going to show their behavior as intended,

Motivation drives a person to express their behavior.

In addition, motivation helps to direct human behavior.

Motivation : the origin of behavior



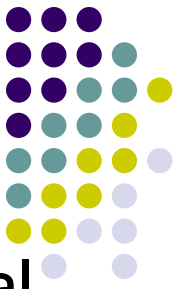
Motive

- : A state in which the organism is stimulated to perform behavior. to get to the destination or destination.**



Motivation

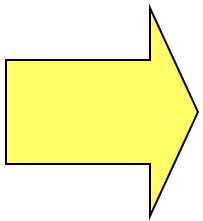
- : The process by which a person is stimulated by various factors. This creates an impetus to show behavior to achieve the goals set by the persuaders.**



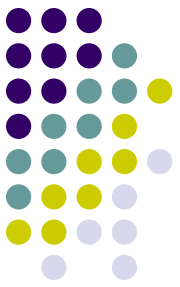
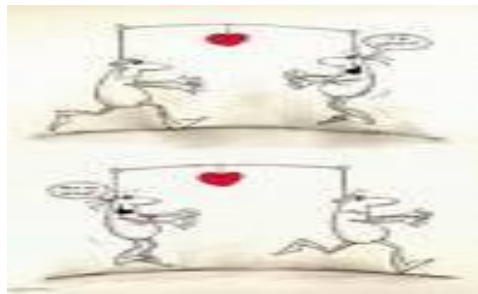
Human behavior occurs because of motivation.
Something urges a person to work towards that goal.

(except for behaviors caused by reflexes)

and when motivated, there will be enthusiasm to do that activity to reach the goal you have in mind.



The goal is sometimes called a "reward".
or a "new goal" will arise.



Behaviors that are stimulated or stimulated to be expressed

This is called "motivated behavior".

This will manifest in 3 characteristics.

1. Energetic = Act in a way that increases power.
2. Directional = must be headed in a certain direction.
3. Existence = Maintain the level of behavior

What can stimulate or drive various behaviors must be what will make a person want and interested. It can be an external stimulus that comes from the lure or an internal stimulus.

**Motivation is a passive process.
It is continuously occurring in cycles.**

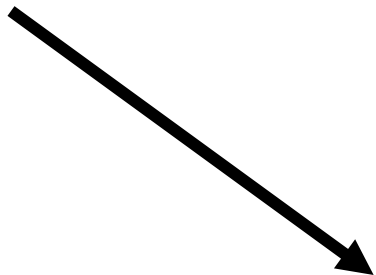
Elements of motivation



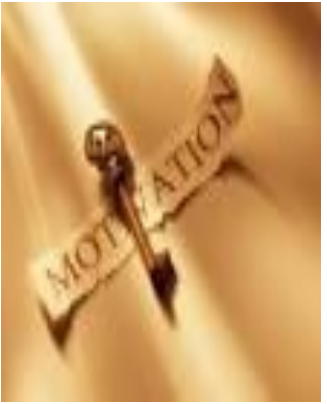
1. Stimulating state = need Motivation or motivation
2. Motivated behavior occurs because of stimulation.
3. The state in which the organic path to the goal leads to a decrease in satisfaction and arousal state.



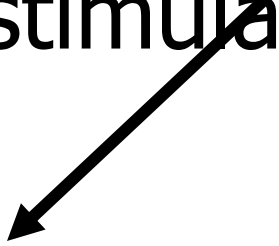
Requirements
Thrust
or motivation.



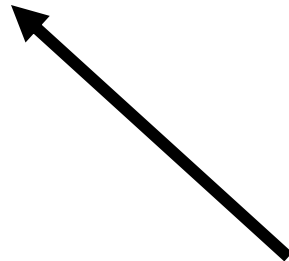
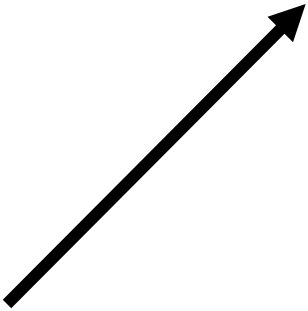
Right behavior
Motivated or
stimulated



Goals and
Rewards
or
temptation.



Satisfaction



Characteristics of predisposition



1. Intrinsic motivation



A state in which a person wants to act or learn on their own without relying on induction from external stimuli, including needs; Feelings and thoughts, attention
Individual attitudes

2. Extrinsic motivation



A state in which a person is stimulated by external stimuli.

Stimulate demand and show behavior.

Towards that goal.

They are reinforced with temptations and rewards



Responding to human needs is based on the principle that "human beings are different".

which is based on the foundation of accuracy and propriety.

Therefore, each human being has the ability to perceive, interpret, and react differently.



In working with humans

We must learn and try to understand his actions.

It is also caused by "human needs".

The study of human nature and needs, it will help us understand ourselves and others better.

and lead to the acceptance of human differences.

To live happily with humans in society.

Know and understand the existence of human nature.

It allows us to meet the needs of others correctly. This will lead to good relationships and interpersonal relationships.

Needs



The incentive process takes place all the time.
Because the body has needs and drives.



Needs are caused by a shortage within the body.
This causes a lack of balance in the body.

Types of needs



1. Requirements Physical

is the requirement.

Have the physical drive to

Keep internal organs functioning normally.

- Food, Water, Air
- Rest, sleep
- Excretion
- Exercise
- Sexual desire
- Movement

2. Requirements Psychological and social aspects

is the requirement.

It occurs within the mind and emotions

- Security
- Love, warmth.
- Esteem
- Achievements
- Recognition
- Honor and fame

Drive



: Stimuli caused by organic internal needs cause activities such as hunger, and hunger.



Needs and drives always go hand in hand.
If the demand is high, but the thrust is not high,
it will be high. Behavior will not occur.

Types of drives



1. Primary Drive

1.1 Physiological drive

It is caused by internal conditions in the body.

If the body is out of balance, a need and drive arise to encourage certain behaviors.

It keeps the body in balance. "Homeostasis" :

- * Warmth Cold and pain
- * Hunger Appetite
- * Sleep
- * Sex drive
- * Driving to be a mother



1.2 General drive



It is a psychological motivation caused by
Basic psychological needs include:



- * Movement and interaction with the environment
- * Curiosity, new interest, strange things.
- * Touching
- * Fear
- * Love

2. Secondary Drive

It is a driving force that comes from learning.
It is called "social motivation".



- Attachment to another person
- Social acceptance
- Position
- Feeling of stability
- Achievements
- Independence





Motivation at work



"Always attentive to the workers in all matters.
There is no saying that it will be praised.

1. Positive motivation

Using rewards as a temptation, such as a salary increase by two steps.

Give them the right to express their opinions and participate in decision-making.

"Pay attention and reward only work that works well."

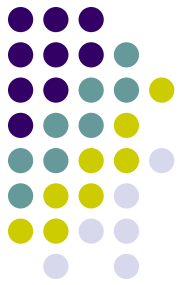
2. Negative motivation

For example, punishment if used frequently will destroy morale and morale.

Motivation theories



1. Behavioral theory
2. Humanistic theory
3. Cognitive theory
4. Social learning theory of motivation



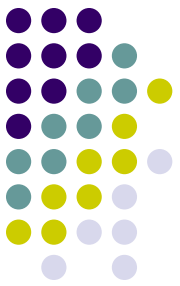
1 Behaviorism

Interested in studying behavior, which can be measured, observed, and tested.

It assumes that the environment or experience determines behavior, and learning occurs when stimuli and responses are connected. This is a habit builder and causes behavioral patterns.

The behavior will be more frequent if reinforced

Psychologists in this group are:
Pavlov, Watson, Skinner.. Thorndike.



Skinner Commented:
there are 2 common types of behaviors:

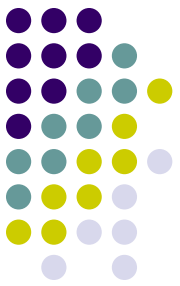
1. Respondent behavior

:Behavior that is directly under the control of stimuli
For example, the dog's response in Pavlov's experiment.
The child is shocked when he hears a loud noise, etc.

This is the body's automatic reflex.
that respond to external stimuli.

2. Operant behavior

: a behavior that manifests itself by the actions of the owner,
the behavior itself, rather than occurring because it is
stimulated by a stimulus.



Skinner believed that

It is the stimuli within the person that determine human behavior, such as hunger, thirst, happiness, suffering, etc. These lead to the formation of behavior and personality in the person.

He also pays special attention Reinforcement- Reinforcers This is important for behavioral experiments to look at him.

Skinner gave a definition of "reinforcer".

: an event or stimulus, which, when it occurs with a response, At the right time. This makes it more likely to have more responsive power. The method of using reinforcers is "reinforcers".

② Humanism



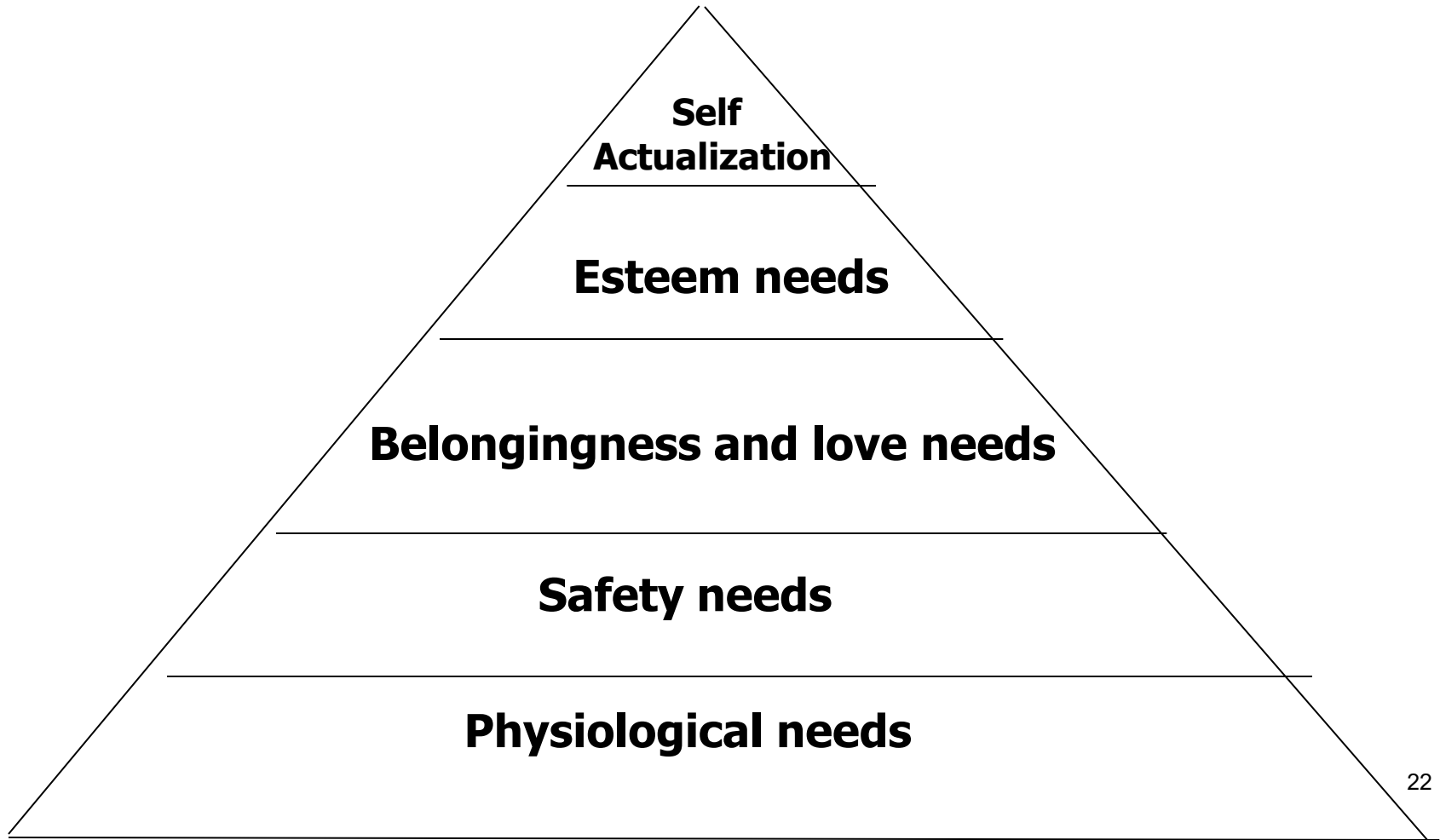
The belief that human beings are good-active and that human beings are free to lead themselves and be self-reliant.
Be free to do different things without causing yourself and others to suffer.

Human beings are responsible and creators of society.
In addition, it emphasizes positive self-perception.
and believe that a person must struggle.
To always meet your own needs perfectly.

This group of psychologists includes Rager, Maslow, and Combs.

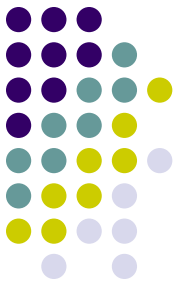


Maslow's Hierarchy of Needs Theory





The essence of Hierarchy of Needs of Maslow



1. Individual needs are prioritized from lowest to highest.
2. When one need is met,
The need will be reduced in importance, but there will be a need for
for
Something else needs to take its place.
3. When low demand is obtained. Responding to the response,
there will be a higher level of demand.
4. The higher the demand, the less urgency to respond to survive.
It can be postponed a lot.
And there is a chance that it will disappear easily.
5. The needs at each level are related and overlapping.

③ Cognitive theory



It is seen that the study of human behavior is not enough to look at expressive behavior only.

It should take into account the brain processes or cognitive processes that are the direct cause of the behavior.

This group of psychologists looks at the subject

Learning is a matter of insight.

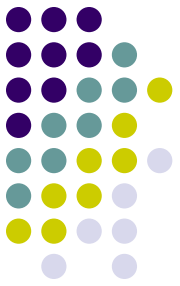
Or is it a change in the original thinking?
and learning, which leads to insight.

This group of psychologists includes:

Bruner. Lewin. Kohler. Ausubel



Cognitive Field Theory



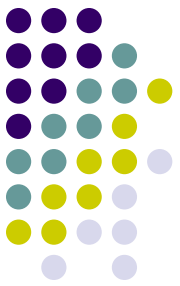
Kurt Lewin said:

The expression of a person is characterized by force, energy, and direction. Anything that is in the interest and need will have positive energy. If it is beyond interest, it will have negative energy.

It is the creator of the concept of Life space.

" To understand the behavior of a particular person in a particular situation and at a particular time, we need to know everything related to that person.

Because people will behave according to what is relevant to them, according to what they perceive."



Lewin proposed a model of Basic Model of Behavior with 3 hypotheses:

1. Causality

: It may be caused by the environment or heredity.

2. Drive impulse

: For example, the impulse caused by the necessity of the body.

3. Goal directedness

: To satisfy stimuli, reduce tension, and reduce various needs.

④ Social learning theory of motivation



Bandura

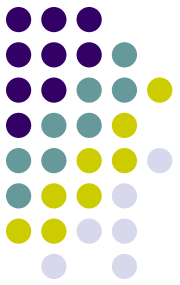
proposes that most human learning

It is learning by observing the actions of others.

Unlike reinforcement theory, instead of emphasizing that a person's behavior is a consequence of getting positive reinforcement

But this concept emphasizes that:

Anticipating future outcomes is the incentive and will show behavior.



Most of the behavior of people

It is not controlled by immediate events.

From experience, we expect to have the behavior we want and others will not.

Therefore, the behavior is adjusted by anticipated outcomes.

For example, we do not wait for an accident before buying insurance. In addition to that, we can learn behavior.

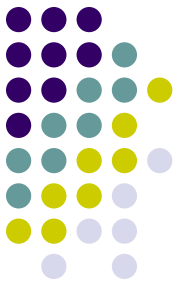
By looking at the right subject.

For example, learning to swim, learning to drive.

It must be taught and explained before the experience.



Predisposition in humans



“Motivational arousal”

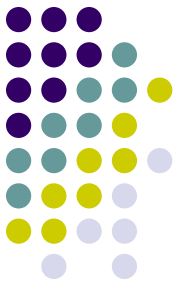
Motivation can provoke behavior

“Motivational disposition”

Motivation does not cause organic behavior to manifest itself.

Observations on Motivation

From the behavior that was shown.



1. The expression of motivation for each person will vary according to learning. Experience
2. The same motivation may cause different behaviors.
3. Different motivations may cause people to express the same
4. Many motives can be expressed in disguised forms, including expressions in dreams. Nervous breakdowns
5. Behavior that manifests itself at a certain time can be caused by many motives.