

A Scientific Modeling of Factors of Human Motivation in Organizations

Συντάχθηκε απο τον/την Administrator

Τρίτη, 02 Ιανουάριος 2018 08:19 - Τελευταία Ενημέρωση Τρίτη, 02 Ιανουάριος 2018 08:23

The present manuscript has two key objectives, firstly it will model the concept of human motivation within an organization and secondly, based on this modeling, it will extract within a coded framework the key motivational factors, as well as the variables that describe/define those factors. To achieve the above-mentioned objectives, an extensive review of the international scientific literature was conducted, while the method of content analysis was adopted.

This method allowed the creation of a new integrated model of human motivation in organizations, which led to the formulation and the novel codification of two main factors: the regulating factor and the motivating factor. The regulating factor within an organization can regulate/affect the motivating factor which in turn affects the behavior and the actions of the employees. The regulating factor within an organization depends on two agent factors: the human/employee (Maehr and Mayer in Educ Psychol Rev 9:371– 412, [1997](#) ; Wiley in Int J Manpower 18:263–280,

[1997](#)

) and the community/organization (Miner in Role motivation theories. Psychology Press, USA,

[1994](#)

; Wiley in Int J Manpower 18:263–280,

[1997](#)

). Likewise, the motivating factor depends on two agent factors: needs (Islam and Zaki Hj. Ismail in Int J Commer Manage 18:344–362,

[2008](#)

; Koole in Cogn Emot 23:1–44,

[2009](#)

; Fisher in J Manage Rev 12:384–412,

[2010](#)

; Von Gilsa and Zapf in The role of emotion and emotion regulation in job stress and well being. Emerald Group Publishing Limited,

[2013](#)

) and the outcomes of actions/behaviors (positive or negative) (Amaratunga and Baldry in Facilities 20:327–336,

[2002](#)

; Robbins and Judge in Organizational behavior. Prentice Hall, USA,

[2010](#)

; Abadi et al. in Int Bus Manage 2:157–169,

[2011](#)

). Based on the findings of this manuscript, the researchers will soon conduct a field research upon the motivation via reward systems in Greek luxury hotels and how these systems can contribute to the change of organizational culture in hotels.

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Citation: Stavrinoudis T., Kakaroukas C. (2018) A Scientific Modeling of Factors of Human Motivation in Organizations. In: Katsoni V., Velandar K. (eds) Innovative Approaches to Tourism and Leisure. Springer Proceedings in Business and Economics. Springer, Cham.

Πηγή: https://link.springer.com/chapter/10.1007/978-3-319-67603-6_34