

Motivation of Engineering Faculty of the Catanduanes State University Toward works

Dexter M. Toyado

Catanduanes State University, Virac, Catanduanes, PHILIPPINES

Corresponding Author: dtoyado@gmail.com

ABSTRACT

The graduates of the Catanduanes State University prefer to work abroad and in Metro Manila. There were some who preferred to stay in the province and look for a job. The College of Engineering barely needs additional faculty members, but few are willing to work in the institution.

This research sought to determine the unique motivational factors towards work of the faculty of the college and why they are staying in the university. The research was conducted using a qualitative study of the faculty utilizing the questionnaire and interview on the motivation aspect towards work. The faculty of Catanduanes State University- College of Engineering was found to be significantly interested in doing their best and, given the freedom, will perform well. Simple recognition will validate what they have done well and will serve as additional motivation for the faculty. This research also found that organization background, reputation, working environment, harmonious workplace relationship is equally important with the salary.

Keywords-- Motivation, Engineering Education, Employee Motivation, Work

provide every motivational opportunity to employees are not meeting the requirements of managing adults. There are many reasons that motivation theory can be utilized to offset the negative industry trends relative to engineers (Browne, 2013). Ramlall (2004) suggests that while many organizations have implemented employee retention practices, they are rarely based upon sound motivation theory, and therefore their efficacy is questionable. Shoura and Singh (1998) found that motivation theory can be utilized to determine if engineering management has struck a balance between the engineer's need for development and the overall goals of the organization. From the study of L. Cohen & Derrick (1970), found that engineers possess unique personality and personal values that are different from those of other occupations. Browne added that it would be advantageous to optimize individual work motivation factors, if any, for engineers in order to better predict, understand, and influence their choices, effects and performance. This paper aims to look into what motivates them and how they see their jobs or works.

I. INTRODUCTION

The enrolment of the only educational institution offering civil engineering in the provinces show an average increase of 39.4% in the last two decades. In the recent Civil Engineer Licensure Examination result of November 2019 shows that 6,510 or 43.18% out of 15,075 examinees passed and the CatSU examinees manage to surpass the national passing percentage with 44 passer or 64.71%. This data only shows there is an inclined interest to the civil engineering profession especially when we are witnessing the outcome of the Build, Build, Build program. However, graduates of the Catanduanes State University prefer to work abroad and in Metro Manila for some reasons. Only a few stays in the province and look for job here. According to Stabbert (2010), many engineers are leaving the profession or are unsatisfied in their work environment. Or maybe because of the Filipino engineers are being preferred by employers abroad because of their competence, hardworking, and world class standard. According to Herzberg (2003), managers that do not

II. RESEARCH PURPOSE, SCOPE, AND LIMITATIONS

This study seeks to determine if there are unique motivational sources that inspire, influence, or motivate civil engineers in the workplace to perform their job. The study is conducted in June to July 2020 with engineering faculty members of the Catanduanes State University. The engineers included in this research are mostly civil engineers because the main curricular offering of the institution is civil engineering.

III. METHODS

The type of research is descriptive. Participants in this study were regular and temporary faculty of the College of Engineering, Catanduanes State University. Questionnaire are distributed through email, messenger, and Google form, while interview was done using phone call, video call, and other networking apps such as Facebook, Google meet apps. A 12-point questionnaire based on the traits and factor from Theory X

and Theory Y of McGregor (1960). Some of the items are taken from Survey Instrument from Measure of Motivational Sources (Ryan, 2011 and Browne 2013)

IV. MOTIVATION THEORY

Motivation has been studied and by a number of learning scholars from different viewpoints. According to Pinder (1998), work motivation is a set of dynamic forces that originate both within as well as beyond an individual's being. Motivation can be defined also as the amount of energy an individual is willing, given intrinsic and extrinsic factors, to expend in order to perform a function. Motivation is a process that describes individual's strength, direction, and determination of effort towards accomplishing a goal.

Engineer's attitude is apparently a basis of motivation in work. Douglas McGregor in 1960 proposes the famous and well cited theory X and Y in his book "The human side of enterprise". In the table below Theory X and Theory Y are commonly referred to the field of management and motivation, which illustrate why and how people work. Theory X position is that workers will do as little as possible to get by, hence they need excessive of direction. Theory Y position that workers are interested in doing their best and, given the freedom, will perform well.

Motivation can be further driven because of their needs. Maslow (1954) gives us the Hierarchy of Needs. Accordingly, human needs contain five echelons, the base of the echelon which is the largest and most fundamental is physiological needs, followed by safety needs, love and belong, esteem and self-actualization at the top. This theory proposes that the most basic level of needs must be met before the other individual desire on higher level.

Hygiene and motivation are two aspect that greatly affects work environment according to Frederick Herzberg. According to him, hygiene factors do not motivate a worker to perform. Hygiene factors includes, policies, administration, working conditions, status, salaries and wages, supervision and administration. He added that the way they are implemented or not implemented can lead to employee dissatisfaction and on the other hand, motivation can lead to optimum performance of the worker. Motivation factors includes, achievement, recognition, growth, advancement, challenges, and realization.

Vrooms (1963), states that expectancy theory scrutinizes the relationship between the level of effort to the level of performance, and the level of performance against rewards, and finally examines the rewards against the personal goals of the worker. Employees are motivated when they believe that putting more effort will result to better performance, better performance will lead to organizational rewards, such as promotion, dividends, and

benefits, and the predicted rewards are valued by the workers. Vroom suggests that these stages are incorporated into a series of relationships and are referred to as individual effort, individual performance, organizational awards, and personal goals

ERG Theory proposed by Alderfer (1969) is similar to Maslow's Hierarchy of Needs, but it focuses on existence, relatedness, and growth needs. Where existence includes the needs for food, drink, shelter, and safety. Relatedness needs include the need to feel connected to other individuals or a group and are fulfilled by establishing and maintaining connections. Also, growth needs are fulfilled by personal accomplishment and self-actualization.

McClelland (1975) emphasizes that individual needs may change over time through personal growth, environmental factors, and experience. He also proposed that people are motivated by power, achievement, or affiliation, and that how you manage a worker is different based on what motivates that individual.

Motivation research has been of interest to administrator, leaders, and managers because it offers guidance on how to optimum performance of the workers. The proper motivation of employees is valuable to the firm in terms of employee retention, productivity, and job involvement (Ramlall, 2004). In order to improve the effort from employees, managers must provide a conducive environment for employees to develop, improve self-esteem, and become engaged participants in the organization (Dean-Arnold, 1988).

V. RESULTS AND DISCUSSION

This study is to determine what motivational factors CatSU engineering faculty needs to perform well in their jobs. According to Browne (2013), most of the important research relative to motivation and engineers has utilized a single motivation theory construct in order to provide guidance to managers when faced with energizing engineers to be productive. This study will give us insight of the motivational factor the faculty has. However, these studies will not give us holistic view regarding the motivational factor of the college of engineering faculty.

Most of the respondent says salary is the most important factor affecting their decision in staying with their current job, if there is a good offer, they might tend to move to companies offering higher salaries. Some respondents, especially the senior faculty members with more than 20 years of service mainly suggest that the company's background and reputation, working environment, harmonious workplace relationship is equally important with salary.

Majority of the respondent know that even a simple recognition will validate what they have done well

and will serve as additional motivation for them. A few and mostly senior faculties are not into being recognized as long that they performed their duty properly and have the desired output.

All are aware that evaluation is being conducted with respect to their performance. They all agree that when you do something do it the best way possible so that even if you are or not being evaluated your work output is always at its best result.

Asking about if it is important also that colleagues approve their work behavior, the common answer is the healthy relationship and work environment is the most important aspect in their career. This can be achieved their work behavior is acceptable to the group, hence misunderstanding and other hindrances that may affect the harmonious relationship at workplace will be avoided.

The respondents agree that they give their best effort in their work and also improve whatever they fall short of. They are just doing their work the best possible way with or without being seen by most influential people in the organization.

A number of respondents argue that their personal goals is not aligned with the organizational goal mainly because the goal of the organization is very demanding. However, some said that when you are in the organization, you must have the same mission, goals and objective with the organization. The achievement of the organization is also their achievements. That is why aside from salary, the reputation and values within the organization is important.

Engineering faculty should take responsibility of their work but need guidance from superior. However routine works and teaching methodology must be based on the faculty best practice and where he/she delivers it with expertise. They all agree that strict supervision is not healthy in engineering profession. Reprimand, cautions, and rewards can be implemented on basis wherein it is necessary but not encourage. Engineers are good at doing their job without supervision they added.

VI. CONCLUSION

This research sought to determine the unique motivational factors towards work. The research was conducted using a qualitative study of the faculty utilizing the questionnaire and interview on motivation aspect towards work. The faculty of Catanduanes State University- College of Engineering were found to be significantly interested in doing their best and, given the freedom, will perform well. Simple recognition will validate what they have done well and will serve as additional motivation for the faculty. This research also found that organization background, reputation, working

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