

## **AN ANALYSIS OF RELATIONSHIP BETWEEN MOTIVATION AND JOB INVOLVEMENT OF NURSING PERSONNEL**

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### **ABSTRACT**

Human being is a social animal. So human beings want many things like food, a place to sleep, money and the feeling that we belong as a member of a group. Such terms as "wants", "desire" and "needs" describe the motivations that distinguish between the positive forces which impel us to work toward certain ends. Such terms as "fears" and "aversions" refer to negative forces which repel a person away from certain objects or conditions yet the two types of forces are similar in one respect they both initiate and sustain behavior and this we call motivation. "Wishing" and "wanting" describe the positive driving forces in us which direct our behavior toward an approach object: such an object would be the food sought by a hungry person.

People have a variety of physical, social and physiological needs and satisfying these needs become their personal goal. Organization has a variety of incentives to use to induce people to work. These incentives include money, job security, status, and recognition and challenging jobs. Employees will be motivated to work if they find these incentives attractive. If these rewards are satisfactory, the worker will repeat his productive behavior. If they are not satisfying the worker will be discouraged.

**KEYWORDS:** Food, A Place to Sleep, Money, Social Animal, Motivation "Wishing" and "Wanting"