

INVESTIGATING THE RELATIONSHIP BETWEEN GENDER, AGE, EDUCATION, AND THE EXPERIENCE OF MOTIVATED PEOPLE

Jafar Faraji¹, Mohammad Kazemie Arpnahaie², Behnam Hejazie³

¹ M.A., Department of Management, Malayer Branch, Islamic Azad University, Iran,

² M.A., Department of Management, Borujerd Branch, Islamic Azad University, Iran,

³ M.A., Department of Management, Hamedan Branch, Islamic Azad University, Iran,

Abstract

The aim of this study is to investigate the relationship between gender, age, education, and the experience of motivated people of the state banks' managers of Khorramabad city. The research methodology is descriptive-correlational and the standard questionnaire (motivation questionnaire) has been used in it. The statistical population is all of the state banks' managers of Khorramabad city including 120 people and according to Morgan's chart 92 people have been selected based as the sample of the study based on the random classified sampling. All of the statistical analyses based on the questionnaire are done using Cronbach's Alpha. The obtained results show that there is a relationship between the experience of the members of the sample and their job motivation. There is no relationship between the members' education and their motivation. There is a relationship between the age of the members and their job motivation, and the positive amount of Pearson shows that this relationship is direct. There is not a relationship between the gender and the motivation of the members of the research sample.

Keywords: Gender, age, education, individuals' experience.

Introduction

The 1950s was a fruitful period for the motivation concept development that many theories were proposed. Although they were all objected heavily and now they are under question, they may still have the best explanations about motivation of the staff (A'rabi, 2003, 313).

Motivation is an internal state that persuades the human to do a specific activity. Some of the experts know motivation as the same need, demand, tendency, or the internal motive which persuades the individuals for doing a task. Some others, on the other hand, consider the motivation as the cause and the reason of human's behavior, believing that anything done by an individual is the result of a need or motivation existence which is the motive for him/her to do that thing. Thus, the effectiveness of the management process depends on the individuals'

motivation for doing their tasks. Therefore, all of the human's behavior is purposeful. It can be stated that two factors which form the human being's behavior are motivation and the goal. Accordingly, the staff's motivation for doing the organizational duties and paralleling their goals with the organization's goals is very important.

Motivation → Behavior → Goal

Explanation: the individual's behavior is formed under the effects of his/her motivation for achieving the specific goals (Rezaeian, 2009, 444).

1. Need

When the physiological imbalance occurs the need comes out. The best word for need is the "lack", for example the body cells need to be fed, and when you are deprived from communication with friends need is revealed.

2. Drives

Drives or motivation are two words because of the need decreasing. A physiological drive can simply described as "the oriented lack". The physiological and psychological drives are practical but supply the required energy for reaching to the goal. The same example of food and water shortage, this need is revealed as hungriness and thirstiness.

3. Incentives

At the end of the motivation's cycle there are goals and incentives which are defined as the need alleviator or the drives' decreasing. Accordingly, reaching to the physical and mental balance is being possible and the drive is decreased or removed. Eating food and drinking water and finding good friend lead to the life balance (Fouladvand, 2004, 15).

Martin II believes, however, that two stimulating or attractive to the power which is achieved through the control over the realm and stimulating toward the social stability through justice and fair are good motivators (Martin, 2008, 49).

Diagram 1. Integrating the source motivation theories (Robins, translated by A'rabi & Rafiei, 2003, 326).

Research methodology

method		Data analysis	Statistical population	Statistical sample	Sampling method	Data collection instrument
objective	Data type					
applied	qualitative	Correlation	Khoramabad's State bank managers(120)	92	Random classified	questionnaire

data collection and the required information was done through the use of library and questionnaire which are the most common field methods based on the five-choice-Likert scale

and the scoring for any question was done from the degree of very much to very little. The questionnaire used in this research is as following:

Motivation is composed of 23 questions and at the beginning of the questionnaire age, education, gender, and the work experience is proposed.

The questionnaire validity and reliability

The validity of the questionnaire was confirmed by the supervisor instructor and by some other respected instructors.

For determining the reliability of the questionnaires first of all 25 questionnaires were distributed among the members of the sample population and after that the Cronbach's alpha was measured using the SPSS software. The obtained cronbach's alpha for the 23 questions of this questionnaire was 0.94. Regarding the fact that the cronbach's alpha around the 0.7 is acceptable, the obtained cronbach's alpha for the questionnaire of this research is in a high level.

Data analysis and the hypotheses' testing were done using SPSS software.

Spearman test

Hypothesis 1: there is a significant relationship between the sample members gender and motivation.

H0: there is not a significant relationship between the sample members gender and motivation.

H1: there is a significant relationship between the sample members gender and motivation.

Significance level (error)	α	Chi amount	Degree of freedom
0.452	0.05	32.29	35

It is seen in above table that the significance level (error level) is more than 5%, thus these two variables have no relationship, then H0 is confirmed and H1 is rejected. Accordingly, the relationship between the gender and motivation was not established.

Hypothesis 2: there is a significant relationship between the age of the sample members and their motivation.

H0: there is not a relationship between the age of the sample members and their motivation.

H1: there is a relationship between the age of the sample members and their motivation.

Significance level (error)	α	Pearson amount	number
-------------------------------	----------	----------------	--------

0.011	0.05	0.264	91
-------	------	-------	----

It is seen in above table that the significance level (error level) is less than 5%, thus there is a relationship between two variables of this hypothesis, then H0 is rejected and H1 is confirmed. Accordingly, there is a relationship between the age of the members of the sample and their job motivation. The positive amount of Pearson shows that this relationship is direct.

Hypothesis 3: there is a significant relationship between the education of sample members and their motivation.

H0: there is not a relationship between the education of sample members and their motivation.

H1: there is a relationship between the education of sample members and their motivation.

Significance level (error)	α	Pearson amount	number
0.554	0.05	-0.063	91

It is seen in above table that the significance level (error level) is more than 5%, thus there is no relationship between two variables of this hypothesis, then H0 is confirmed and H1 is rejected. Accordingly, there is no relationship between individuals' education and their motivation.

Hypothesis 4: there is a significant relationship between individuals' experience and their job motivation.

H0: there is not a relationship between individuals' experience and their job motivation.

H1: there is a relationship between individuals' experience and their job motivation.

Significance level (error)	α	Pearson amount	number
0.015	0.05	0.254	91

It is seen in above table that the significance level (error level) is less than 5%, thus there is a relationship between two variables of this hypothesis, then H0 is rejected and H1 is confirmed. Accordingly there is a relationship between individuals' experience and their job motivation.

Conclusions

For investigating this hypothesis stating that there is a significant relationship between the age, education, gender, and experience variables of individuals and the learner's motivation Pearson and Chi were used. The results obtained from the relevant tables show that between the demographic variables of age and experience a relationship has been established at the level of 5% and the positive amount of tests show that with increasing the age and experience the learner's motivation increases too. But, there is no relationship between the gender and education with the learner's motivation.

References

- [1]. Fouladvand, Nasir. (2004). Investigating the effects of hygienic factors of weed leaf on the performance of water and sewerage engineering of Khorramabad city. MA thesis. Azad University, Borujerd Branch.
- [2]. Martin, Daniel. (2008). The management classic and public productivity. Article. Maryland University.
- [3]. Rezaeian, Ali. (2009). Organization and management principles. Tehran, studying and developing the humanities books' organization (SAMT). Second edition.
- [4]. Robins, Stephen. P. (1995). Organizational behavior management. Parsaeian and A'rabi. Tehran. The commercial research and study institute.
- [5]. Robins. Stephen. P. (1994). Organizational behavior principles. Kabiri, Ghasem. Tehran. Center of scientific publishing of Azad University. Second edition.