



A Study of 'Achievement Motivation' Among Government and Non-Government Employees

* Ms. Arpita J. Chavda **Dr. S. M. Makwana

* Research Scholar, Department of psychology, Sardar Patel University, Vallabh Vidyanagar

** Associate Professor, Department of Psychology, Sardar Patel University, Vallabh Vidyanagar, Anand-388120

ABSTRACT

Present report represents a study of 'Achievement motivation' among government and non-government employees. Here we have chosen government and Non-government employee. 'Achievement motivation' measurement was carried out by using scale developed by Dr. Aswin Jansari (2007-08). We have studied 'Achievement motivation' by taking three independent variables using F-Anova test with 2x2x2 factorial design.

Keywords : Achievement motivation; F-Anova test; Government employee, Non-government employee

Introduction:

The influence of an individual's needs and desires both have a strong impact on the direction of their behavior. Motivation is based on your emotions and achievement-related goals. There are different forms of motivation including extrinsic, intrinsic, physiological, and achievement motivation. There are also more negative forms of motivation. Achievement motivation can be defined as the need for success or the attainment of excellence. Individuals will satisfy their needs through different means, and are driven to succeed for varying reasons both internal and external.

Objectives:

1. To study the internal effect of types of job on achievement motivation among Employees.
2. To study the internal effect of gender on achievement motivation among Employees.
3. To study the internal effect of experience (duration) on achievement among Employees.

Research Methodology:

(Dhila, 2004)

1. Independent Variables

| | |
|------------------|---|
| A = Types of Job | A ₁ = Government employee |
| | A ₂ = Non - Government employee |
| B = Experience | B ₁ = 10 Year Experience |
| | B ₂ = More than 10 Year Experience |
| C = Gender | C ₁ = Male |
| | C ₂ = Female |

2. Dependent Variables

Degree of Survival context Insecurity

Table -1

Summary of the 2x2x2 analysis of variance based Achievement motivation on with respect to three independent variables

| Sources of Variance | Sum of Square | DF | Mean sum of Square | F | Level of Significant |
|-----------------------|---------------|----|--------------------|-------|---------------------------|
| Types of Organization | 1669.878 | 1 | 1669.878 | 4.876 | Significant at 0.05 Level |
| Types of Gender | 3.838 | 1 | 3.838 | 0.011 | N.S. |
| Types of experience | 342.378 | 1 | 342.378 | 1.000 | N.S. |

Hypothesis:

Ho1 : There is no significance difference between achievement motivation of Government and Non-government employee.

Ho2 : There is no significance difference between achievement motivation of different group of experienced persons.

Ho3 : There is no significance difference between achievement motivation of male and female.

Tools:

1. Personal information sheet
2. Achievement Motivation Scale Developed Dr. Aswin Jansari (2007-08)
3. Statistical analysis of data by F-Anova test using 2x2x2 factorial design

Sample:

The present study has been aimed to the effect of government and non- government Employees works values, achievement motivation and emotional maturity. The Total sample 320, were taken for this research out of 320 as a sample of 160 government Employees, 80 Employees had 10 year experience and 80 had more than 10 year experience. There are 40 Employees are male and 40 are female. Researcher has been same sample were selected for non-government employees.

Statistical analysis:

(Parekh and Dixit, 1995)

| | | | | | |
|-------|------------|-----|----------|-------|---------------------------|
| AXB | 7.503 | 1 | 7.503 | 0.022 | N.S. |
| AXC | 2210.253 | 1 | 2210.253 | 6.454 | Significant at 0.05 Level |
| BXC | 290.703 | 1 | 290.703 | 0.849 | N.S. |
| AXBXC | 3.003 | 1 | 3.003 | 0.009 | N.S. |
| SSW | 106842.375 | 312 | - | - | - |
| SST | 111369.922 | 319 | - | - | - |

Results and Discussion:

H_{0_1} : There is no significant difference between Means(M) of the degree of survival context Insecurity between Upper and lower class youth.

The 'F – Value' for first set of independent variable was found 2.57 as shown in table-1. This result has 0.05 significance value. So above said hypothesis H_{0_1} can't be accepted because result has significant difference. Thus statistical data of table-1 clearly shown that there is significant difference in between achievement motivation of Government and Non-government employee.

H_{0_2} : There is no significant difference between Means(M) of the degree of Survival context Insecurity between city and rural area youth.

The 'F – Value' for first set of independent variable was found 2.57 as shown in table-1. This result has no significance value. So above said hypothesis H_{0_1} can be accepted because result has no significant difference. Thus statistical data of table-1 clearly shown no significant difference in between achievement motivation of different group of experienced persons.

H_{0_3} : There is no significant difference between Means(M) of the degree of Survival context Insecurity between boys and girls.

The 'F – Value' for first set of independent variable was found 2.57 as shown in table-1. This result has no significance value. So above said hypothesis H_{0_1} can be accepted because result has no significant difference. Thus statistical data of table-1 clearly shown no significant difference in between achievement motivation of male and female.

Conclusion:

Finally we can conclude this study in following three conclusions:

- There is significant difference in between achievement motivation of Government and Non-government employee.
- There is no significant difference in between achievement motivation of different group of experienced persons.
- There is no significant difference in between achievement motivation of male and female.

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