

Human behavior in organizations

Business, Human Resources



Do you think pay is the primary motivating factor for most job applicants and existing employees?

One firmly believes that although the pay is a motivating factor for most job applicants and existing employees, it is not the primary or sole motivating factor. Different motivational theories have identified diverse motivators ranging from needs and desires in hierarchical fashion or depending on work-related opportunities for growth. As acknowledged, the pay is only a part of the extrinsic motivational factors including non-financial provisions. There are also intrinsic motivational factors that include participation in decision-making, greater job freedom and discretion, more responsibility and interesting work, as well as greater opportunities for personal growth and development (Martires, 2004). All of these factors assist to motivate applicants and employees in contemporary work settings.