

# How are we motivated

[Business](#), [Management](#)



Answer I am of the viewpoint that high job satisfaction depends more on extrinsic motivation (result of management) as compared to intrinsic motivation (result of ones personal outlook). The reason is that people search for those jobs these days which can fulfill their professional, as well as personal needs of life. In such circumstances, a job that can provide people with job benefits, such as, allowances, flexible job timings, and other cash and non-cash rewards becomes more valuable than a job without such facilities. These facilities and benefits not only improves the motivation and performance levels of employees but also results in a higher job satisfaction level.

On the other hand, people who are intrinsically motivated want to satisfy their inner-self and to do this they put up big efforts. However, to achieve a higher job satisfaction level, the thing that counts more is extrinsic motivation because today almost every person wants luxuries in life and those luxuries are associated more with a company's approach towards human resource management. The better the approach will be in terms of implementation of incentives and benefits programs, better will be the level of motivation of employees, and as a result improved will be the level of job satisfaction of employees.