IMPORTANCE OF THE INNER MOTIVATION ON MANAGEMENT AND THE WAYS OF THE KEEPING HIGH THE INNER MOTIVATION

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Abstract— Today's people have dissatisfaction. This situation is effecting works' progress and the given duties are not completing. For every personel the duty is a sacred. Because personel's mission is completing the duty consummate. Becasue of low motivation there can be problems with complete a duty. Like personels, the managers also have missions to do and they have more responsibilities. Managers provides their motivation own themselves. Because they won't have anybody every time when they need help and they will stay alone most of the time whie solving problems. A manager who has high inner motivation make her/his duty with her/his best and cares personels' troubles with sincerely. It is also important to keep high the inner motivation. Keeping high the inner motivation can provide with having some features. A manager who have high inner motivation, both motivates employees and reaches success himself/herself.

Index Terms—Motivation, Inner Motivation, Manager, Personel.

I. INTRODUCTION

So many people cannot focus for their job because of the lack of motivation or does not provide desired yield. The employees to enjoy what he's doing and It began to appear reluctant employees doing works. This situation is not seeming just on employees also managers are effecting. To make people work under the managers, at first the manager must believe in his own work and must love to be a model. Because of this the managers must be like the person who have high internal motivation. This article is about why the managers shold have high internal motivation and how to keep internal motivation in high position....At first there are definitions of motivation and internal motivation and why it is important how to carry on as a being high motivated and the ways of that.

DEFINITION

In order to make the definition of the 'inner motivation', we start with defining 'motivation'. Motivation is the power that supports an individual to succeed in a work or study and that directly affects the performance of the staff. [1]The needs that forms the basis of the human behavior creates the driving power that prompts the person, which is called the 'impulse'. [2] Motivation is stimulating the creative capacity of the staff, creating the team spirit and the sense of responsibility in all functions and hierarchy levels.[3] In other words, motivation is the thoughts, hopes, beliefs, briefly desires, needs and fears of the people, which prompts them and decides the direction of their movements. [4] Motivation is affecting 'somebody that does something' to perform that something with the expected quality and quantity.[5] It can be defined as making enthusiastic and concentrated efforts in order to reach organizational goals.[6] Motivation can be provided with inner or outer effects. The theorists that divides the motivation as inner and outer motivations define the inner motivation as the desire of a person to become successful with his or her enthusiasm and willpower .[7] Inner motivation is the drive that comes from inside of an individual, formed by the education he had and the tendencies he has. Inner motivation is a means that prompts an individual to think constantly about his ideals or his life.

THE IMPORTANCE OF INTERNAL MOTIVATION ON MANAGEMENT

To provide the peresonels' work efficiently is just possible motivate him in the best way.[8] Today the lack of motivation become serious problem on management. In advanced industrial societies orienting to automation and producing reduced the joy of workers on job. The personels who works like these areas cannot feed the emotions on job like enjoying from completed task. [9] Another area of personels' motivation is their managers situtation. Whether be a company's manager, a country's minister or a troop's commander, a manager have to be a model for his/her personel. Relations with personel, pace of his working and perseverance, Çalışanlarıyla ilişkileriyle, kendi çalışma temposuyla ve azmiyle, with his drawed vision he be a model to his personel. According to Kouzes and Posner (1995) the leader(manager) questions existing system, inspires collective vision, allows subordinates to take action, applies himself what he wants from personel and address to emotions and awaken the inner motivation. Managers success adhere to personels' studies and using their knowledge, ability, and power for studying for organizational goals.[10] Personel studies according to managers behaviors.The manager who is perfectionist on his job, his personel have to be perfectionist. It will bring success to manager.

Human's behavior is very complex and hard understand so it is not easy to develop principlesabout motivation.[11] A soldier will feel respect to his commander when the commander care soldier's trouble and soldier always will do the orders perfectly. He will always struggle to satisfy the commander. This situation bring the commander in soldier's mind precious and it allows to follow the orders in high motivation.

All of behaviors of us connected to inner motivation. The motivation wouldn't intended for always our needs, there are motivation sources which motivates person unconsciously.[12]According to studies on inner motivation, there are some motives people has, that is not connected outside factors. For example according to studies on animals' motivation, people have some curiosities those are not connected any prize or any outside factors. Based on these observations, inner motivation can described desire to learn by oneself and make observation.[13] Managers see themselves far from their job like the personels. In these situations they can't find anyone to get help. They have to overcome problems by themselves. Meanwhile inner motivation helps in here and recalls to manager principle job, led him to his job. So inner motivation transforms managers more determined and dedicated leaders. Examinations on the professionals on information technologies commonly people's motivations are according to "how to work a computer", it is being a curiosity and gives joy to them, it can be attached with some motives. [14]

THE WAYS OF KEEPING HIGH THE INNER MOTIVATION

Motivation is not a task to be completed, you need to evaluate a continuous process. The important thing is not to climb to summit, remain at the summit. There must be continuity if we want to internal motivation remove us to success. The managers should deal with the problems without to need for anyone. The managers who have high inner motivation see this problems as a joy on the way of their success.

A manager who wants to keep the internal motivation is always high characteristics which are required are: Logical goals, belief, patience and discipline. These characteristics provides to managers as a successful leader. In this part it explained why the manager should have these features.

a) Logical goals

Goal is that people want to achieve. There are two kinds of goals, first one is utopian goal, second one is logical goal. So if there is no enough facility to do something, we say it is utopian goal. It does not mean we shouldn't have high goals. Technology is developing rapidly so everything changing day to day and plans are preparing with futures technology. A manager who says we will use the teleportation in 5 years, he will see they cannot be achieve this goal because today's technology is not adequate. Logical goals are putting in a plan and the manager who thinks his goals will do his/her job with a joy and reflect it to thepersonel. Manager will always think about his aim and the problems won't be deterrent. It will help to the manager keep his inner motivation alive and continuous.

b) Belief

At first manager have to believe his task and then he make believe the personel and motivate them.Believing is half of successing. A leader who belives to be successful makes belive the other people around him/her, and collectively catches success with them. The founder of Turkey Repuclic Mustafa Kemal Ataturk " I know what I am doing and how to do it clearly, I absolutely believe this nation will have result.[15] Thus Ataturk's belief surrounded hole country and all people were sure the country will be free. A huge country get freedom with belief of just a manager.

c) Patience

Patient person knows the obstacles are temporary and motivates himself/herself according to this. We have to endure and be patient when the progress is slow. Isaac Newton's idea about this is: " If I have done some important exploration , it done with my patience. Scientists are trying 1000 times for their inventions but they don't give up and show patince. A manager never give up from his job and should be patient.

d) Discipline

Discipline bring order to our life and we don't effect from clutter. Disciplined person steps with in plan and his/her job does on time. So there won't be lack of motivation. Ataturk: " Existing of discipline brings peace, peace brings success." Being a disciplined person we follow our tasks in a plan and do our job on time. This gives satisfaction and raises inner motivation.

CONCLUSION

The problem today is the dissatisfaction of the phase lines are thought to arise from a lack of motivation. The problems encountered in business motivation can be accomplished easily drawn a logical target by high manager. In management to achieve success internal motivation is very important. An executive director who got internal motivation is both seen as an example to the employees and be successful at work. To keep internal motivation in constant, it needed to combine with dynamic features listed above. Especially formation headed by a non-target manager for the material and moral losses it can cause damage inflicted formation.

In periods of particularly difficult time, administrators can maintain the above-mentioned 4 basic internal

motivation. target occurred in the logical framework, faith, patience, and discipline managers to provide an example for the employees and most importantly will lead to results, keeping their motivation high. So to fulfill his duties and would be willing to be willing both employees.

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