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Student Motivation and Why It Is Essential in Building a Successful Career

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Abstract:
Student motivation is an essential tool that is required to provide an incentive for students to acknowledge and habitualize because it is a determining factor towards identifying yourself and what career path you want to be able to take given the opportunity. The mindset you apply with how you perform tasks and assignments whether that would be at school, university, or work will define how likely you are to be successful. The concept and idea of student motivation underlies upon having a form of desire to willingly participate in the learning process while also stressing about the reasons behind their decision to be involved or lack of involvement in academic activities (Lumsden, 1994). Academic outcomes heavily influence student behavior and their decision- making in the future and different socio-demographic characteristics very much means individuals have their own form of preparation and procedures on what is the best approach with assignments and examinations (Roebken, 2007). We often think to ourselves what aspects of life are our sources of motivation in building the road to success when choosing what career path is best for us and what can we do to reach our goals & achievements. Without motivation students simply will not be able to perform at their very best on an academic standpoint and while it is disputable that there have been many successful individuals that have been high school or university drop outs, the undisputed factor that have contributed to their success is clearly their incentive and motivation of having to work every day to achieve what is best for them. The ultimate challenge is essentially adaptation and facing tough obstacles because the university environment is not so easy as they say and having a mindset dependent on academic performances can deteriorate your state of mind leading to a loss in motivation so it is imperative for a student to acquire a positive way of thinking because by just having that can give you a direction on how you can improve academic performances and build your own pathway towards your degree. Student perception of the quality of a specific program can determine a student's rate of success (Langevin, 2013). Moreover, Social connection is a crucial factor when discussing student motivation as having a person to talk to and have daily conversations with about how they are doing is so necessary to maintain that positive and stable mindset for a university student. In addition, a student obtains this sense of recognition and support from other individuals through social connection and various experiences of university dropouts have stressed upon not having any friends to communicate with can heavily affect his way of thinking and day-to-day habits which in most cases can result on a severe loss of motivation. Social support enables an individual to gain self-esteem and a form of emotional intelligence between themselves and other people therefore obtaining various insights and perspectives from numerous individuals which is such a crucial element during adolescence (Asif, 2019).

Keywords: *Motivation, involvement, behavior, decision-making, environment, communicate, self-esteem, incentive*

1. The Basis of This Research & Understanding Student Motivation

The main objective of this study is basic research consisting of qualitative data and research on the effect and influence student motivation can have on not only academic terms and performances but also how a certain behavioral pattern and perception can determine what is the ideal job or career path for an individual. Students now often have their own way of thinking on how things can be done which is why it is imperative to understand their thought process towards decision-making i.e. routinely not turning up to classes, procrastination, or inability to make friends. Universities and educational institutions are facing huge difficulties with students because of the perspective and standpoint of students versus the costs and competition as well due to performances in academics (Elias, 2017). A key method in motivation management is gaining the ability to talk and socialize with other people through online mechanics such as voice applications and podcasts. Not only do podcasts give students slightly more power to express themselves and their interests but also, they have the ability to access learning materials after classes (Nataatmadja & Dyson, 2008). The interests and perspectives of students are factors that really need to be considered for institutions because mental health is now high in demand for this generation as there are millions of people that experience a reoccurring loss of motivation to carry out daily tasks and issues with mental health which is critical for performances on an academic level and standard. In this case, the researcher will be conducting video interviews with his respondents as it is believed to be an effective way of gaining information because it is best to let your respondents express themselves and how they are feeling with their time at university whilst also emphasizing how a student can stay motivated to turn up to class and strive for their long-

term achievements. The possession of a mindset can have different variants but as long as that particular form of mentality keeps you motivated that is what can be your biggest strength in overcoming challenges such as deadlines, assignments, and examinations. We need to be able to micro-manage between our intrinsic motivation and extrinsic motivation because the key differences between both sets of behavioral patterns is so influential on how we value things in life and that is why a student must maintain his or her level of motivation in order to graduate and have a successful career ahead of them.

2. Maslow's Hierarchy of Needs

In order to understand how one is satisfied and motivated you must identify the factors affecting their satisfaction and Maslow's theory that we have different aspects of life that influence our emotions and feelings is a potent example on how an individual is able to micro-manage their mentality and behavioral pattern and this concept does not only apply to workforce but also university students. Throughout his life Maslow always wanted to discover what drives and motivates people because of his belief that everybody had a system of motivation and that there are various levels of needs that a person had to fulfill in order to be always motivated at work (McLeod, 2007).

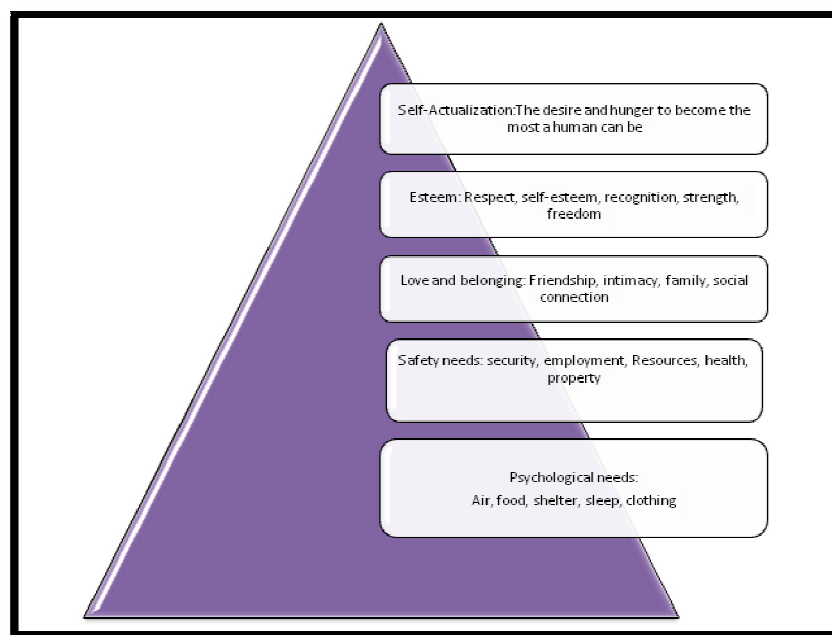The following graph below represents Maslow's hierarchy of needs pyramid:

Figure 1

2.1. Psychological Needs

The lowest tier of Maslow's hierarchy and it very much defines the most critical needs of a human being such as water, air, food, shelter, and sleep because he believed that other needs are only attainable once psychological needs are satisfied

2.2. Safety Needs

This level of needs concerns towards security and safety because once an individual's psychological needs are met, they will also need a sense of survival instinct and factors like job security, health insurance, and safe working facilities need to be heavily considered regarding one's safety needs.

2.3. Social Needs

In terms of social needs as human beings we always concern ourselves with our emotions and find difficulties and challenges dealing with them that is why we value the importance of social needs quite highly because family relationship, friendships, communities, and religious connections are extremely valuable to our lives and definitely need to be satisfied because this tier of needs revolves around the emotional and spiritual aspect of life.

2.4. Self Esteem

Self-esteem addresses the attributes of an individual with factors such as personal worth, social recognition, and achievements present within this tier of needs

2.5. Self-Actualization

This tier is the highest tier of Maslow's hierarchy of needs and it stresses towards self-awareness and oneself rather than others because the individual seeks to fulfill their potential as they strive to be the best version of themselves

Maslow also believed that the emphasis of self-actualization is of great value and importance because it displays a process of growing and developing as a person to be the best leader and influencer which will most definitely help them achieving their full potential within the organization (Cherry, 2014). The term self-actualization is the desire for self-

fulfillment as an individual has a growing desire to become more and more what he or she is and to achieve the ability of becoming an individual that holds unspeakable value and power (Cherry, 2014). Furthermore, he also expresses that an individual is unable to achieve the next level of need until they are able to satisfy their current needs (Gawel, 1996).

3. Methodology

3.1. Interviews

My chosen methodology would be interviews specifically video interviews between myself and respondents who are students of SBM faculty in the Institute Technology of Bandung. For the time being since I am located in Hull and SBM students are located in Bandung, Indonesia I believe it would be best to make use of video interviews and podcasts especially with the ongoing COVID-19 pandemic. The data collected from this methodology would be student satisfaction and motivation with their experience in SBM faculty particularly on an academic standard with the use of quotes and dialogues.

3.2. Narrative

Since the process of this research is to be able to allow respondents to voice their views and feelings towards their experience as an SBM student I will be adopting a narrative approach in gaining the stories of various students of SBM ITB. The key benefit for using this methodology is that it can help me gain potential conflicting stories and with that information I am able to connect it with the theory that is motivation. The information gained from my interviews will suit this methodology particularly well as we are dealing with a sequence of events.

Most of the data collected regarding methodology is through the utilization of online interviews with three key respondents for the research of student motivation and satisfaction. The three respondents are all students of the School of Business Management faculty of the Institute Technology of Bandung and the discussion is concerning mindset, behavioral pattern, and proactiveness towards activities such as assignments and group projects. In addition, we also address the theoretical factors of motivation in correlation with this process of methodology such as intrinsic motivation and extrinsic motivation also discussing how the mindset and mentality of the respondents will represent themselves as individuals and the value of their way of thinking for their future career. During the interview process the key research questions are delivered for the respondents to express themselves on how to deal with group projects, prepare for examinations, and proactivity towards assignments. The following collected data will involve the use of the analysis program of NVivo because this particular software is able to analyze data through words and sentences which will be a useful tool for the research.

4. Data Collection & Analysis

The collected data for this research based on qualitative oriented research is analyzed and evaluated through the use of dialogue and quotes from our respondents so we will be providing the data provided by each respondent on their perspective as an SBM ITB student. Furthermore, we also will have an evaluation and recommendation on how a student is able to maintain his or her level of motivation. The following below is the complete dialogue between the researcher and his respondents:

4.1. Respondent 1

- Q1: What is the first course of action should you run a group project with individuals that lacks commitment?

"I would like to find out and ask exactly why they are not participating in the group project and want to question if there are any forms of obstacles that prevent them from participating. Should they continue to show a lack of commitment to the project my ideal course of action would be to give them a formal warning about the clear evidence that shows their unwillingness to participate in completing the group project."

- Q2: What is your source of motivation during times when assignments are more difficult and complex than normal?

"If we are able to handle these assignments for now, we very much adapt to handling these forms of tasks and accept the challenge to achieve the best possible grade because overcoming this sort of challenge could become an easy task for me later down the line. The fact that challenges should always be faced in life in order for someone to get stronger and smarter by learning from it. Completing such task will require effort but, in the end, it will result in satisfaction as a result of overcoming such a huge challenge"

- Q3: If you were given a month to complete an assignment how do you find that form of urgency and willingness to finish it as procrastination is prevalent for various students nowadays?

"If I complete assignments as much as possible before the deadline there is not really much to worry about anymore. I also believe that it is simply better to complete an assignment as early as possible before the deadline so that there is more free time available to me for other activities such as studying or relaxing. In addition to that, there will not be as much pressure as doing the assignment close to the deadline."

- Q4: How do you deal with a low grade mentally and what drives you to improve in that situation?

"Failure is a normal thing that makes a person learn from their mistake, in this case I will have to work harder than before in order to achieve a better result."

- Q5: In preparation of mid-terms and final-terms how likely are you to seek for help?

"I often tend to use the Internet as a point of reference or seek help from my good friends and should both options fail to see any form of success then it is important that I try to gain information through my professor or sign up for a private session for that particular subject."

- Q6: What is your mindset as a result of a weak semester?

"Since my high school graduation, I have always felt a sense of pressure such as dealing with daily exams because at this stage in my life I have built myself a mentality to not only cope with such pressure but overcome the challenge as well.

- Q7: Students nowadays find it uneasy to achieve a 90% attendance record. What would be your motivating factor to mentally set yourself to attend every class?

"I always believed that my family works hard to pay for my education so not achieving that attendance record by simply not turning up to class routinely feels disrespectful towards the hard work that my family has put in for me and I would certainly not want their best efforts to go to waste."

4.2. Respondent 2

- Q1: What is the first course of action should you run a group project with individuals that lacks commitment?

"I would start taking initiative actions by planning out the goals and objectives distinguishing the members from the ones who are active and non-active then assign them to complete the objectives that are respective to their level of activity, if the situation worsens due to slacking among the members then I try to do everything by myself."

- Q2: What is your source of motivation during times when assignments are more difficult and complex than normal?

"Receiving complicated assignments will give me a reason to have an obstacle I have to go through and be completely honest and aware with the people I do not want to be with."

- Q3: If you were given a month to complete an assignment how do you find that form of urgency and willingness to finish it as procrastination is prevalent for various students nowadays?

"I like to set reminders every day and carefully plan out on the rest of the month for other activities so that I am able to have an outlook on how time is scarce because if I keep procrastinating and delaying the completion of the assignment."

- Q4: How do you deal with a low grade mentally and what drives you to improve in that situation?

"I will always have to think about the future and come up with potential reasons to stay on track with my academics."

- Q5: In preparation of mid-terms and final-terms how likely are you to seek for help?

"In times of preparation I always seek for help whether that would be through the Internet or with a group of friends because if I want to achieve the best grades it will require proactiveness for me to succeed on that end. During situations such as the ongoing pandemic, with the insufficient amount of lessons we received, I would resort to getting assistance from others."

- Q6: What is your mindset as a result of a weak semester?

"I work under pressure because it gives me a sense of adrenaline and I use that as a source of motivation in keeping myself in a positive feeling."

- Q7: Students nowadays find it uneasy to achieve a 90% attendance record. What would be your motivating factor to mentally set yourself to attend every class?

"Since I do a lot of morning walks it has become a habit of mine to wake up early in the morning and turn up to class because once you have got used to this routine then there should be no problem at all with turning up to class. I also like being able to see my friends and hangout with them because I want to get the answers that have been boggling my mind."

4.3. Respondent 3

- Q1: What is the first course of action should you run a group project with individuals that lacks commitment?

"I have two different answers depending on exactly how much I care about the assignment given, or more precisely, 1) how much it matters to me personally, and 2) how much I care for the input of the other members of the group. If these conditions are not met, I would likely end up disregarding my other team members and attempt to complete the task on my own, to the best of my ability. This is usually with the idea in mind that doing the assignment alone would prove to be a challenge, and that it would pay off with some form of acknowledgment or a sense of schadenfreude when the rest of the group proves incapable of answering questions regarding the assignment. However, if the value of having teamwork in play comes to light & the previous conditions are met, I will try my best to be a centralizing force to push everyone to succeed in their own sectors of the assignment – albeit a somewhat limited force. Delegation of work and consistent nagging of team members to get things done is crucial in this process."

- Q2: What is your source of motivation during times when assignments are more difficult and complex than normal?

"The satisfaction of mastery and/or the sensation of being smug, having completed it and tackled it. That plays a huge part in why completing school assignments even personally matter, given that the information being relayed has no immediate value to me. The fact that you have peers to compete with trying to get through the same motions also gives you a sense of camaraderie & rivalry that give you motivation to at the bare minimum follow the rest of herd when it comes to how competent you are at completing certain tasks. When these factors come in 2nd, there isn't really

a good reason to struggle through any of it unless you adequately guilt trip yourself into saying something along the lines of:

"*This is good for you, so do it*".

Which to be completely honest doesn't even make that much sense. In order for things to matter to you, they have to be something you personally want to have done. Something like a small but frustrating assignment would only matter to you if you personally felt like you got something out of it. Things such as the knowledge you potentially gain from the assignment's completion are not adequate motivators."

- Q3: If you were given a month to complete an assignment how do you find that form of urgency and willingness to finish it as procrastination is prevalent for various students nowadays?

"When it comes to issues of procrastination given the presence of a lengthy deadline, I generally never develop a sense of urgency until the sense of dread from the impending deadline overtakes any feeling of laziness for completing the task. However, in an ideal scenario, it would be nice to be able to recognize that certain parts of a large assignment require a dedicated amount of time spent in order to have that part hold up in quality, as opposed to having it be rushed."

- Q4: How do you deal with a low grade mentally and what drives you to improve in that situation?

"Being able to recover from disappointing results is entirely predicated on where my state of mind is at and what the larger implications of the loss are."

- Q5: In preparation of mid-terms and final-terms how likely are you to seek for help?

"I will always prioritize looking for study groups to be able to tackle exams; with the caveat that I have a baseline understanding of the subject matter ready. In my opinion, the effectiveness of having a study group is in its ability to discuss further concepts that are not readily apparent when studying alone, or something you personally did not understand when studying alone. Having those issues be cleared up by studying with someone who might know what to do, and similarly being able to reciprocate this back to that person, is a much more conducive use of your time than mulling over how to get it done on your own. It takes a far shorter amount of time, and spares you undue stress."

- Q6: What is your mindset as a result of a weak semester?

"My immediate reaction would be to numb myself to any sort of pressure and just dive face first into completing as much of the assignment as possible. The mental concept at that point in time would be to be able to show up with as much of the work done as possible, and chalk up any missing pieces as unintentional deficiencies in the work as opposed to deliberately excluded components of the work. This helps to somewhat alleviate the pressure of having so much to do, as compartmentalizing the assignment to as many digestible blocks of information that can be completed separately helps you mentally power through the work. At the very least, in my case, I am much more mentally equipped to tackle a variety of smaller tasks with clear goals and concepts as opposed to a larger task with a variety of needs that must be met."

- Q7: Students nowadays find it uneasy to achieve a 90% attendance record. What would be your motivating factor to mentally set yourself to attend every class?

"Nothing much really because I struggle to find a good reason to turn up to class because I would eventually find an effective way of learning by myself at home which I find no different with classes. As long as the material is posted on Google Classroom, I believe I am able to handle my academics just fine."

5. Closing Statements

The possession of a mindset can have different variants but as long as that particular form of mentality keeps you motivated that is what can be your biggest strength in overcoming challenges such as deadlines, assignments, and examinations. We need to be able to micro-manage between our intrinsic motivation and extrinsic motivation because the key differences between both sets of behavioral patterns is so influential on how we value things in life and that is why a student must maintain his or her level of motivation in order to graduate and have a successful career ahead of them.

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