

## Application 1

**Research «Motivation of the professional activity of employees of the organization»***1. Formulation of the problem, object and subject of research.*

Formulation of the problem.

The development of modern society, new conditions of economic relations now pose new problems for sociology and economics. One of these problems is the determination of the motives for work among employees of organizations. The problem is as follows: different labor productivity at enterprises of the same forms of ownership and sectoral orientation is becoming a widespread phenomenon, and hence the question arises: what motives are fundamental for workers in the process of their labor activity.

*The object of the research* is the employees of organizations.

*The subject of the research* is a complex of motives of professional activity of employees of these organizations, orienting their behavior and influencing the perception of the labor process and the organization as a whole.

*2. Purpose and main tasks of the research.*

*The purpose of the research* was to identify the dominant motives of workers' labor activity, orienting their behavior and influencing the perception of the labor process.

*Main tasks:*

1. Qualitative and quantitative analysis of the complex of personnel motives.
2. Building a hierarchy of motives among employees of the studied organizations.
3. Revealing the patterns of building a hierarchy of workers' motives.
4. Typologization of groups of workers on the basis of the presence of the same hierarchy of motives.

*The object of the general population* is the employed population in the economy.

*The object of the sample* is the work collectives of organizations that have similar characteristics in terms of ownership, number and structure of personnel.

*3. Research method**3.1. General characteristics*

(Description of the test itself, its key points and preliminary interpretations)

The proposed version of the questionnaire for determining the motives of labor activity is designed to help the researcher both in individual diagnostics and counseling, and in the study of various groups (labor and educational teams) on the problems of motivation. The technique arose as a result of the use and further

improvement of K. Zamfir's technique modified by A. Rean<sup>211</sup>.

*3.2. Description of the procedure for collecting primary information*

In the course of the survey, the respondent is asked to fill out a questionnaire consisting of 42 statements, each of which had to be assessed on a five-point scale, in accordance with the degree of significance of the proposed alternative answers.

Before testing, the subject was presented with instructions.

*3.3. Description of the methodology, interpretation tools and the procedure for processing the results obtained*

The main diagnostic construct is the motives of labor activity. The term «motive» is understood as an internal motivation of a person to activity.

The proposed motives belong to multidirectional groups: internal and external.

Legend: *internal motives* (mechanism of internal reward) are designated as the 1st group, they include:

- satisfaction from the process itself and the result of the work;
- the possibility of the most complete self-realization in this particular activity;
- a sense of the social significance of the chosen profession;
- dream of working in a certain specialty;
- conviction in the importance of the chosen type of activity, etc.

*External motives* (the mechanism of external reward) are designated as the second group, they include:

- cash earnings;
- the need to achieve social prestige and respect from others;
- obtaining the desired life status;
- the ability to buy prestigious items;
- convenient working hours and comfortable working conditions, etc.

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<sup>211</sup> *Zamfir K.* Job satisfaction: opinion of a sociologist. – M.: Politizdat, 1983. – 142 p.

**Questionnaire**

*Motivation of professional activity*

***Qualification***

FULL NAME \_\_\_\_\_ Sex \_\_\_\_ Age \_\_\_\_  
 Date \_\_\_\_\_ 20\_\_ r. \_\_\_\_\_  
 Name of company \_\_\_\_\_  
 Position held \_\_\_\_\_

**Rules for filling out the questionnaire**

We ask you to rate your desires and aspirations that motivate you to work on a 5-point scale, pronouncing the phrase:

«It matters to me...»

- if the statement is IMPORTANT, put the number «5».
- if the statement is SOON IMPORTANT, put the number «4»;
- if the statement DOES MATTER, put the number «3»;
- if the statement is NOT VERY IMPORTANT, put the number «2»;
- if the statement is UNCONDITIONALLY IMPORTANT, put the number «1» on the form.

We ask you to remember that there can be no right or wrong answers here and that the most correct answer will be a truthful one. Try not to use the number «3» to evaluate a statement.

***Statements***

1. Do what you love.
2. Have an interesting job that completely absorbs me.
3. Get pleasure not only from the results of work, but also from the process itself.
4. Self-realization in professional activity.
5. Have a sufficient number of opportunities to realize their professional skills and qualities.
6. Study, enjoying it, strive to expand your professional knowledge.
7. Realize that my work makes the world a better place.
8. Use your knowledge and skills for the benefit of others.
9. Know that my work is socially important.
10. Communicate with different people, participate in social activities.
11. Use the ability to communicate for the benefit of people, to serve an important goal.

12. Be able to meet different interesting people at work.
13. Devote your whole life to your chosen profession.
14. To know that I am doing what I have always dreamed of doing.
15. Love your job.
16. Know that in this profession I can do more for other people than in any other.
17. Know that my work benefits people.
18. Finding inner satisfaction in doing well.
19. In your work, quickly achieve your goals.
20. Work on complex tasks and problems.
21. Always have clear performance goals and work to achieve them.
22. Have a well-paid job.
23. Know that I earn no less than my friends and acquaintances.
24. Have a guaranteed salary.
25. Monitor and control people.
26. Have the opportunity to advance in my chosen specialty (profession).
27. Take a high leadership position.
28. To take a place in society that would prove my high personal status.
29. So that my work is on a level and even better than others.
30. So that I would not be ashamed to name my place of work and position.
31. So that my work gives me the opportunity to receive additional material benefits (fees, benefits, vouchers).
32. Work in an organization that will provide me with stability for a long period of time.
33. Be able to contact the management of the company for help.
34. Have your own beliefs and the ability to defend them.
35. To take a place in society that would strengthen my financial position.
36. That the level of my education corresponds to the level of education of the person whose opinion I value.
37. Know that I can afford to buy expensive things (fur coat, diamonds).
38. Opportunity to go on vacation to prestigious resorts, visit museums, concerts, theaters.
39. To know that I am dressed no worse and even better than the people around me.
40. Work was close to my home and I didn't spend a lot of time traveling.
41. Lead a lifestyle that balances the interests of my career and my family.
42. Work that you do not need to think about outside of working hours.

Answer form  
Questionnaire

*Motivation of professional activity*

**Qualification**

FULL NAME \_\_\_\_\_ Sex \_\_\_\_ Age \_\_\_\_  
 Date \_\_\_\_\_ 20\_\_ г.  
 Name of company \_\_\_\_\_  
 Position held \_\_\_\_\_

№ of stat-t	Points	№ of stat-t	Points	№ of stat-t	Points	№ of stat-t	Points
1.		12.		22.		33.	
2.		13.		23.		34.	
3.		14.		24.		35.	
4.		15.		25.		36.	
5.		16.		26.		37.	
6.		17.		27.		38.	
7.		18.		28.		39.	
8.		19.		29.		40.	
9.		20.		30.		41.	
10.		21.		31.		42.	
11.				32.			
Block of external motives				Block of internal motives			
<b>The final index of personal significance for this block:</b>				<b>The final index of personal significance for this block:</b>			

## Interpretation key

1 type of worker		2 type of worker	
<p>«Mixed type of motivation» (Equal ratio of external and internal motives. For this type, the motives of the first and second groups received equal values).</p>		<p>«Pragmatic type of motivation» (High scores were given to external motives)</p>	
External motives 80 to 105 points	Internal motives 80 to 105 points	External motives 80 to 105 points	Internal motives 50 to 79 points
External motives 50 to 79 points	Internal motives 80 to 105 points	External motives 42 to 49 points	Internal motives 42 to 49 points
<p>«Humanistic type of motivation» (Internal motives received high scores)</p>		<p>«Undefined type of motivation» (Both groups of motives received low coefficients of personal significance)</p>	
3 type of worker		4 type of worker	

**Research «Labor expectations of employees of the organization»***1. Formulation of the problem, object and subject of research*

Formulation of the problem.

The new conditions of economic relations now pose new problems for sociology and economics. One of these problems is the definition of a set of labor expectations among employees of organizations.

*The object of the research* is the employees of organizations.

*The subject of the research* was a set of expectations for the professional activities of employees of these organizations, orienting their behavior and influencing their perception of the labor process and the organization as a whole..

*2. Purpose and main tasks of the research*

*The purpose of the research* was to identify the dominant expectations of workers' labor activity, orienting their behavior and influencing their perception of the labor process.

This will make it possible to generalize the empirically obtained data and to reveal the patterns of the formation of the system of expectations of employees of the studied organizations.

*Main tasks:*

1. Qualitative and quantitative analysis of the complex of personnel expectations.

2. Building a hierarchy of labor expectations among employees of the studied organizations.

3. Revealing the patterns of building a hierarchy of labor expectations of workers.

4. Typologization of groups of workers on the basis of the presence of the same hierarchy of labor expectations.

*The object of the general population* is the employed population in the economy.

*The object of the sample* is the work collectives of organizations that have similar characteristics in terms of ownership, number and structure of personnel.

*3. Research method*

A standardized survey is conducted in the form of a questionnaire.

*3.1. General characteristics*

(Description of the test itself, its key points and preliminary interpretations)

The proposed version of the questionnaire for determining labor expectations is designed to help the researcher both in individual diagnostics and counseling, and in the study of various groups (labor and educational teams) on the problems of motivation.

*3.2. Description of the procedure for collecting primary information.*

In the course of the survey, the respondent is asked to fill out a questionnaire consisting of 30 statements, each of which had to be assessed on a five-point scale, in accordance with the degree of significance of the proposed alternative answers.

Before testing, the subject was presented with instructions.

*3.3. Description of the methodology, interpretation tools and the procedure for processing the results obtained*

The main diagnostic construct is labor expectations. In this case, *expectation* means what a person wants or expects to receive in the course of his professional activity, what he starts his labor activity for.

The proposed labor expectations refer to multidirectional groups: material and non-material. This is conceptually important for defining the type of employee expectation system.

*Material labor expectations* are designated as the second group, these include:

- cash earnings;
- striving for advancement at work;
- social security and benefits, etc.

Legend: *labor expectations of an intangible nature* are designated as the first group, these include:

- get satisfaction from the very process of work;
- to have the opportunity of the most complete self-realization in this particular activity;
- social significance of the chosen profession, etc.



**Questionnaire**  
*Labor expectations*

***Qualification***

FULL NAME \_\_\_\_\_ Sex \_\_\_\_ Age \_\_\_\_  
Date \_\_\_\_\_ 20\_\_ r.  
Name of company \_\_\_\_\_  
Position held \_\_\_\_\_

**Rules for filling out the questionnaire**

We ask you to rate your desires and aspirations that motivate you to work on a 5-point scale, pronouncing the phrase:

«It matters to me...»

- if the statement is IMPORTANT, put the number «5».
- if the statement is SOON IMPORTANT, put the number «4»;
- if the statement DOES MATTER, put the number «3»;
- if the statement is NOT VERY IMPORTANT, put the number «2»;
- if the statement is UNCONDITIONALLY IMPORTANT, put the number «1» on the form.

We ask you to remember that there can be no right or wrong answers here and that the most correct answer will be a truthful one. Try not to use the number «3» to evaluate a statement.

***Statements***

1. That the assessment of my work was expressed in money.
2. Realize that the equivalent of any labor is the material component.
3. Be able to dress up in prestigious luxury shops.
4. Dress luxuriously.
5. Have a prestigious high-paying job
6. Earn no less than my friends and acquaintances.
7. Often rest in prestigious expensive resorts.
8. Have material wealth.
9. Have a meaningful personal status in society.
10. To hold a high leadership position in the organization.
11. That any of my job transfers should mainly provide an increase in wages.
12. For the organization to contribute to the achievement of my personal goals.
13. So that work does not interfere with my usual way of life.

14. Have, albeit small, but guaranteed salary and social security.
15. Realize that the organization in which I work is stable.
16. Stay in one place of residence than move due to promotion.
17. Be able to help other people.
18. Have learning opportunities.
19. Benefit people.
20. Apply your communication skills to the benefit of others.
21. Find a job that would allow me to reveal my full potential.
22. Get an opportunity for professional growth.
23. Serve an important and meaningful social purpose.
24. Set almost unattainable goals in your work.
25. Compete and win.
26. Engage exclusively in what you love.
27. Get satisfaction from the very process of work.
28. Engage in charity work.
29. Realize the social significance of the profession.
30. To be able to realize an old dream of working in the chosen field of activity.

**Answer form**  
**Questionnaire**  
*Labor expectations*

**Qualification**

FULL NAME \_\_\_\_\_ Sex \_\_\_\_ Age \_\_\_\_  
 Date \_\_\_\_\_ 20\_\_ r.  
 Name of company \_\_\_\_\_  
 Position held \_\_\_\_\_

Nº of stat-t	Points	Nº of stat-t	Points	Nº of stat-t	Points	Nº of stat-t	Points
1.		9.		16.		24.	
2.		10.		17.		25.	
3.		11.		18.		26.	
4.		12.		19.		27.	
5.		13.		20.		28.	
6.		14.		21.		29.	
7.		15.		22.		30.	
8.				23.			
Block of external motives				Block of internal motives			
<b>The final index of personal significance for this block:</b>				<b>The final index of personal significance for this block:</b>			

Interpretation key

1 expectations system		2 expectations system	
<i>«Mixed expectations system»</i> (Equal ratio of tangible and intangible expectations)		<i>«Material expectations system»</i> (Labor expectations of a material nature were high)	
Material expectations 60 to 75 points	Intangible expectations 60 to 75 points	Intangible expectations 60 to 75 points	Intangible expectations 45 to 60 points
Material expectations 45 to 60 points	Intangible expectations 60 to 75 points	Intangible expectations 30 to 44 points	Intangible expectations 30 to 44 points
<i>«Intangible expectations system»</i> (Labor expectations of an intangible nature were high)		<i>«An ambiguous expectations system»</i> (Both groups of labor expectations received low coefficients of personal significance)	
3 expectations system		4 expectations system	