
What is Motivation?

Motivation refers to provocation that controls and guides human behavior. In an executive company setup, motivation could be anything from encouragements, perks, promotion and even encouragement from the boss on completion of a given duty. There was time when money was considered to be the most important motivational factor, but today as days are going series of experiments beginning with studies, it is well known that motivation plays a key role in the behavior and performance level of the employees and money is just one of the numerous motivational factors. Salary, increments, promotions etc are extrinsic motivation factors and drive behaviors and even productivity level of employees. There are also motivational factors that come from within and drive the behavior of employees. These are called essential motivational factors and include job satisfaction and enjoyment. Different people have different motivational factors for doing a job. However for most of them it is money, as without a salary they cannot survive and raise their families.

What is Job Satisfaction?

Job Satisfaction is a feeling that people have when they have completed a job that is considered damn tough. In fact having the job well is what brings satisfaction to more people. The happiness of doing a job is what is called as job satisfaction. There are few who get job satisfaction but getting a high salary and other perks and incentives. To understand the concept of job satisfaction, one has to think of the times when he gets happiness playing with a puppy at home or after having grown up with beautiful roses in his garden. These are only examples and people get satisfaction with most of their hobbies whether it is gardening or cooking or travelling. Satisfaction is a feeling that comes from within though sometimes one has the satisfaction when his performance is praised at workplace by their colleague. Different people have different views of satisfaction but some sort of happiness is essential to be doing a job for a long time.

What is Money?

Everyone uses money. We all want it, work for it and think about it everytime. As the conception and growth of money seems somewhat immaterial, the money is the way we get the things we wish we need and desire too. The task of defining what money is also where it comes from and what it's worth belongs to. Those who donate themselves to the discipline of economics. Here we look at the complicated features of money. Before the development of all this medium to exchange the money which people use to swap to obtain the goods and services they were need. Two individuals possessing some goods the other wanted, would come into an agreement of occupation.

This early form of swap, however does not provide any transferability and divisibility that makes trading easy. For an Example we can say that, if you have few cows but need bananas, you must find someone who not only has bananas but also the desire for the meat. What if you find someone who has the need for meat but no bananas and can only offer you money? To get your meat, he or she must have find someone with bananas and wants money...and that goes on. The lack of this kind off transferability of swapping for goods, as you can see, is demanding, confusing and not that easy. But that is not, where the problems end. Even if you find someone

with whom to trade meat for bananas, you may not think a bunch of them is worth a just whole cow. You would then have to think a way to divide your cow which is a bit messy business and determine how many bananas you are willing to take for certain parts of your cow. If we think about this relationship between money and gold, we can gain some insight into how money gains its value – as it is a representation of something valuable.

What is the difference between Motivation and Job Satisfaction?

- Motivation is what it is believed that to be behind the behavior of employees. It also increases the performance levels.
- Job Satisfaction is desire of working and it is the sense of accomplishment after having done a job in perfect manner.
- Motivation can be extrinsic as well as intrinsic. As salary, promotion, incentives, perks and rewards are type of extrinsic motivation and job satisfaction is a type of intrinsic motivation
- People continue with their jobs even when they have no job satisfaction as long as there is motivation in the form of good salary and perks.

What is the difference between Money and Job Satisfaction? There are many people who are in jobs which they don't like but somehow they have to do. But some who don't think about it much and some who give up their jobs for passion. In Alchemist book by Paulo Coelho Author of the book has a very interesting sentence — "People are capable at any time in their lives of doing what they dream of". The world would not have to become what it is if it wasn't for inventors who worked on the courage of their opinion, giving up financial security in the reduced amount.

Giving up while well-paying and money-spinning careers may not be as easy as it sounds, but as the corporate world with examples of people who gave up money-spinning jobs to pursue a career doing what they loved is as follows:

1. Soha Ali Khan quit a great and secure job with Citibank to turn full-time actress.
2. Cricketing legend Kapil Dev left the cricket industry and comes from a family with a wealthy timber business to look after his family.
3. Dr Sriram Lagoo, is a qualified doctor who is the well-known thespian, and so was Jabbar Patel but left the hospital just to be eminent theatre and film director.
4. Pt Ajay Pohankar was conventional education engineer and left the job just to be classical singer.
5. Shahrukh Khan would have ended up being just another high-flying corporate ad executive. As with an Honours Degree in Economics and Masters Degree in Mass Communication. He left it all for his love of acting to become one of India's biggest superstars.