

A STUDY ON INTRINSIC MOTIVATION AND ITS IMPACT ON CADET'S CAREER CHOICE

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ABSTRACT

The study analysed the intrinsic motivation and its impact on cadet's career selection of marine engineering programme. The study pertains to the sample size of 75 cadets in the first year of Marine Engineering programme. The data were collected through a structured questionnaire administered to one hundred cadets within the Academy of Maritime Education and Training. Data analysis was done through appropriate data analysis technique by using the Statistical Package of Social Science (SPSS). The findings of the study shows that cadets choice of selecting Marine Engineering programme is positively influenced by factors of intrinsic motivation.

Key words: Intrinsic motivation, Career Choice, Cadet's Development and Career Enlargement.

Cite this Article: N.S. Shibu and D. Rengaraj, A Study on Intrinsic Motivation and its Impact on Cadet's Career Choice, *International Journal of Management (IJM)*, 10(4), 2019, pp. 239-246
<https://iaeme.com/Home/issue/IJM?Volume=10&Issue=4>

1. INTRODUCTION

Each one of us in this world wants to be successful in life. In this connection, many people think that the success of life is derived from the success of the career. Thus one must select his career as a profession that could lead him to be stable and positive throughout the life. Everyone may choose their career according to their interests with support from their parents and influenced by a successful person of the choice of their career. This paper will suggest the impact of intrinsic motivation in choosing his career pertaining to the marine engineering programme.

Major Intrinsic motivational factors influencing to choose the career (Gopinath, 2019c; Gopinath & Shibu, 2015)

- High Earning

- Opportunity to see the World
- Internationally recognised Job
- Passion to be a seafarer from child
- Paid Holidays
- Job security
- Different career path
- Helps to increase my social status
- Love for the Uniform
- Demand for Indian Seafarer
- Wished to stay at Sea
- Seafarers are very courageous
- Non Taxable profession
- Recruitment of Indian Seafarers by International Shipping Companies

In this study, the Researcher tries to analyse what are the major intrinsic motivational factors that influence the choice of cadets to opt for marine engineering programme as their course of study to become a seafaring career.

2. STATEMENT OF THE PROBLEM

Trying to choose on a seafaring career is a difficult decision for students due to lack of awareness of their career skills, goals and interest. The other major downside in selecting their career is the traditional mindset of students being counselled at school level to pursue conventional technical field (Gopinath, 2019d). At times, the selection of career option gets wrongly influenced by coercion of the family and peer group which will have a negative impact on career selection (Gopinath & Chitra, 2019). Therefore, the factors effecting the intrinsic motivations on cadets were examined with the condition of career selection in marine engineering has been satisfied or not.

3. REVIEW OF LITERATURE

Manuel Joaquin Fernandez Gonzalez (2014), the objective of this study was to investigate the reasons for young people to choose or reject the profession of seafarers and to investigate the motivational factors. Questionnaire circulated to 144 respondents. Following the study of scientific literature, the research activities were carried out with the help of structured questionnaire and pilot study, and then the data collection and initial work were carried out for the processed and analysed. The opinion of professional seafarers and the actual data on these issues, in particular on family life, study costs and health issues made them to analyse on what was wrong and what right in the cadets perceptions. Several guidelines were put forward to tailor job development strategies to the needs of potential cadets. Prospective cadets in maritime education will also find it useful to focus on the positive aspects and dissuading factors of this career and to have a real picture of maritime work in order to make a well informed profession selection.

G. Kalvaitiene, I. Bartuseviciene & V. Sencila (2011).The reasons for choosing the profession of the vast majority of young people are decided by economic (good salary, possibility of preserving family health, career opportunities and so on), social (wishing to acquire education, mariners work is important, mariners are respected as specialist, mariners profession is one of the most prospects for those living in the seaside area and so on).The selection of the career choice in marine is observed by both internal and external factors

(Gopinath, 2016b). It can be concluded that maritime education and training institutions will clarify all the benefits of the maritime profession to the young cadets provide with the opportunity to find the maritime profession will be effective in achieving their goal and interest among the young cadets.

4. SCOPE OF THE STUDY

The main objective of this research is to study the intrinsic motivational factors that influence the first year cadets of Marine Engineering program studying in the Academy of Maritime Education and Training and their level of motivation.

5. OBJECTIVES

- To identify the intrinsic factors leading to cadets career choice in the marine engineering program.
- To analyse the impact of intrinsic motivation on cadets career choice in the marine engineering program.

Hypothesis

H₀ : There is no significant relationship between Intrinsic Motivation and the Cadets from various parts of India

6. METHODOLOGY

The conceptual model of the empirical study to identify intrinsic motivation factors that influence the career choice of cadets in the Marine Engineering program in Academy of Maritime Education and Training is presented in Fig-1

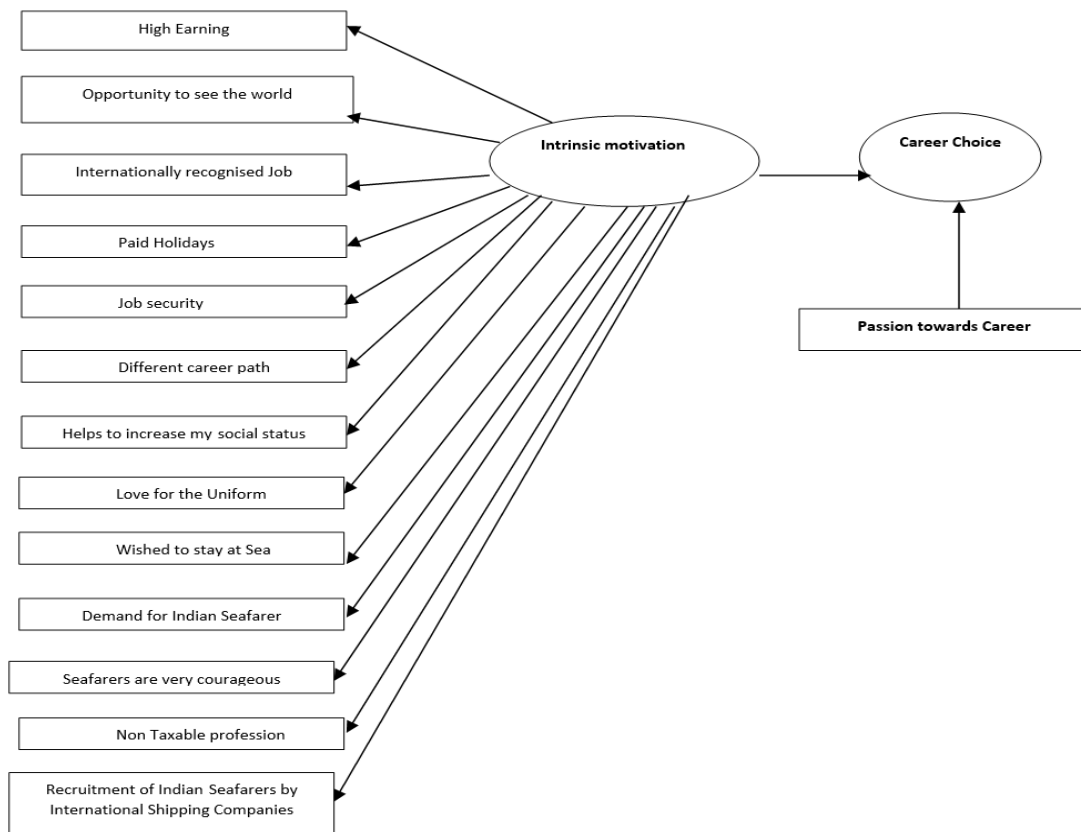


Figure 1 Conceptual framework of the intrinsic motivation

6.1. Research Design

- Analysing quantitative data methods of descriptive statistics
- Well structured questionnaire is framed.
- The first part related to the general questions of Part of India, Nature of Residence, Occupation, Annual Income, Type of Residence, Influenced much
- The second part which includes the intrinsic motivation factors influencing in choosing the career.
- Data is collected from the cadets studying Marine Engineering Program

6.2. Data Sources

- Primary Data is collected through the structured questionnaire and the conclusion has been drawn based on the analysis of primary data.
- Secondary data: Collected from various articles, books and research paper.

6.3. Population Size

- Population size: 150 cadets
- Sampling Unit: Study group of 100 cadets from First year Marine Engineering Program, Academy Maritime Education and Training)

Sample Size: 75

75 cadets (Out of 100 cadets)

Sampling Technique

- The study adopted convenience sampling method to collect the data from the respondents.
- The sample responses were obtained using a five-point Likert scale from 1 (strongly disagree) to 5 (strongly agree). The reliability and validity of the data was tested by using cronbach's alpha test and the value exceed limit is 0.70. Presently the cronbach alpha value exhibit the good internal consistency showing the high reliability of the value 0.806.

Statistical Tools

- Descriptive Statistics
- Analysis of Variance (ANOVA)

Table 1 General Demographic and Socio Economic Profile of Respondents

Demographic and Economic Profile	Respondents	Percentage
Part of India	South	72.7
	North	12.3
	East	8.6
	West	6.4
Nature of Residence	Town	38.7
	City	29.3
	Village	24.0
	Coastal	8.0
Occupation of Family	Private Business personnel	46.7
	Government Employee	20.0

	Seafarer	4.0
	Agriculture	13.3
	If others specify	16.0
Income of Family	Below 5,00,000	77.3
	5,00,0001- 10,00,000	16.0
	10,00,001- 15,00,000	5.3
	15, 00,001& above	1.3
Type of Residence	Own house	88.0
	Rented house	12.0
Influenced much	Parents	46.3
	Seafarer	40.4
	Friends	8.0
	Mentor/Teacher	4.0
	if others specify	1.3

Results: A total of 75 respondents, out of 100 respondents were successfully received with a response rate. As shown in Table 1 the majority of respondents are from South 72.7%, 38.7% of the respondents are living in the town and the type of residence owned with the majority of the respondents are 88% and the occupation of the family owned by private business is 46.7%. Majority of 77.3% respondents have their income level of family below 5,00,000 and the respondents of 46.3% are influenced much by the parents and 40.4% influenced by seafarer in choosing their career (Gopinath, 2019 a).

Table 2 Intrinsic Motivation towards Career Choice

S.No	Statement	Mean Score	Mode	Std.Dev	Level of Extent
1.	High Earning	4.25	5	0.824	To a very great extent
2.	Opportunity to see the World	4.68	5	0.640	To a very great extent
3.	Internationally recognized Job	4.53	5	0.827	To a very great extent
4.	Passion to be a seafarer from child	4.05	5	1.089	To a very great extent
5.	Paid Holidays	3.74	4	1.116	To a great Extent
6.	Job security	3.78	5	1.154	To a very great extent
7.	Different career path	4.09	5	1.054	To a very great extent
8.	Helps to increase my social status	4.50	5	0.860	To a very great extent
9.	Love for the Uniform	4.61	5	0.675	To a very great extent
10.	Demand for Indian Seafarer	4.14	4	0.849	To a great Extent
11.	Wished to stay at Sea	4.21	4	0.842	To a great Extent
12.	Seafarers are very courageous	4.45	5	0.810	To a very great extent
13.	Non Taxable profession	4.01	5	1.179	To a very great extent
14.	Recruitment of Indian Seafarers by International Shipping Companies	4.13	4	0.794	To a great Extent

Impact of Intrinsic motivation towards career choice in Marine Engineering Program

Results: Respondents were questioned to respond about their views on the selection of a career in the marine engineering program with the 14 parameters. The level of Extent denotes the 14 statements with the value set from 1 to 5 which represent the value 5 is To a very great extent and 4 is To a great extent. As per the above table, the respondents were to a very great extent influenced with the parameters of 1,2,3,4,6,7,8,9,12,13, which shows that they have high impact by the intrinsic motivation in choosing the program of Marine Engineering in the Academy of

Maritime Education and Training. Further, the respondents To a great extent influence with the statement of 5,10,11 and 14 which shows that the respondents are preferring to choose this career when there is any further increase in paid holidays (Gopinath, 2019 b), demand for Indian seafarers, wish to stay at sea and Recruitment of Indian Seafarers by International shipping Companies.

Table 3 Parts of India and Intrinsic Motivation

ANOVA

		Sum of Squares	df	Mean Square	F	Sig.
High Earning	Between Groups	.000	1	.000	.000	.993
	Within Groups	50.187	73	.687		
	Total	50.187	74			
Opportunity to see the World	Between Groups	1.954	1	1.954	5.028	.028
	Within Groups	28.366	73	.389		
	Total	30.320	74			
Internationally recognised Job	Between Groups	.198	1	.198	.287	.594
	Within Groups	50.468	73	.691		
	Total	50.667	74			
Passion to be a seafarer from child	Between Groups	.012	1	.012	.010	.921
	Within Groups	87.775	73	1.202		
	Total	87.787	74			
Paid Holidays	Between Groups	.000	1	.000	.000	.995
	Within Groups	92.187	73	1.263		
	Total	92.187	74			
Job security	Between Groups	1.217	1	1.217	.912	.343
	Within Groups	97.370	73	1.334		
	Total	98.587	74			
Different career path	Between Groups	.104	1	.104	.092	.762
	Within Groups	82.243	73	1.127		
	Total	82.347	74			
Helps to increase my social status	Between Groups	.278	1	.278	.373	.543
	Within Groups	54.468	73	.746		
	Total	54.747	74			
Love for the Uniform	Between Groups	.632	1	.632	1.391	.242
	Within Groups	33.155	73	.454		
	Total	33.787	74			
Demand for Indian Seafarer	Between Groups	.091	1	.091	.124	.725
	Within Groups	53.296	73	.730		
	Total	53.387	74			
Wished to stay at Sea	Between Groups	3.921	1	3.921	5.882	.018
	Within Groups	48.665	73	.667		
	Total	52.587	74			
Seafarers are very courageous	Between Groups	.868	1	.868	1.328	.253
	Within Groups					

	Within Groups	47.718	73	.654		
	Total	48.587	74			
Non Taxable profession	Between Groups	.237	1	.237	.168	.683
	Within Groups	102.750	73	1.408		
	Total	102.987	74			
Recruitment of Indian Seafarers by International Shipping Companies	Between Groups	.621	1	.621	.984	.324
	Within Groups	46.046	73	.631		
	Total	46.667	74			

Results: From the above analysis of variance table it is inferred that the intrinsic motivation obtained by the cadets of career choice in the marine engineering program made them to differ in their opinion about wished to stay at Sea ($F=5.882$) and opportunity to see the world (F -Value =5.028) whereas the Other factors of intrinsic motivation do not differ significantly (Gopinath, 2016 a).

7. SUGGESTION & CONCLUSION

The intrinsic reason for choosing a career in maritime industry is statistically determined that the choice of pursuing marine Engineering program is predominantly based on Passion to become a Seafarer (Gopinath & Shibu, 2016 a). Most of the intrinsic motivational parameters are being to a very great extent accepted as the choice of the career. Few parameters like Paid holidays, Demand for Indian seafarers, Wish to stay at sea and Recruitment of Indian Seafarers by International Shipping Companies are comparatively lesser influence but have realistic significance of influence. Also analysis shows that the cadets from different parts of India differ in their opinion on choice of pursuing marine engineering in only 2 parameters such as Wished to stay at Sea and Opportunity to see the World whereas all other 12 parameters remains common for cadets from all over the country. The study confers that the cadet is well aware about the choice of his career which is witnessed through the higher percentage of influence by a seafarer. For further progress of research the researcher shall enrich the study with extrinsic variables pertaining to the career choice of the cadets (Gopinath & Shibu, 2016 b).

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