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Subject : Learning strategies / M.A. Studies

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## **Emotion and Motivation Self-Regulation Strategies Part two**

## **2.3 Motivation**

motivation is a force that makes people act, set goals, and achieve them .It refers to the psychological forces that drive individuals to initiate, direct and promote their behaviors towards achieving certain goals or to get specific needs ,it is a complex and dynamic process that refers to the inner drive or desire that compels individuals to take action in their efforts, and aims for success.

Motivation can be influenced by a variety of factors, including personal goals, values, beliefs, expectations, and external rewards. It plays a crucial role in determining the level of effort and performance individuals show in following their objectives. (Ahmadi, Namazizadeh, Abdoli, & Seyedalinejad, 2009; Paul & Elder, 2013) indicate that motivation often refers to the reasons why human beings behave differently under different circumstances .

Motivation plays a crucial role in shaping our behavior and performance in various areas of life, including work, education, sports, relationships, and personal development. It serves as the catalyst for setting goals, taking action, overcoming obstacles, and persisting in the face of challenges. Motivation can vary in intensity and may fluctuate over time, depending on factors such as personal beliefs, self-confidence, external circumstances, and the perceived value or importance of the goal.

Understanding motivation is essential for individuals, organizations, and leaders to foster productivity, achievement, and personal satisfaction. Different theories and models have been proposed to explain motivation, including Maslow's hierarchy of needs, expectancy theory, goal-setting theory, and self-determination theory, among others. These theories provide insights into the factors that drive human behavior and offer strategies for enhancing motivation in various contexts.

### **2.3.1 Types Motivation**

Motivation can be classified into two main types: intrinsic motivation and extrinsic motivation ( Locke, E. A., & Latham, G. P. ,2002).

**1. Intrinsic motivation:** This type of motivation arises from within an individual and is driven by internal factors such as personal interest, enjoyment, or a sense of accomplishment. When someone is intrinsically motivated, they engage in an activity for the inherent satisfaction or pleasure it brings. Intrinsic motivation refers to engaging in an activity or behavior because it is inherently enjoyable, satisfying,

or interesting.

It is driven by internal factors rather than external rewards or pressures when someone is intrinsically motivated, they find personal fulfillment or pleasure in the activity itself, and they may engage in it for the sake of personal growth, curiosity, or self-expression. Examples of intrinsic motivation include pursuing a hobby, engaging in creative activities, or taking on a challenging task because it aligns with personal values or interests.

**Key characteristics of intrinsic motivation include:**

- **Autonomy:** Individuals feel a sense of control and choice in their actions.
- **Mastery:** People are driven by the desire to improve their skills or knowledge.
- **Interest:** Individuals find the activity inherently interesting or enjoyable.
- **Sense of purpose:** Engaging in the behavior fulfills personal values or goals.

**3.Extrinsic motivation** : comes from external sources and involves seeking rewards or avoiding punishments. It includes factors such as financial incentives, recognition, praise, or fear of negative consequences. While extrinsic motivation can be effective in initiating behavior, its long-term impact may depend on the individual's level of intrinsic motivation .

Extrinsic motivation refers to engaging in an activity or behavior to attain external rewards or avoid punishment. It is driven by external factors, such as tangible rewards, praise, grades, or social approval. In this case, the motivation comes from outside of the individual rather than from within.

Extrinsic motivation can be effective in prompting certain behaviors, especially when the rewards or consequences are desirable or significant. Examples of extrinsic motivation include studying for a test to earn a good grade, working to receive a salary, or engaging in a task to please someone else.

**Key characteristics of extrinsic motivation include:**

- **Rewards:** Individuals are motivated by external incentives, such as money, recognition, or prizes.
- **Punishment:** People are driven by the desire to avoid negative consequences or punishments.
- **Social approval:** Engaging in the behavior is influenced by the desire

to gain acceptance or approval from others.

- **External regulation:** The behavior is controlled by external factors and rules.

It's important to note that intrinsic and extrinsic motivation are not mutually exclusive and can coexist. In many situations, individuals may experience a combination of both types of motivation. The degree to which one type of motivation dominates over the other depends on various factors, including personal preferences, the context of the activity, and the individual's mindset.

### **2.3.2 Factors Affecting Motivation : 13**

-**Personal Factors:** These include individual characteristics such as personality needs, beliefs, values, and goals. Factors such as self-efficacy, personal goals, and aspirations can impact motivation levels. Understanding and aligning personal factors with organizational goals and values can enhance motivation

For example, a person with a high need for achievement may be motivated by challenging tasks and opportunities to succeed.

-**Personal Beliefs and Mindset Factor:** An individual's beliefs about their abilities, self-efficacy, and mindset can significantly influence motivation. Those with a growth mindset, for example, believe that their abilities can be developed through effort and persistence, leading to increased motivation to overcome challenges

-**Environmental Factors:** The environment plays an important role in shaping motivation. Factors such as organizational culture, leadership style, reward systems and social norms can impact an individual's motivation levels.

The culture of an organization can have a profound impact on motivation. A positive and supportive work environment that fosters trust, collaboration, open communication, and recognition of individual contributions can increase motivation levels.

\_ **Goal Setting:** Setting clear and challenging goals can significantly impact motivation. Specific, measurable, achievable, relevant, and time-bound goals provide individuals with a clear direction and a sense of purpose. When goals are too easy or too difficult to achieve, motivation can suffer. Regular feedback and progress monitoring can also enhance motivation by providing individuals with a sense of accomplishment and identifying areas for improvement.

- **Social Factors:** The presence and influence of others can affect motivation. Social support, competition, cooperation, and social

comparison can all impact an individual's motivation. For example, working in a supportive team environment can enhance motivation and performance (Deci, E. L., & Ryan, R. M., 2000).

### **2.3.3 The benefits of motivation in learning :**

Motivation plays a crucial role in learning and can significantly impact a learner's engagement, effort, and overall performance. Here are some benefits of motivation in learning:

**1. Achievement of Goals:** Motivation provides the drive and energy to set and pursue goals. When you are motivated, you are more likely to work consistently and persistently towards your objectives. Learning complements motivation by equipping you with the necessary knowledge and skills to achieve those goals. The combination of motivation and learning enhances your chances of success.

**2. Increased Engagement:** Motivation enhances learners' willingness to participate actively in the learning process. It helps them become more engaged, focused, and attentive, leading to higher levels of concentration and absorption of information.

**3. Improved Effort and Persistence:** Motivation drives learners to put in the necessary effort and persevere through challenges. It helps them overcome obstacles, maintain a positive attitude, and persist in their learning endeavors, even when faced with difficulties.

**4. Enhanced Learning Outcomes:** Motivation has a positive impact on learning outcomes. When learners are motivated, they demonstrate a deeper understanding of the subject matter, acquire knowledge more effectively, and are more likely to retain and apply what they have learned.

**5. Positive Learning Experience:** Motivated learners tend to have a more positive and enjoyable learning experience. Their interest makes the learning process rewarding and fulfilling, leading to a greater sense of accomplishment and satisfaction.

**6. Increased Self-Confidence:** Motivation and learning contribute to increased self-confidence. When you are motivated, you believe in your abilities and have a positive outlook on your potential for success. Learning reinforces this confidence by providing you with tangible evidence of progress and improvement. As you acquire new knowledge and skills, you become more self-assured, which further fuels your motivation to continue learning and achieving.

Motivation fosters a sense of self-efficacy and confidence in learners. When they are motivated, learners believe in their abilities to succeed, which boosts their self-esteem and encourages them to take on new

challenges.

**6. Lifelong Learning:** Motivation nurtures a passion for learning and encourages a lifelong learning mindset. It instills a curiosity and desire to explore new topics and acquire knowledge beyond formal educational settings (Deci, E. L., & Ryan, R. M. ,2000).

Motivation and learning have a positive impact on performance. When you are motivated, you are more likely to engage in tasks with enthusiasm and dedication, leading to improved performance outcomes. Learning enhances performance by providing you with the necessary knowledge, skills, and strategies to excel in various domains. As you acquire new information and refine your abilities, you become more effective and efficient in your pursuits

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