

BULGARIAN ACADEMY of SCIENCES

Institute for Population and Human Studies

Department Psychology

Filip Ivanov Filipov

A PhD student

Incentives and motives for labour in organizations

A doctoral thesis

A summary

The subject covered in the thesis is the motivation for labour in organizations. Different theoretical formulations concerning the nature of labour, its psychological components and the importance of labour for personality development have been studied. Traditional interpretations on the motivation for labour are mentioned and there is a comparison with the contemporary conception of the process. It is drawn a distinction between incentives and motives for labour. The main point in the thesis is that the process of motivation has to be observed as a result of simultaneous influence of incentives and motives for labour on the personality. The influence which they have on an individual is probably different because of the personal characteristic localization of control. It is stated in the hypotheses of the study and it is confirmed by the empirical results.

Two new author's methods for researching the stimulating system in a company have been developed: 'A questionnaire study about the employees' personal preference for different types of incentives' and 'A questionnaire about the satisfaction of using different incentives.' In the course of the study it has been confirmed by scientific evidence that the localization of control has an influence not only on the incentives and motives but also on the satisfaction with the job.

Another result from the research is that the material incentives are not always more preferable compared with the immaterial ones. The preference of a certain type of incentive is influenced by the localization of control as well as the factors of the organization of labour. The incentives and the motives for labour are compared in two plans: Ideal and real. This gives an opportunity for analyzing the actual situation of the incentive and motivation system of the company compared to what is desired by the employees.

The thesis has a practical and applied purpose. It is a complete example of analysis of incentives and motives for labour in a certain company, satisfaction with the job and work organization with the staff.