

Motivation to the development of knowledge

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Abstract: By observing the collection of pieces of understanding and knowledge into a system, a question arises:

What motivates people for constant development and for interest for knowledge? In our paper we will unfold this theme and try to answer the earlier stated question. We are aware that it is impossible to come up with a definitive answer in the scope of this paper. Our goal is to unfold the possible indications of human motivation for knowledge and to list the tools of knowledge management that are currently used.

Keywords: motivation, theory, morality, assumptions

1 Introduction

Knowledge and intelligence has been following the human since. And humans have distinguished themselves and till do by how much knowledge they can absorb, use, perfect and give. In the current age the situation is not different although there is more information among us. There are more people, more stories, more knowledge.

It is interesting that people are not able to use all the information that is given to them. A question arises, about where all these new information come from. And furthermore: how come people search so stirringly for new information.

We do not have to forget a part of gathering information and that is the acquirement of competitive advantage. Information, knowledge and tools have always been and are since the key to have a winning edge over the others.

2 Knowledge

In this part of the work it seems worthy to define what knowledge is and how we gather them.

When thinking how to define this phenomenon, we did not do to depth analyses of the phenomena of knowledge, that is being worked on in the various literature. So we just mention:

We can translate or express Knowledge as information, knowing, belief. (Katuščáková, 2009)

We can express it as “ the ability to use tuition, experience, values and academicism as a scheme to evaluate data, information, and other experience for choosing an answer to the given situation.” (Fašánek, 2008, p.p. 15)

Katuščáková (2009) warns on the difference between information and knowledge with the opinion of authors Quigley a Debons (1999) “ While information give an answer to questions like: who, where, when, what?, knowledge gives answers to deeper questions like: how and why?”

After defining the notion we continue with thinking about the fact how come there is so much knowledge around us that we have not explored and not gathered.

3 Motivation

3.1 Motivation to the development of knowledge - theory

To find the answer we have chosen the theory of J. Lock. It seems to us that it offers a complete view on the acquisition of knowledge and guides us on a comprehensible route of cause and effect.

Locke, as Godiš (2010) writes, in his book *The treaty of human mind* claims that knowledge is based on experience. Experience is created in our senses by the effect of things. An easy scheme represents its causality:

THING – EXPERIENCE – IDEA - NOTION

To add Locks theory we note the basic idea (thesis) of his work: “Nothing is knowledgeable, that has not been in the senses before.” Our senses are all the time stimulated by stimuli, that we grasp, think about, compare. It is the basis of our knowledge.

By knowledge we focus on ideas not on the things themselves.

We think that this should be the driving motor of humans to gather knowledge and their enrichment. To give them further to the next generations and keeping them as heritage. (Godiš, 2010)

In order to learn the motivation of gathering knowledge we found in literature a lot of books dividing motivation on the base of internal or external motivation until dividing motivation to the smallest.

Depending on the vantage point theories continue to the course of motivation and gathering knowledge. Motivation is divided in the academic writings as motivation as such, motivation towards output for example with employees, students. The theories of employees motivation are not the outputs of the last decades.

We can mention some from the past, from the period, when thy mirrored the social situation.

In the end of the 19th century F. W. Taylor the leader of academic management has worked on the understanding of the output effectivity of workers. He came to a decision that the motivation is material gratification.

He was not the only concerned with this problematic. We remember another scientist, who was E. Mayo. For him social and psychological background were important. Good relationships at work for example.

We cannot leave out A. Maslow, whose theory is worked out into a pyramid. ON its top is the most advanced form of self-realization. (ISPIT, 2014)

D McGregor has worked out a theory dividing people into a generation of X and Y, that is often mentioned and considered as actual.

Each theory has brought a different answer to the theory of motivation. Maybe it is by the common advancement, advancement of academic knowledge, maybe by the example, or by the question of search. In all cases each theory has pushed the knowledge a step further and that is correct.

We decided, not to focus our work towards the division of motivation into structures. We want to focus on the human and his cause for enlargement of his knowledge. His longing for it, gathering it, keeping them and exchange.

In correlation with searching for meaning for gathering knowledge, which we did, a space opens up to glance the background of motivation. The cause that moves people. The purest cause in the worlds purest word description is morality.

Let's consider morality and the motivation to it for a while.

3.2 Motivation of morality

“To understand the character of moral attachment it is important to know from whom we learn morality.” (Pavlovičová, 2001 p.p. 670) Since it is always about the morality of a certain group of people. For that it is exceptional. “Then the central notion of ethics are not rights, but virtue, not laws but common good.” (Pavlovičová, 2001 p.p. 671) The author further says that accepting the morale of a certain group of people among whom a person lives brings the understanding of the so far used notions and common loyalty.

The same behavior model is present by the gathering of knowledge.

Pavlovičová (2001) further says the morality of motivation, that is the basis of respect for the moral codex of a group. Many authors understand the question of motivation as the weakest potential to understand morality. The ultimate questions comes forth and that is why to prefer moral principles to personal gain?

The morality of motivation, we consider, is important among all human processes. We consider it as a basis of the judgement for a course of human action.

Just to mention an interesting truth. The central point of motivation is according to George H. von Wright self-control. Self-control has the role as the core of motivation and during decision making is more important than virtue. (Pavlovičová, 2001)

We think that self-control has more humility as virtue and is thus more important, as the author cited.

Let us stay at the theme of moral motivation. This part enables us to remember the basics of motivation that is in the human virtue. To look at morality from the philosophic point of view gives space to see motivation in every aspect of human behavior. As we stated above motivation is seen by doing student, employee and personal actions and the quality of these actions.

There are two felt differences to understand virtues. A virtue is felt like a characteristic of a person, that is filled by his positive characteristics. Even virtue has its ethics that is concerned with the rules of engagement. The question stays: How we should act? If entwined with the character of the mentioned person, the question is: What kind of people should we be? (Pavlovičová, 2001, p.p. 669)

By moral motivation there are significant conditions, that are required and those are:

- a) practical requests,
- b) critical requests,
- c) requests on objectivity (Kadlic, 2013 p.p. 9).

3.3 Reasons for motivation

We agree with I. Košalka on the source of human motivation:” The majority of human have an unquenched interest in getting better in that , what they have the best proposition.” (manažér, 3/2016, p.p. 11) Even by hindrances it is possible to determine how much effort we have to invest into them. People driven by talent and creative potential always find a way how to self-realize.

Gathering knowledge is fun. It is not about information, getting information, listening. Motivation is enhanced in creating contacts, friendships, enriching humans or getting enriched by humans – sharing experiences. It is about finding new possibilities, that can be for example enrolling in a new course, tuition, enriching a new theme that is interesting in the field of new vantage points. It is of trying, of finding new results, by which no one wants to make the basic mistakes. It is about the courage and support. The enterprise towards knowledge.

We can think about why is it worth to strive towards knowledge. If we leave out the above mentioned ones – the good feeling from work, internal motivation, that otherwise as on 100% it is not worth doing, why to be the best and not be the average? Because “people want to work for the best, buy from the best, have something in common with the best in all human situations.” (Manažér, 3/2016, p.p. 15)

3.4 From motivation to manipulation

So far we have been coping with the motivation , that is inside the person. We showed some of its reasons. In the next part we shall focus on the motivation from the outside, on other people. On the transfer of motivation.

When transferring motivation on the other person, the motivation can have a shape of forced motivation, which we categorize as manipulation. Reháková (2016, p.p. 16) says: If it is the one or the other is distinguished by the feeling, that the human has after accomplishing the task, if he feels happy or feels misused.” The judgement is on the concrete person. On the feeling he has at the end of the interaction. If it was motivation he feels happy, if it was manipulation he feels low. On the other side: by motivation a certain human side is picked and elevated and is used to get a result. By manipulation a characteristic is made up. The manipulated person does not have it, or it is not that good. He is suggested to do what we want. But otherwise he would choose differently. (Reháková, 2016)

The manipulator manipulates all the time, morality is absent by him, as well as virtue and open dialogue. (Škodová, 2009)

About the reasons of manipulation Toman (hnonline, 2013) says a thing or two. He mentions two, that are the strive of the manipulator to achieve a better, stronger position and the other to get money.

When viewing manipulation from the other side we will ask ourselves, what is her opposite. We can agree with the proposal: “The opposite of manipulation is the culture of open communication...” (eFocus 2/2008, p.p. 69). It is important to spot manipulation and to warn on it. For instance to quit the conversation and showing that we spotted the manipulation and deny it. It is an advantage to have certain rules in the company culture. For instance professionalism, team spirit... among them not using manipulation. It is efficient, when each value is defined among colleagues and agreed upon together.

4 Conclusion

In our work we are constantly bound with a wide range of knowledge and we considered about the motivation for constant search of the environment to enlarge the database of knowledge. In short we have defined the phrases as knowledge, knowing, belief, that give us answers to questions as how and why.

We came to conclusions that answer motivation towards developing knowledge. We have chosen the opinion of J. Locke and agree with him. His theory says that our senses are always developed by motifs. On the base of their resolution experiences occur. Knowledge comes from experiences.

We mentioned other authors from the end of the 19th and 20th century F. W. Taylor, E. Mayo, A. Maslow, D McGregor. Their added value is to be seen in the answers to the questions of motivation and the theme we are looking for to answer.

Our work on motivation has led us to think about its source and that we think is morality. Morality holds in many aspects of human decision making. In one part we have considered the morality of motivation that has its rules. We will show as an example moral principles in groups, self-control, virtue.

The source of motivation in this thesis is the strive to develop in there we consider ourselves to be the best. In where it benefits. There is a feeling of happy exploration, development of friendships, and by gathering knowledge we also give some away.

We have looked at the other side of motivation, which is manipulation. The manipulated person feels low and useless by it. There are many techniques to avoid manipulation, for example to describe openly the situation. A culture of open communication is a good environment.

The goal of our work is to look for possibilities that indicate motivation of humans toward knowledge and to mention some used tools of knowledge management. We believe that we enrich the reader and inspire him for further research.

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