

The Importance of Developing a Motivational Profile and The Degree to Which One Is Considered for The Career of Information Technology (IT) Students.

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Abstract - The field of Information Technology has constantly changed, which affects both the companies that employ people in this sector and the individuals who work in it. This study sought to identify the factors influencing a student's professional career. Ninety-four students gathered data from this study from the Dar es Salaam Institute of Technology (DIT) in Dar es Salaam. Two instruments used were the Schwartz values inventory and the employee appreciation tool. The tools used in this study were the goal and interest and professional inclination questionnaires, which help identify the people most likely to succeed in this field. The study results revealed that many IT professionals and students are self-described as benevolent and hedonists who prioritize the well-being and satisfaction of their work and personal lives. They also believe that they should adapt their job to suit their lifestyle.

Index Terms- Professional Preference, Information Technology (IT), Motivational Profile

I. INTRODUCTION

The field of information technology has been one of the fastest-growing sectors in the world due to the technological advancements that have occurred over the past few years. The rise of computers has led to the development of new professions to meet this sector's needs. The increasing importance of IT professionals has resulted in more businesses seeking their expertise. The advancements in communications and computing technologies affect how organizations store, distribute, and generate knowledge. IT professionals are responsible for the world's technological evolution. Due to the increasing importance of technology and new professionals in this field, a new type of relationship has emerged between businesses and individuals working in this sector. This relationship needs to be studied to develop a better understanding of it. The current business climate drives the demand for professionals with exceptional abilities and knowledge. A career is a set of people's perceptions about their talents, values, and goals. It also refers to their attitudes toward work and their desire to develop [1].

The concept of career refers to the forces that influence an individual's behaviour. For instance, the factors that influence an individual's satisfaction at work are the intrinsic variables of the job. In addition, the degree to which an individual's self-concept is aligned with the skills and values of the profession can also influence their satisfaction [2]. One can use a motivational process to help individuals develop their professional skills and improve their performance. This can be done using various strategies and methods [3]. For instance, the institution can help individuals reach their goals by implementing a group approach to motivation. The factors influencing an individual's inspiration are the job's characteristics and the values they want to adopt. This is very important to the success of the company and the individuals. Due to the complexity of the factors that affect an individual's motivation, the researchers in this field conducted various studies to identify the factors that can influence the individual's performance. The findings of these studies have been used to develop a management tool that can help improve the company's performance. Politicians and social scientists have widely appreciated the concept of organizational values, but very little by business managers [5]-[8].

The values of an organization are the guiding principles used to develop and implement the company's operations [9]. It can influence the actions and behaviours of its employees and customers. The company's performance must be evaluated based on its values. These principles can be perceived as a product that can guide evaluating and reflecting an individual's desires [10]. They can also influence the individuals' reactions to their work and their decisions regarding their professional life [11].

The concept of a career can also be influenced by the degree to which an individual's self-concept is aligned with the skills and values of the profession. This relationship can be established through the recognition of the individual's personal needs and priorities.

Understanding the relationship between human values and professional inclinations can help individuals determine their goals and actions [12]. It can also help them develop a strategy to align their values with the expectations of their customers. The complex cognitive system can influence an individual's actions and behaviours. Human values can also affect the actions of others and the decisions that an individual makes regarding their professional career [7]. According to the studies conducted by the Massachusetts Institute of Technology, eight types of career leanings are formed by an individual's appetites and feelings. The relationship between

professional inclination and human values can be established by examining the trajectory of future professionals' careers. It focuses on their values and growth in their professional field.

2. The Motivational Structure of Values

Values are also crucial to the management and administration of people, as they can affect their performance and behaviour. The organization's values influence the company's vision and employees' expectations [13]. Knowing the characteristics of its employees can help the company develop effective strategies and improve its competitive advantage. The meaning that people attach to their work is determined by the various factors that affect their needs and actions [13]. For instance, the values of an organization can help people resolve their goals and activities. The company's efforts also influence the expectations of an employee and how it treats them. The primary interest of an individual when joining a company is to earn as much as possible to satisfy their personal needs. If employees are not working to meet their obligations, they might not feel a connection between exploration and exchange. A person's motivational structure is based on the various targets achieved through their actions and behaviours. A person's motivational profile is also related to the importance of the factors that influence their life [8]. The values of an organization are also related to the various factors that influence an individual's behaviour [5]. This structure can help employees determine their goals and actions. It can be used to draft a motivational profile, a reference for developing a strategy to achieve these goals. People can set their values based on the goals that they have identified for themselves, such as their desired behaviour models or states of existence. The concept of motivational intent is rooted in recognition of the multiple interests and mixed desires of individuals [13]. People's values are categorized into a hierarchy that helps determine their daily routines. The type of motivation or objective that motivates a person can influence the value they express.

- 1) biological needs of the organism;
- 2) social needs concerning the regulation of interpersonal interactions;
- 3) socio-institutional needs regarding the survival and welfare of groups [14].

The motivational types already verified empirically are presented below.

Hedonism: The gratification of physical needs is transformed into socially recognized values. This group of motivational values aims for pleasure and sensual gratification for himself [15] [16]. As an example, o values have fun and self-indulgence. It's an individual interest [14]. A hedonistic person is also stimulated in search of changes that will always be in front, always to be better than colleagues; be better than the other, not to contribute, but to maintain a position; which motivates.

Self-realization: Your goal is personal success obtained by demonstrating competence that usually leads to social recognition [15] [16]. An example of values is being successful, capable, influential and ambitious. Self-realization is considered an individual interest [14]. The motivational type of realization (Self-realization) is directly linked to the quest for power; the greater the power, the more outstanding the achievement.

Social power: The goal of this type of value is the demand for status, prestige and social control over people and resources [15] [16]. An example of this type is the concern with power, wealth and authority characterized by an individual interest [14].

Self-determination: The values of self-determination seek independence of thought, action, option, curiosity, creativity, and freedom to choose their targets [16]. Has an example of values of freedom, creativity, curiosity and independence. It is characterised by an individual interest [14].

Compliance: Your motivational goal is the control of impulses and your behaviour by social expectations [15] [16]. Example values are obedience, politeness, and self-discipline. Compliance is considered a collective interest [14].

Benevolence: The values that make up the motivational type of benevolence are: availability, honesty, loyalty, responsibility, friendship, maturity and work. The motivational goal is the interest and concern for the well-being of people intimate [15] [16], helpful, loyal, forgiving, and worried about the collective interest [14].

Security: The goal of the values of this type is the personal integrity and identification of people and groups, as well as the stability of society and himself [15] [16], with interest in the social order, family safety, cleaning and revealing a joint interest [14].

Tradition: The goal of the figures relating to the motivational practice is the respect and acceptance of the ideals and customs of their society [15] [16]. Its characteristics include respect for tradition, moderation, devotion, and collective interest [14].

Stimulation: Need for excitement, novelty and change to maintain a satisfactory level of operation [15] [16]. Life varied, exciting life and individual interest [14].

Philanthropy: The goal of this group of motivational values is the quest for the well-being of all. Schwartz calls this motivational type "universalism". [16] are your feature: equality, social justice, wisdom, respect for nature, a world at peace, equality, inner harmony and dream; it is a joint interest [14].

The relationship between the different types of values has been verified using a method known as multidimensional analysis, which is designed to analyse the similarities between structure data. The distance between these values is expressed as points in a multidimensional space, and the correlations among them are calculated according to the subjects' responses [14]. The values used for the service of individuals are opposite those used for the collective interests [6] [16]. This concept of conflict and compatibility explains the relationship between the different kinds of values. Based on the motivational structure, five values are grouped and occupy a space opposite the three sets of collective interests. Studies using multiple regression techniques revealed that the motivational dynamics of individuals are associated with the predicted behaviour at work and in life [14]. They also found that the individuals' priorities relate to their values and the organization they work for. The concept of the motivational profile is based on the relative importance of each individual's motivations. It suggests a hierarchy of matter that is related to the various types of goals that the worker has. The motivational profile aims to help individuals identify the most critical factors and their goals. It can also analyse the various values used for individuals' service. Through this method, the researcher can get a more global perspective and improve the effectiveness of their work [8].

The ten employee motivators have two dimensions. The four poles represent the person's motivations, defining four goals. These include openness to change, self-regard, conservation, and self-promotion [8]. The desire to change is an expression of expectations that can be achieved through the autonomy granted to an individual to perform their work. The expectations and interests of individuals related to conservation are at the opposite end of the spectrum. The various factors an organization considers when it comes to hiring and retaining workers are also considered to determine the ideal environment for their employees. The goal of self-transcendence is to achieve the well-being and collective results of the organization. This type of motivation can be achieved through various methods, such as a positive social environment and regular interactions with customers and colleagues. On the other hand, the self-promotion approach is focused on individual results and requires the involvement of various organizational actions.

The adequacy of the worker's motivational profile and the concrete actions of their motivation are two crucial factors that need to be considered to develop effective strategies to motivate them. One of the most effective tools for this evaluation is an inventory of Schwartz's values.

In 1992, Schwartz developed a scale for conducting a purpose culture research study that involves analyzing the values hierarchy in Brazilians and the values in the Tanzanian culture. The 57 values included in this study were introduced over four values.

The study also analyzed the professional inclinations of individuals. This concept is related to the various aspects of an individual's personality related to their professional goals and talents. The instrument used in this research was based on Schein's book [1].

The characteristics of each category were analyzed to determine their differences [11]. For instance, people with technical-professional fitness are motivated by their ability to exercise their skills and satisfaction with being regarded as experts.

The formal recognition group values the opportunity to receive legal recognition. Their fundamental values and objectives are summarised in steps to help them achieve their goals and contribute to the organization's success.

Autonomy: Independence people with a penchant for freedom and independence do not support rules, methods, work hours and other rules standard to virtually any type of organization. Regardless of your business, these people like to do things your way, at your pace and according to their standards.

Security stability: People are inclined to make security a predominant factor throughout their careers to guide and limit their professional decisions. These people typically seek employment in organizations that provide security and stability.

Entrepreneurial creativity: Some people must create new businesses, develop new products or services, organize new companies or manage them according to their specifications, and succeed.

Willingness to serve and dedication to a cause: Individuals with features of doing to give values to help humanity and the nation and to dedicate themselves to a cause. People in this group want a job that will allow them to influence the organizations that employ them or social policy in the direction of its values.

Pure challenge: Some people are based on the perception that they can conquer anything or anyone. For them, success is impossible and overcoming obstacles overcome strong opponents. They are living in a world where everything is to compete and win.

Lifestyle: This type of person prefers flexibility above all. People-oriented lifestyle seeks one more organizational attitude than a specific program, an attitude that reflects respect for personal and family interests. Who has this slope to reconcile personal, family and professional needs?

People can determine their true inclinations by considering the various situations they face. Although they may try to adapt to these circumstances, their leanings remain unchanged. This means they will combine their professional and occupational desires if an opportunity presents itself. The goal of this process is to determine the professional inclinations of individuals so that they can make better decisions and improve their careers. This is done by developing a comprehensive understanding of the various functions involved in a particular trade. Before people start their search, it is crucial that organizations thoroughly analyse the features of the job that they are interested in.

3. Methodology

This study aimed to collect empirical data through survey questionnaires, regarded as field research tools. The sample universe comprises students and professionals from different universities in Dar es Salaam. The two types of survey questionnaires are structured and characterized by closed questions. Before the questions are asked, the participants are provided with an introduction, an explanation, and a letter of gratitude. One of the instruments used is the Schein's (1996) questionnaire, which aims to identify the students' motivation levels. The other is a survey of Schwartz's that seeks to analyse the students' values [11]. The rating scale used by Schein is derived from the Likert scale. It helps to categorize the sum by causing the participants to react according to its numerical value. The total sum is then calculated by considering the various dimensions of professional inclination. The questionnaire for Schein contains 40 questions. The responder is expected to score if the questions are applied to him or are always used on a scale. The survey results indicated that the respondents should classify themselves as 1 to 6. However, due to the pilot study, only 24 statements were used, which reduced the number of variables and made the scale more similar to Schwartz's inventory. The Schwartz Value Survey was used to assess the employees' motivation levels. It contained 57 values, and the version used in Tanzania was adapted to include four characteristics of the Tanzanian culture. The importance of the values was evaluated using a scale from zero to six. The higher the number, the more critical it is for the individual. In addition, the values were ranked using numbers 1 and 7. The first is to determine negative values, and the second is to analyse the highest importance.

The Likert scale was also used in this study to measure the perceptions and attitudes of the participants. The original instruments used by Schwartz and Schein were preserved with only minor modifications.

The rating scale used in the inventory values Schwartz used was:

(0) Opposite to my values; (1) unimportant; (2) Important; (3) very important; (5) Of supreme importance.

The results of the survey questionnaires were sorted and tabulated based on the average scores of the respondents in various motivational categories. The objective of this sample is to determine the goals and motivations of the individuals. The content analysis of the responses collected through the two surveys was conducted to assess the relevance of the respondents' motivation levels to their career choices. The results of the quantitative analysis were then analyzed using a statistical method to determine the standard deviation and mean values. This descriptive research aims to describe the students' career inclinations and motivational profiles.

4. Statistical Results and Analysis of the Research Data

Individuals may behave differently even though they're doing the same job and are exposed to similar circumstances. This is because they have stories about varying experiences, goals, values, and lives [17]. According to motivational theories, although people have changing personal attributes and purposes, there are still needs in the universe. The inventory values collected by computing students represent the expected values in various cultures.

The values presented in this study are explained in terms that help the participants make an informed decision. The statistical data collected from the 61 items in the inventory revealed that the respondents identified the most important values they consider important in their lives. The survey results showed that the students are more likely to pursue interests and things related to their self-actualization, hedonism, and self-determination goals. Self-actualization aims to achieve social recognition and success by demonstrating competence. Hedonism is a psychological condition characterized by the pursuit of pleasure and satisfaction. It focuses on the search for happiness and avoiding suffering. Examples of this type of behaviour include self-pleasure and indulgence. The values related to individuals' interests are different from those associated with the collective interests of the people.

Table 1. Means and Standard deviations motivations type of students

Motivational Type	Students	Detour
Self-determination	1 ^o 3.87	0.29
Hedonism	2 ^o 3.76	0.14
Realisation	3 ^o 3.65	0.57
Benevolence	3.64	0.29
Compliance	3.54	0.29
Safety	3.50	0.64
Universalism	3.34	0.52
Tradition	3.04	0.83
Stimulation	3.02	0.25
Power	2.71	0.50

Source: Drawn by the author based on research

Hedonism is a type of motivational mindset that focuses on pleasure and enjoyment. Hedonism is also stimulated by the desire to be better than others and maintain a societal position. This behaviour can be easily valued at work. Self-realization is a type of motivational mindset that focuses on pursuing power. It is linked to the idea that the greater the achievement, the more self-actualization is achieved. In addition to being able to achieve success, the goal of this type of mindset is to develop individuals' intelligence and social recognition [19]. Young computer students exhibit an individualist style wherein self-actualization pushes beyond expectations and establishes goals that can be achieved through the autonomy granted to them to perform their duties. This provides them with an opportunity to develop and innovate. Although the concepts of self-actualization and hedonism are similar, the former focuses more on individual results and the latter on gaining merit recognition. To meet these goals, individuals need to adopt an organizational mindset that encourages the award of merit.

The style of life that students choose to adopt is the most critical aspect of their careers. This type of person is more likely to embrace flexibility and is also more likely to develop an organizational mindset. People with this type of mindset tend to prioritize family and personal interests. The second aspect of career autonomy is the belief that people should be free to do whatever they want. This includes not following company rules and guidelines and preferring to do things at their own pace. With this mindset, individuals are more likely to pursue independent careers. People with this mindset prefer autonomous jobs, which are temporary and have well-defined goals. They also like to receive compensation based on their performance instead of their work. They believe that a new position should provide them with more freedom. The most important aspect of a student's career is the challenge of being in a world where competition determines everything. This mindset also helps people develop their functional technical skills.

Table 2: Comparison of student professional inclination

	Student	
	average	detour
<i>Lifestyle</i>	3.84	0.49
<i>Autonomy independence</i>	3.33	0.8
<i>Challenge</i>	3.27	0.39
<i>Functional technical</i>	3.23	0.48
<i>Administrative aptitude</i>	2.26	0.55
<i>Willingness to serve</i>	2.69	0.27
<i>Security</i>	2.87	0.32
<i>Creativity</i>	2.8	0.54

Source: Drawn by the author based on research.

Individuals with functional and technical inclines are passionate about their work and are satisfied with their achievements. They do not value the position of general manager. They also prefer to receive incentives and are likelier to work in a team environment. The type of work that these individuals can do is challenging. These individuals need to improve their self-esteem. They also value the formal recognition that comes with being a professional. To stay in the organization, they need to create a career plan that will allow them to continue working. Through the survey results, it was revealed that the Schein students who were surveyed were individuals who were self-determinate. This means they prioritise their autonomy and independence regarding their actions and thoughts. The characteristics of hedonists are prioritizing their lifestyle and being satisfied with their work. They seek pleasure and avoid suffering as much as possible. In addition, they love challenges.

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