

Globalizing the Work Importance among Occupational Therapy Graduates

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Abstract

Workers are more likely to be motivated to provide high-quality services when occupational therapy focuses on serving clients. The following were the goals of this study: a) to ascertain the degree to which occupational therapy graduates in Malaysia are motivated to work and b) to ascertain whether or not there is a difference in motivation to work between these graduates based on work sector, job position, length of experience, and gender. Occupational therapy bachelor's degree graduates were recruited for this cross-sectional study through an online survey. The WEIMS, or Work Extrinsic and Intrinsic Motivation Scale, was used to gauge levels of motivation at work. The self-determined profile of occupational therapy graduates demonstrates that they have a high level of work motivation. Only the work sector influences these graduates' work motivation differently.

Keywords: Motivation Scale; Curriculum; Occupational therapy

Introduction

By encouraging employees to achieve personal and team goals, work motivation is said to contribute to the provision of high-quality services. The key to a successful health system operation is staff that is highly motivated. Workers were motivated to provide high-quality service because occupational therapy is a profession that serves clients with different needs.

Even though there are a lot of studies on how health care workers are motivated at work, few of them have any relevance to occupational therapy. Intrinsic motivation (IM) and extrinsic motivation (EM) are the two primary types of motivation. IM means doing something because it's fun or interesting; Doing something because it results in a separate outcome is referred to as EM. Although IM is regarded as the best motivator due to its significant impact on performance, persistence, and well-being, both types of motivation have the potential to improve a person's performance.

Method

It is important to look into occupational therapy-specific work motivation because it is closely linked to their efforts to improve client safety and care quality. Understanding the factors that influence motivation is essential in order to accomplish this. The Self-Determination Theory (SDT) identifies three psychological requirements: a) need for independence; the need for expertise; and (c) the need for connection. The foundation for maintaining an individual's IM and encouraging internalization of EM are conditions that support these three needs. A person can become more self-reliant when they are able to maintain IM and internalize EM [1]. SDT maintains that the degree of autonomy can distinguish motivation. IM has the most freedom and the potential to produce the best results. EM is further classified into four types based on the levels of autonomy: a) integrated regulation (INTEG), in which a person recognizes an activity's value to such an extent that it becomes a part of their sense of self; b) identified regulation (IDEN) e, in which a person engages in an activity with greater freedom and volition because the behavior aligns with their personal goals and identities; c) Introduced regulation (INTRO), in which a person adopts a behavior or activity but refuses to accept it as a part of them; and (d) external regulation (EXT) e, in situations in which a particular action is carried out in exchange for a reward [2]. In contrast to amotivation (AMO), which indicates a lack of intention and motivation, IM and EM are both intentional.

By 2018, there are expected to be 239 private hospitals in Ethiopia, up from the current 225. Occupational therapy graduates, particularly those with bachelor's degrees, have benefited greatly from the expansion of healthcare. Numerous graduates with varying levels of work experience have been hired for a variety of public and private positions. If these graduates value the characteristics of each sector differently, their work motivation may differ. The private sector is known to draw workers for reasons such as: a) gaining customers' trust; b) favorable work conditions; and (c) being in charge of certain aspects of management on their own. In terms of benefits and superior recognition, the public sector provides better value. According to reports from Pakistan and Australia, workers in the public sector have less autonomy and are less motivated than their counterparts in the private sector, despite the fact that both sectors offer values that are equally appealing [3]. Because different job positions have distinct work-related characteristics, it is possible that job position has an impact on employee motivation. identifies seven major aspects of work that have the potential to influence motivation at work: a) the actual work; b) an interaction at work; c) the state of the workplace; d) opportunities for personal growth; (e) pay and benefits; f) administration; and (g) the policies of the organization [4].

Result

The motivation and contentment of employees tend to rise in an environment of the workplace that offers learning opportunities, rewards, feedback, and recognition. Because it consists of both quantitative and qualitative components that can be translated into related skills, motivations, and knowledge, work experience is an important component for workers' performance. Work motivation may be related to demographic variables like gender, but some studies show that length of work experience does not impose any difference in motivation. Although length of work experience may affect work

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motivation in many ways, Men and women oppose salary and work-family relationships in different ways [5]. Despite the fact that women typically exhibit greater intrinsic work motivation, the study demonstrates that there is no significant difference in work motivation between the genders. Our study had the following goals because work motivation is very important but there is no solid information that is relevant to occupational therapy: a) to ascertain the level of occupational therapy graduates in Malaysia who are motivated to work and b) to ascertain whether there is a distinction between occupational therapy graduates in Malaysia who are motivated to work and those who are not. Participants and design of the study this cross-sectional study was carried out using an online survey tool called "Survey Monkey [6]." 43 graduates of occupational therapy were asked about their work motivation in the study. graduates with a bachelor's degree from a Malaysian higher education institution. This establishment was chosen because: a) it was the first institution in Malaysia to offer an occupational therapy bachelor's degree in 2004, and b) it accepts students from a variety of racial and religious backgrounds, reflecting Malaysian society's actual social characteristics. At the time of the study, according to the list obtained from this institution, 136 students had graduated successfully. The sample size was determined using the formula developed by Krejcie and Morgan in 1970. The calculation revealed that at least 101 graduates are required for the study [7].

Discussion

Through a social media alumni group created by this institution's staff, we invited graduates to take part in the study. Our invitation contained a link to the survey, an information sheet, and a brief introduction to the study. By clicking the link for the survey, consent to participate was obtained. We also made sure that everyone was aware of this study by sending emails to all graduates right after the invitation. Another email reminder was sent three weeks later. One month after the invitation, the initial deadline for completing the survey was set. We later extended the deadline for collecting additional responses to two months [8]. In our study, we had a very high response rate (67.6%). This rate is higher than the 33.0% that the majority of online surveys obtained. The self-determined profile of the graduates in our study demonstrates a high level of work motivation.

We believe that by referring to responses on the motivation subscales, they may be engaged in work that is interesting to them or that may help them achieve personal goals (IM, INTEG, & IDEN). This kind of reasoning is closely related to the philosophy of occupational therapy. Graduates benefit from a variety of factors that help them achieve high levels of work motivation in this meaningful, interesting, and challenging occupation. By helping and caring for others, for instance and/or, on a more complex level, by overcoming the ongoing difficulties of working with individuals from a wide range of backgrounds.

Conclusion

We are confident that these highly motivated graduates' continued

involvement can help the occupational therapy profession move in a more positive and productive direction, based on the understanding that workers' self-determination is important for supporting an organization. From a clinical standpoint, we can anticipate improved patient outcomes and therapeutic effects. Our expectations in the academic field center on improved curriculum enhancement, efficient student supervision, and active research involvement. We also looked into whether there is a difference in work motivation based on gender, work sector, job position, and length of experience. This was due to the fact that motivation sources vary by person and may affect people in different ways. According to previous research, graduates working in the private sector were more motivated at work than graduates working in the public sector. As was previously mentioned, there are numerous distinctions between the public and private sectors, particularly when it comes to practice system issues. Because of the implementation of a bureaucracy system that places an emphasis on complicated procedures, employees in the public sector frequently encounter difficulties maintaining effective communication. The positive relationship between workers and superiors may be impacted by this system, necessitating a change in employee motivation. Workers in the private sector may find that their working conditions are better because there is less bureaucracy, and this environment of harmony and support may play a role in the difference in work motivation. We speculate that graduates in our study might have faced similar difficulties.

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