

A Study on Impact of Motivation for Post Graduate Students for their Achievements

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Cite this paper as: Dr. Laxmidhar Biswal, Dr. Vinod Malap, Dr. Suman Kalyan Chaudhury, Dr. Bhabani Prasad Mahapatra, (2025) A Study on Impact of Motivation for Post Graduate Students for their Achievements. *Advances in Consumer Research*, 2 (2), 479-486.

KEYWORDS

Motivation, Success,
Academic
Achievement, Goals

ABSTRACT

Motivation plays a crucial role in shaping the academic achievements and overall success of postgraduate students. This study explores the impact of motivation on student performance and accomplishments, focusing on intrinsic and extrinsic motivators and their correlation with academic success. Grounded in established motivational theories, the research examines the relationship between motivational drivers and student outcomes. Findings indicate that motivation significantly influences academic achievements, with students driven by personal goals and a genuine love for learning outperforming those primarily motivated by external rewards. The study identifies critical motivational factors, such as goal clarity, mentorship, and institutional support, as key predictors of postgraduate success. Intrinsic motivation, in particular, fosters deeper engagement, resilience, and sustained academic performance, while extrinsic motivators provide short-term boosts but may not lead to long-term commitment. The implications of these findings extend to educators, policymakers, and students. For educators and policymakers, the research underscores the importance of fostering supportive learning environments that nurture intrinsic motivation through engaging curricula, meaningful learning experiences, and opportunities for self-directed research. Institutions should design interventions such as personalized mentorship programs, skill development workshops, and career guidance initiatives to strengthen both intrinsic and extrinsic motivational pathways. The study highlights the importance of aligning personal interests with academic goals to enhance focus, resilience, and achievement. A well-motivated student is more likely to navigate academic challenges effectively, persist through difficulties, and develop the skills necessary for future career success. Encouraging a growth mindset and providing access to mentorship can further enhance students' ability to achieve their full potential. It demonstrates that motivation, particularly intrinsic motivation, is a cornerstone of postgraduate success, influencing not only academic performance but also overall personal and professional growth. The insights derived from this research contribute to a broader understanding of student motivation and provide actionable recommendations for improving educational practices. By leveraging these findings, institutions can enhance academic excellence and holistic development in postgraduate education. This study is based on secondary data collected from various sources, ensuring a comprehensive analysis of existing literature and empirical evidence.

1. INTRODUCTION

Motivation is a fundamental psychological construct that initiates, directs, and sustains goal-oriented behaviours. It plays a crucial role in shaping an individual's actions, decision-making processes, and perseverance in achieving predetermined objectives. The term 'Motivation' originates from the Latin verb 'Movere,' which means 'to move.' In today's highly competitive world, everyone aspires to achieve excellence in their respective fields. Motivation serves as the fundamental



factor that drives individuals toward attaining higher levels of success. It is particularly significant for students, as it fuels their determination to strive for academic excellence and guides their behavior toward the fulfilment of their aspirations. In contemporary competitive environments, motivation emerges as a critical determinant of academic and professional excellence, particularly among students striving for superior performance and career advancement.

Achievement Motivation, a significant dimension of motivation, is central to an individual's pursuit of excellence in a specific domain. It serves as a driving force that compels students to set and accomplish academic goals while fostering competence and self-efficacy. This form of motivation not only generates but also sustains interest in goal attainment, structuring behavioural patterns to align with personal and professional growth.

Management students demonstrate a higher inclination toward power motivation. Motivation is the force that initiates, guides, and sustains goal-directed behavior in an individual. It plays a crucial role in shaping one's actions, decisions, and perseverance toward achieving specific goals.

Among various forms of motivation, Achievement Motivation is a critical aspect that propels individuals toward acquiring the required excellence in a particular task. It is the driving force that compels students to reach their academic goals and achieve high levels of competence. Achievement Motivation provides a structured framework through which students can experience the fulfillment of their aspirations and predetermined objectives. It not only generates but also sustains their interest in attaining their desired goals. Furthermore, it plays a crucial role in organizing their behavior, ensuring that their efforts are aligned with their academic and personal growth.

Achievement Motivation is often regarded as a consistent striving force that encourages individuals to achieve success in their academic pursuits. Researchers have often drawn parallels between achievement motivation and competence motivation. Some scholars, such as Elliot and Dweck (2005), have suggested that the literature on 'achievement' can also be categorized under the broader domain of 'competence.' According to the researchers, 'achievement motivation' can be viewed as 'competence motivation,' highlighting its role in fostering the ability and confidence required to succeed in various tasks.

The significance of Achievement Motivation in education cannot be overstated. It is an integral component of the education system, where academic success is closely linked to a student's level of motivation. As noted by Bala (2018), individuals with high achievement motivation are more inclined to take on challenges and demonstrate unwavering perseverance in their academic pursuits. Such individuals exhibit high levels of patience, dedication, and resilience, which are essential for attaining academic excellence. Their persistent efforts enable them to overcome obstacles, adapt to new learning environments, and maintain a strong focus on their goals.

In conclusion, Achievement Motivation is a pivotal determinant of academic success and career trajectory. A nuanced understanding of motivational constructs allows educators and policymakers to develop targeted interventions that enhance student engagement and goal attainment. By fostering motivation, individuals can optimize their academic performance and unlock their full potential in professional and personal domains.

Objectives

1. To study the impact and role of motivation in influencing the academic performance on Post Graduate Students for their carrier development.
2. To examine the relationship between intrinsic and extrinsic motivation and students' academic achievements.
3. To explore the challenges that postgraduate students face in maintaining motivation and their strategies for overcoming them.

Research Methodology

This research paper relies on secondary data collected from various credible sources, including published research papers, articles, books, websites, and e-journals. The study aims to analyze the impact of motivation on postgraduate students' career development by examining how motivation influences their academic and professional growth. Additionally, it seeks to explore the challenges postgraduate students encounter in sustaining motivation and the strategies they adopt to overcome these obstacles. By synthesizing existing literature, this study provides insights into enhancing motivation to foster academic excellence and career success.

Limitations

This study is limited only to examine the relationship between the intrinsic and extrinsic motivation and to explore the challenges of the post graduate students to maintaining the motivation till their success and their carrier development. This study confirms and extends prior research on students' ability self-concept, independent of other motivation variables. A key strength is examining multiple achievement motivation constructs across academic domains. Future research could explore related constructs like self-efficacy, individual interest, or autonomous motivation, which are conceptually linked to our study's focus.



Role of Motivation on Carrier Development

According to various research, motivation plays a crucial role in career development by driving individuals to actively pursue their career goals, enhancing their commitment to learning new skills, increasing job satisfaction, and ultimately leading to better career progression and performance; essentially, a motivated individual is more likely to actively engage in career planning, seek out opportunities for growth, and persevere.

Motivation plays a crucial role in career development, influencing an individual's ability to set goals, stay committed, and achieve professional success. It serves as the driving force that encourages continuous learning, skill enhancement, and persistence in overcoming challenges. Without motivation, individuals may struggle to make meaningful progress in their careers.

One of the primary ways motivation impacts career development is by fostering a goal-oriented mindset. When individuals are motivated, they set clear objectives, whether it is acquiring new skills, gaining experience, or advancing in their field. This focus helps them create actionable steps, ensuring steady career growth.

Intrinsic motivation, which comes from personal satisfaction and passion, plays a key role in long-term career success. When individuals are passionate about their work, they are more likely to stay committed, even in the face of obstacles. On the other hand, extrinsic motivation, such as financial rewards, recognition, or career advancement, also plays a role in driving professional development. A balance between intrinsic and extrinsic motivation helps individuals maintain enthusiasm and resilience.

Additionally, motivation encourages continuous learning and skill development. A motivated individual seeks opportunities for professional growth, such as attending workshops, earning certifications, and networking with industry professionals. This proactive approach enhances their expertise and keeps them competitive in the job market.

Furthermore, motivation helps individuals navigate career challenges. Setbacks and failures are inevitable, but a motivated person remains persistent, learning from experiences and adapting to changes. This resilience is essential for long-term career success.

Motivation is a key factor in career development, shaping an individual's ability to set goals, acquire skills, stay resilient, and achieve professional success. By staying motivated, individuals can maximize their potential and build fulfilling careers.

Developing an Intentional Career Plan with an "End in Mind" Mentality

Having an "End in Mind" mentality is essential for creating an intentional career plan that aligns with your values, interests, personality, skills, and goals. Even if you have not yet determined your exact career path, it is crucial to start the career development process early. This allows you to create action steps for each semester and school year, ensuring steady progress toward your professional aspirations.

Early awareness fosters intentional action, helping you make informed decisions as you advance through your academic program. The career development process should be strategic, aligning with a general hiring cycle while also being flexible to accommodate individual circumstances. A well-structured plan includes key milestones such as exploring career options, gaining relevant skills, building professional networks, and refining job application materials.

During the early stages of your program, focus on self-assessment to identify strengths and areas for growth. As you progress, actively engage in internships, mentorships, and skill-building activities to gain real-world experience. Regularly update your resume, LinkedIn profile, and professional portfolio to reflect your evolving competencies.





Source:-

https://www.google.com/search?sca_esv=b7f49eb14b13d0ff&q=role+of+motivation+in+career+development+of+post+graduate+students&udm=2&fbs=ABzOT_CWdhQLP1FcmU5B0fn3xuWpA-dk4wpBWOGsoR7DG5zJBnsX62dbVmWR6QCQ5QEtpRqDwxy3B8GdFf-VpShv5jVGIw4ld3ChppSOibtptyLUYc88sW71XPN3gekmylrxhI8UHV1kt8GvhGhnTOVU88f8GNH9dK4YPeTlspXNQdDuuSKlmmiIBm6Nr-ijbQuRIw2_Rh4U5b7Sw46pO-QDdO2WK0ZCdA&sa=X&ved=2ahUKEwj04K3iiLaLaxWVUGwGHWuZEsYQtKgLegQIEBAB&biw=1218&bih=578&dpr=1.56#vhid=fpXWk7Q8fmHjUM&vssid=mosaic

Career Development: A Path to Professional Growth

Career development is a continuous process of learning, skill-building, and goal-setting which helps individuals progress in their professional lives. It involves identifying personal strengths, acquiring relevant knowledge, and making strategic decisions to achieve long-term career success. One of the key aspects of career development is self-assessment. Understanding one’s interests, skills, and values allows individuals to choose a career path that aligns with their aspirations. Setting short-term and long-term goals helps in staying focused and making informed career choices.

Continuous learning and skill enhancement are essential for career growth. Attending workshops, earning certifications, and gaining practical experience through internships or projects can help individuals stay competitive in the job market. Networking with professionals and seeking mentorship also play a crucial role in career advancement.

Adaptability is another critical factor in career development. The job market is constantly evolving due to technological advancements and industry trends. Individuals who embrace change, upskill regularly, and remain open to new opportunities are more likely to succeed. Career development is an ongoing journey that requires planning, dedication, and resilience. By actively working on their skills and staying motivated, individuals can achieve professional success and fulfilment.



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The Motivation-Achievement Cycle

The motivation-achievement cycle is a conceptual model that illustrates the dynamic interactions between motivation and academic achievement. It integrates key aspects from various academic motivation theories, highlighting the commonalities that drive student performance.

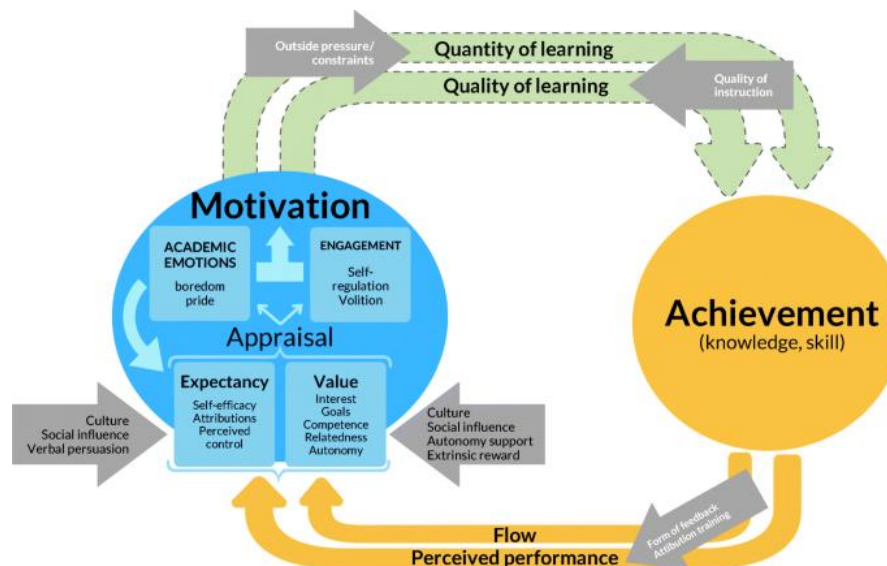
In this model, blue boxes represent motivation constructs, which include intrinsic and extrinsic motivation, self-efficacy, and goal orientation. These factors influence students’ engagement and persistence in learning tasks. Green (dotted) arrows depict behavioral intermediaries, such as the quality and quantity of learning, which mediate the relationship between



motivation and achievement. A strong motivation leads to deeper engagement and effective learning strategies, enhancing academic outcomes.

Yellow boxes and arrows represent achievement-related constructs, including flow (a state of deep focus and enjoyment in learning) and perceived performance (students' self-assessment of their academic progress). These elements are shaped by motivation and learning behaviors, reinforcing the cycle of achievement.

Additionally, **gray arrows signify external influences** such as cultural norms, social expectations, and institutional support, which impact students' motivation and achievement. While these external factors are not directly part of the motivation-achievement cycle, they play a significant role in shaping students' expectancies and values, ultimately influencing their academic success.



Source:- <https://link.springer.com/article/10.1007/s10648-021-09616-7>

2. LITERATURE REVIEW

Smritikana Roy, Prof. Birbal Saha (2022), stated that Achievement Motivation plays a crucial role in students' academic success by driving them toward their goals and enhancing their performance. It serves as the internal force that compels individuals to strive for excellence in a particular task or field. This motivation provides a structured framework that helps students experience academic achievements and attain their predetermined goals effectively. Motivation is essential in guiding students' behavior toward success and fulfilling their needs for personal and academic growth. It fosters persistence, determination, and sustained effort, allowing students to overcome obstacles and remain focused on their objectives. Achievement Motivation, in particular, acts as the driving force behind their pursuit of excellence, ensuring continuous self-improvement and knowledge acquisition. Additionally the researchers stated that, Achievement Motivation not only initiates interest but also sustains it, ensuring students remain engaged in their academic journey. It helps them develop strategies to achieve their goals and enhances their ability to meet set criteria for success. Students with high Achievement Motivation consistently strive for academic excellence, demonstrating resilience and commitment to their educational aspirations. Overall, fostering strong Achievement Motivation among students is vital for their academic and personal development. It plays a key role in shaping their future success by encouraging them to work diligently toward achieving their goals.

Nguyen Tan Hunga, Kuo Liang Yenb (2020) stated that, Motivation significantly influences students' career planning and decision-making, aiding their overall development. It helps them identify goals, stay focused, and make informed career choices. Motivation and career planning are key factors that shape students' futures, guiding them toward success. By fostering determination and clarity, these elements play a vital role in helping students build fulfilling and well-structured career paths.

Sevil Orhan Özen (2017), Described the importance of motivation, which plays a role in student achievement. Motivation has a positive low level effect on student achievement. He also describe the importance of Intrinsic and Extrinsic Motivation in Career Development. As per the statement of the researcher, Intrinsic motivation plays a crucial role in guiding an individual toward specific behaviours driven by personal interest, curiosity, and inner needs. It originates from within, independent of external influences, and encourages individuals to pursue activities for personal satisfaction and self-growth. When intrinsically motivated, individuals engage in tasks with passion, creativity, and persistence, making learning and career development more meaningful and fulfilling. On the other hand, extrinsic motivation is influenced by external factors such as rewards, punishment, and social support. When an individual's behavior is driven by external incentives like



recognition, financial rewards, or societal expectations, it falls under extrinsic motivation. These external factors shape behaviors by linking actions to their outcomes, encouraging individuals to achieve specific goals. Both types of motivation play significant roles in career planning and development. While intrinsic motivation fosters self-driven growth and lifelong learning, extrinsic motivation provides necessary incentives to stay committed. A balanced combination of both helps individuals navigate challenges, set meaningful goals, and build successful careers.

Elliot and Dweck (2005), stated that, motivation plays a crucial role in an individual's ability to set, pursue, and achieve goals by fostering intrinsic interest and maintaining sustained effort. It serves as a driving force that keeps individuals engaged, determined, and focused on their objectives. Research has shown that Achievement Motivation significantly impacts students' academic behaviours and performance. When students are motivated, they demonstrate greater persistence, actively seek challenges, and strive for excellence. High levels of motivation encourage students to develop effective learning strategies, manage time efficiently, and overcome academic obstacles with resilience. Both intrinsic and extrinsic motivation contribute to success, but intrinsic motivation—driven by personal satisfaction and curiosity—plays a more sustainable role in long-term achievement. By fostering a strong sense of motivation, individuals can enhance their learning experiences, improve performance, and achieve their full potential. Thus, motivation remains a key factor in shaping academic and professional success.

Scope of Studies

This research paper, provides significant insights into the role of intrinsic and extrinsic motivation in shaping students' academic and career success. While the study primarily focuses on the relationship between motivation and postgraduate students' achievements, it also sheds light on the challenges students face in sustaining motivation and the strategies they adopt to overcome them.

The further scope of the study extends in multiple directions. Future research can explore a broader range of motivation constructs, including academic self-efficacy, self-regulated learning, and autonomous motivation, to gain deeper insights into their influence on students' performance. Additionally, the study can be expanded to examine the role of socio-economic factors, institutional support systems, and peer influence in enhancing or hindering motivation among postgraduate students.

Another important direction for future studies is to analyze the impact of motivation across different disciplines and educational settings. While this study primarily focuses on postgraduate students in a general context, further research can examine variations in motivational patterns across fields such as management, engineering, social sciences, and medical studies to understand discipline-specific differences.

Moreover, incorporating longitudinal studies can provide a comprehensive understanding of how motivation evolves over time and influences students' long-term career courses. Future research can also explore the effectiveness of institutional interventions, such as mentorship programs, career counselling, and skill development workshops, in sustaining motivation levels.

Finally, a comparative study across different educational systems and cultural backgrounds can provide a global perspective on how motivation influences postgraduate students' achievements worldwide. By expanding the research scope, scholars and policymakers can develop targeted strategies to enhance student motivation and improve educational outcomes on a broader scale.

Finding

- ❖ Motivation Positively Influences Academic Performance where the students build and create his / her own carrier
- ❖ Institutional Support Plays a Crucial Role to build the students carrier. Institution providing structured mentorship, career counselling, and skill development programs significantly enhance student motivation and achievements.
- ❖ Extrinsic Motivation Affects Short-Term Achievement and its impacts like scholarships, career opportunities, and academic recognition boost short-term motivation but may not sustain long-term commitment.
- ❖ It is found that, Highly motivated students demonstrate better academic engagement, higher grades, and improved research productivity where low motivation students often struggle with procrastination, disengagement, and difficulty in completing academic tasks.
- ❖ Intrinsic Motivation Enhances Long-Term Learning and the management Students driven by internal factors such as personal growth and curiosity are more likely to succeed in postgraduate studies and beyond.
- ❖ Achievement Motivation Encourages Goal Setting with strong achievement motivation set and achieve SMART goals, which help them stay focused on their academic and career aspirations.
- ❖ Resilience and Adaptability Improve with Higher Motivation sets to overcome academic challenges, manage stress effectively, and persist through difficulties.



Suggestions

- Institutions should focus on fostering curiosity, self-driven learning, and passion for research to sustain long-term motivation to encourage intrinsic motivation. Here the role of the institution plays a vital role to build the carrier
- Mentorship program and mentoring the students and guide them in a respective objective and goal also important both for the mentor and the mentees. The clear objective must be known both mentor and and mentees.
- Enhance Career-Oriented Learning is also important part for the students and faculties of the respective institution. Providing real-world applications, internships, and hands-on projects can keep students engaged and motivated.
- Create a Supportive Academic Environment also important to build the carrier. Create a positive learning atmosphere, access to resources, and constructive feedback can significantly impact motivation levels.
- Promote a Growth Mindset among the students and encouraging students to view challenges as learning opportunities can help build resilience and adaptability.
- Scholarships, research funding, and recognition for achievements can serve as external motivators to enhance performance which may help them to develop their knowledge and build their carrier.
- Develop Continuous Motivation Strategies and feed it in students mind is also important factor. Institutions should implement ongoing programs that assess student motivation levels and introduce strategies to keep them engaged throughout their academic journey.

Conclusion

Motivation is a key driver in shaping the career growth of postgraduate students, enabling them to set and achieve SMART goals that align with their personal values and aspirations. It fosters a proactive mindset, encouraging students to seek feedback, embrace learning opportunities, take initiative, and demonstrate leadership in problem-solving and delivering results. Moreover, motivation strengthens professional relationships with colleagues, managers, and clients, helping students showcase their potential and secure growth opportunities. Motivation significantly impacts personal and professional development by enhancing focus, resilience, and emotional well-being. High motivation often leads to career advancement and greater achievements, whereas a lack of motivation can result in stagnation and diminished life satisfaction. Understanding the motivational factors influencing postgraduate students can provide valuable insights into their career choices. Educators and policymakers can leverage this knowledge to develop strategies that support students in reaching their academic and professional goals. Achievement motivation plays a crucial role in driving students toward excellence. It instils a sense of competence and self-efficacy, encouraging students to set ambitious goals and work towards their fulfilment. This sustained interest in goal-directed activities structures behavioural patterns that align with long-term growth. Management students, in particular, tend to exhibit power motivation, which fuels their pursuit of leadership roles and influence. Motivation initiates, guides, and sustains goal-directed behavior, shaping actions, decisions, and perseverance. By fostering motivation through structured academic programs, mentorship, and skill development initiatives, institutions can help students build successful careers. Addressing motivational factors enhances academic performance and prepares students for future professional challenges. A well-motivated student is better equipped to navigate a competitive environment, ensuring sustainable career growth and long-term success.

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