

EDISI 10

JUN 2023

# BULETIN APB

AKADEMI PENGAJIAN BAHASA  
UNIVERSITI TEKNOLOGI MARA  
CAWANGAN NEGERI SEMBILAN  
KAMPUS SEREMBAN



# *Workplace Motivation: Amongst Positive Circle*

**MOHD NUR FITRI MOHD SALIM, ASMAHANIM HAJI MOHAMAD YUSUF,  
MOHAMAD SAFWAT ASHAHRI MOHD SALIM, MUHAMMAD ZULQARNAIN MOHD  
NASIR & MUHAMAD LUQMAN SAPINI**

UITM CAWANGAN NEGERI SEMBILAN KAMPUS SEREMBAN  
& UITM CAWANGAN PERAK KAMPUS TAPAH

As people, our minds are heavily influenced by our surroundings. This is particularly crucial, especially in a workplace environment where the need to create a conducive environment is a necessity in meeting the demand of tasks and goals set by the institution. Significant increases in energy, happiness and initiative are among the results of a positive mind created by positive surroundings. As an institution strives for success, emphasis on building an encouraging workplace surrounding needs to be nurtured along the efforts in achieving its visions and missions. Simon Sinek, a prominent author and motivational speaker, expressed that individuals who are emotionally invested are more focused on making a positive impact rather than seeking personal gain. Therefore, the relevance of choosing or creating a positive community in a workplace setting should not be underestimated. In the workplace environment as various studies indicate the influence of a positive work atmosphere in producing increased productivity, commitment and achievement-striving ability amongst co-workers (Zhenjing et al., 2022).

Building a positive circle creates a sense of fulfilment or enjoyment as an employee attempts to complete a given task. Adam et al. (2021) did a study on psychological and self-fulfilment at the workplace in Shah Alam, and it was found that the qualities of teamwork, trust and fairness at a workplace are clearly important for employees in reaching a high level of job satisfaction among co-workers. Similar attributes were also found in a study by Geue (2018) who stated that the criteria of respect, trust and confidence foster excellent performance and engagement in the workplace through meaningfulness. Yes, completing a task along with positive people surely gives the task more meaning, which in the end promotes satisfaction in work and life. Thus, apart from reaching the highest level of Maslow's Hierarchy of Needs in self-actualization,



being around positive people also helps one in achieving their full potential by realising that they belong amongst trustworthy and hardworking colleagues who strive for the overall betterment of themselves, the institution and society in general.

A positive circle also contributes to the overall well-being of a person as work values cultivated at the workplace are considered a subset of general life values that influences their everyday life (Pryce, 2016). In other words, the positive qualities derived at the workplace can play a significant role in one's overall physical and mental health. Therefore, it is essential to regulate the intrinsic and extrinsic factors in the workplace environment in order to be able to establish good motivation in life. One's ability to recognise important traits of positivity in a person acts as a pivotal function in determining the possibilities of whether the person can be regarded as a member of the positive circle. Certainly, a clear indicator of positive and negative attributes in someone's attitude and behaviour could serve as an initial assessment thus setting a precondition of whether he or she would contribute in one's quest of being amongst positive circles.

Phares (1991) discussed the pattern of personality which indicates a person's characteristics of thoughts, feelings and behaviours that differentiate an individual from another. In the effort to create or choose a positive circle, one needs to have the capability to identify several dimensions of personality traits. Delima (2019) lists the dimensions as extraversion, conscientiousness, openness to experience, agreeableness and neuroticism. While extraversion, conscientiousness, openness to experience and agreeableness belong to positive traits that one should seek and practice to create and choose an environment that is energetic, action-oriented, expressive, organised, and reliable, these traits also have the qualities of empathy, adaptability and open for communication. This helps to parent the positive surroundings needed to grow as a better employee and a person. Neuroticism, however, is a term that refers to the trait of emotional instability, insecurity, and mood swings which can trigger sadness, worry and even anxiety at work. As a result, a person with neuroticism appears to be in a general sense of dissatisfaction and jealousy.



Being in a positive circle simply means being in a positive environment. This influences our sense of fulfilment in work and most importantly, in life. Ultimately, a positive environment at work influences our motivation thus being in it would buffer negative outcomes that may emerge from work such as stress, dissatisfaction, decrease in confidence and even the lack of sense of belonging which would eventually affect work performances. Therefore, choose a circle that would uplift you. Choose a circle that contributes and appreciates each other's success. Choose a circle that nurtures support and empathy. Choose your circle wisely.

## Reference

- Adam, S., Amir, N., Jantan Anua Jah, N., Rahmat, N. H., Soopar, A. A., & Ahmad, M. K. (2021). Exploring psychological and self-fulfilment needs at the workplace. *International Journal of Academic Research in Business and Social Sciences*, 11(8). <https://doi.org/10.6007/ijarbss/v11-i8/10500>
- Delima, V. J. (2019). Impact of personality traits on employees' job performance in Batticaloa Teaching Hospital. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.4182213>
- Phares, E. J. (1991). *Introduction to psychology*. (3rd. ed.) New York: Harper Collins Publishers.
- Pryce, J. (2016). Work values: A formidable domain within the context of people's lives. *eTropic: Electronic Journal of Studies in the Tropics*, 13(2). <https://doi.org/10.25120/etropic.13.2.2014.3311>
- Zhenjing, G., Chupradit, S., Ku, K. Y., Nassani, A. A., & Haffar, M. (2022). Impact of employees' workplace environment on employees' performance: A multi-mediation model. *Frontiers in Public Health*, 10. <https://doi.org/10.3389/fpubh.2022.890400>