

## The Doctrines of Labor Motivation in the Works of European Scientists

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### ABSTRACT

*The aim of this paper is to investigate labor motivation doctrines of European scientists. Part of the research is dedicated to the doctrines of Ukrainian investigators. Offered conceptions appeared in XVIII-XIX centuries. This period characterized by technological development, rising of social contradictions between labor and capital, struggle for the workers' rights. All these changes influenced on labor motivation, especially on psychological reasoning. Offered doctrines are aimed at main labor motives research, positive and negative work preconditions study, workers' rights support. Labor is inevitable necessity for mankind. On the one hand, it is constant struggle with unmanageable substance. On the other hand, it is creative conversion of personality and nature. Humanity developed to free-will labor (de jure). And under free work human motivation became an object of intensified research.*

**Keywords:** Labor, Material motivation, Psychological motivation, Capital, Employees

### INTRODUCTION

Labor motivation is widely discussed topic in modern economic science. This problem concerns not only to economy, but also to psychology, philosophy, history etc. Modern doctrines of labor motivation usually come from the earlier theories. This paper is devoted to the doctrines, which appeared during XVIII-XIX centuries in Ukraine and Europe.

Work has many shows, it can be a punishment, inevitably suffering, exhausting affords, but at the same time it can be a source of joy, inspiration, improvement. Labor can be a reason of degradation or improvement of personality. There is essential difference between motivation of free-will and forced work. Of course, in general all work can be called compulsory. But free-will labor usually leads to human development, while forced one results into deep physical and often mental degradation. As a rule, main motive of forced labor is survival, but when even this motive vanishes, external strict enforcement remains. Under command-administrative economy in Ukraine labor considered to be a cult, millions of workers made extreme affords and lost their lives to industrialized country, while many theorists proved leading role of work in a forming of new prosperous society. However, under normal conditions human labor bases on numerous personal motives. Employees can compare positive and negative factors of their work and decide, weather this job suitable for them.

Labor motivation consists of material and psychological reasoning. Material motives (salary, social benefits, additional payments etc.) play a leading role in physical survival. Under disadvantageous conditions payments became the only source of living. It is unreasonable to discuss, which group of motives are dominating. All of them are implemented in human needs. As to needs, in author's opinion, *nonmaterial wants is the goal of life and material needs are means of existing*. Main nonmaterial motives are: service to God through the hard

and honest work; society officiating, which gives the feeling of co-operation in joint, important social activity; self-improvement through the labor (upbringing of responsibility, firmness, diligence etc.); wish to make changes through realization of new approaches to production, art, teaching etc.; aspiration for nature contemplation, typical for some professions; communication; striving for carrier growth.

### **The Doctrines of Labor Motivation in the Works of Ukrainian Scientists**

H. S. Skovoroda (1722-1794) was religious philosopher, author of related labor conception. Skovoroda was travelling thinker and implemented most of his ideas into his life. Main principles of his conception are: prevalence of psychological motives over material ones; scornful attitude to such labor motives as profit, vanity, luxuries; criticism of idling. In his opinion, every member of society should be attracted to related labor. He determined related work as the activity, which corresponded to individual abilities, talent, upbringing, world-view of human. Only such work can be a source of joy, happiness and gratification. In his opinion, inclination for some kind of labor is inborn, that's why it is unwise to choose work for its prestigious and profitableness (Skovoroda, 2011). Positive motives of labor are: society serving, feeling of duty accomplishment, talent and gifts realization. Beginning of every affair is good intention.

In many respects scientist's idea as to domination of idealistic motives of human activity similar to Orthodox principle. His conception includes strong disapproval of materialistic world-view, related work is observed as a part of mental development, not a source of temporal prosperity.

S.A. Podolyns'kyj (1850-1891) was one of the most interesting Ukrainian scientists, which combined deep economic knowledge with ecology. In his opinion, basic motive of labor is needs satisfaction. And the main human need is change of energy between human organism and environment (Podolyns'kyj, 2004). Principal labor motive of primeval mankind was creating of goods, which couldn't be produced without human efforts. When needs of primordial society began to exceed nature makings, people started to recast environment, not only gathered blessings of the nature. Podolyns'kyj accepted such needs classification: nutrition needs (circulation of the blood, breathing, digestion); feeling needs (enjoyment, perception); brain needs (affective wants, intellectual needs) (Podolyns'kyj, 2004). Most of this wants can be satisfied through the labor. The more developed and profound human, the harder it should work to satisfy needs. For example, need to show compassion implemented in philanthropy, want of cognition carried out in educational services. Needs rising demands hard, complicated work. Labor considerably transformed into mental affords. In past human work was exhausting and monotonous, but it preserved nature from subjective, artificial needs.

Returning to the theory of energy changes between human and nature, we could presumed, that under dynamic development of technologies and science, part of mankind studied to waste less energy and herewith obtained more energy from consumption of the goods and services.

M.C. Bunhe (1823-1895) researched collective forms of labor, because in his opinion, work activity improved through joint affords. Bunhe also considered, that main labor motive is needs satisfaction. Most of the requirements can be satisfied only through joint activity. Scientist gave an example of mutual peasant work, when every member of village community helped others in order to obtain help in future. Needs development, its diversity and refinement, is the main precondition of diligent work. Intensity of a work activity depends on accordance between labor and reward (Bunhe, 2005). In his opinion, labor develops not only

human mental and moral abilities, but also physical health. Work activity reveals two main features of personality – professionalism and sociality.

Bunhe distinguished two types of labor motivation: positive (dominating requirement became motive of reasonable work); negative (dominating need turned into predilection and diminished personal abilities). He also underlined, that strong labor motive was competitiveness, because it was a base of economic achievements of society. Scientist paid attention to labor motivation in joint stock companies. In this case main motives for the workers are: possibility to get stocks of the company, independence in economic scope, chance to gain property (Bunhe, 2005). When workers became stockholders, they felt themselves as co-owners of a company. Corporative form of property softened contradiction between capitalists and employees.

Unfortunately, in Ukraine Bunhe's name was under restriction for a long time. During soviet period he is considered to be a bourgeois scientist. Only now we can reopen and research his works.

M. Tuhan-Baranovskij (1865-1919) showed contradictions between capitalists and workers. In his opinion, capital owners got unearned income, through their meanings and influence. Scientist considered that workers would rather hire someone, but couldn't do it because of the lack of capital. It is discordant idea, because most people don't have management skills. And social roles of workers and capitalists are determined mostly by their inborn abilities.

One of the main work motives is a salary, which is determined by two conditions: productivity of social labor and working class force. Salary rising improves living conditions of employees, increases their working capacity and success of their work (Tuhan-Baranovskij, 1994). Rate of wages depends on peculiarities of working process, employees location, impact of labor unions. Some capitalists used such encouragement as participation in company income. Tuhan-Baranovskij considered that such practice was effective only in reference to head employees, but unnecessary for common workers. Firstly, it almost didn't give them additional payments. Secondly, it separated employees from labor movement. Essential work motive was feeling of mutual aid of workers. Collective forms of support helped to stand their rights. Employees sustained ill and old members of labor unions.

Tuhan-Baranovskij, as his precursors, paid attention to labor motivation in joint-stock companies. In his opinion, joint-stock capital gave an opportunity to involve workers into company governance. Stocks possession, possibility to be a member of administration or to choose own representatives often stimulated workers better than traditional encouragement (Tuhan-Baranovskij, 1989).

In many respects, scientist kept to socialist ideas, his works aimed at workers defense. Some of his conceptions seem to be prejudice, but his research of different aspects of work and capital helps to understand reasons of historical and economic processes, which happened during XX century.

### **The Doctrines of Labor Motivation in the Works of European Classics**

A. Smith (1723-1790) in his work *Wealth of Nations* researched main motives of labor, such as salary, enjoyment of work, easiness of teaching, stability of job, social respect, probability of success, skill and talent realization, glory, opportunity to implement new methods of production (Smith, 2001). He analyzed contradiction between prestige of work and its profitableness. Smith gave the examples of respective, but low-paid work (philosophers, masters, layers) and also ignoble, but profitable labor (butchers, executioners, tavern-keepers). Good conditions of work attract new workers, and this leads to reduction of salary.

Significant role in labor motivation, in his opinion, plays a faith in success. In the branches, where difficult to gain recognition and prosperity, such faith helps people. Often social position and self-respect become main factors of motivation. Unfavorable conditions, on a contrary, raise workers' salary, but diminish psychological motives of work.

Smith showed main negative factors of work, namely harmfulness of job, unstable labor demand, scornful treatment etc.

F. Bastiat (1801-1850) considered that primary labor motive was transformation of natural gifts into consumer goods. Curiosity, inclination to search, rising needs made humans united affords to gain wished results. Bastiat defined labor as the use of physical, mental, moral capacities for needs satisfaction (Bastiat, 2007). Work can bring mental and physical delectation. He mentioned such human wants: breathing, food, clothes, shelter, safety, education, rest, aesthetics etc. In his opinion, material needs play a leading role in human life. And main precondition of labor is capital (material, monetary, nonmaterial means), because people can do their job only, when they have necessary goods for life.

In his view, main motive of human labor is stability. Most people are looking for reliability, safety and stability. In many respects economic and social development depended on stability search. People created different unions, societies, organizations to protect themselves from ecological, political, social risks. Individual and collective labor partly diminishes vagueness, which is one of the main threads for workers (Bastiat, 2007). Scientist criticized socialists' views as to contradiction between labor and capital. He considered that there was no such deep antagonism between workers and capital owners, because their cooperation based on mutual interests. Main workers' motives are stability, acceptable salary and low risks. Motive of capitalists is high profit, which often connects with high risks. Later to soften contradictions between different social groups government began to create fond of social defends. In XIX century collective support became essential labor motive.

A. Marshall (1842-1924) researched social and economic aspects of workers' living. In his opinion, psychological motives such as glory in profession, self-improvement, diligence helps to avoid mental degradation. He described inadmissible living conditions of working class, but also underlined moral instability of many employees (Marshall, 1993). Marshall mentioned such labor motives: desire to attract attention, aspiration for recognition and perfection (last one caused appearing of outstanding inventions and prominent abilities), prestige, favorable working conditions, opportunity to supplement earnings, natural goods (shelter, food, clothes etc.). He also researched negative factors of labor development, such as: want of skills, excessive duration of working day, mental and physical degradation, unhealthy work conditions, and irregular activity of trade unions.

Marshall showed some unattractive aspects of workers' living, he noted that unfavorable conditions and ignorant behavior ruined relations between generations, future of workers' children, social order. He underlined, that exhausting, unhealthy labor, especially women labor, demolished families and led to children neglect.

## **CONCLUSION**

In many respects these labor motivation doctrines are similar. Many scientists were under the influence of socialism, partly their ideas reflected social processes, which took place in XVIII and XIX centuries.

Main work motives altered little, because human nature reminded unchangeable in spite of all achievements in science and economy. Maybe, nowadays psychological motives became

more individual and egoistical. Career growth, prestigious, glory often dominates over social benefit or self-improvement.

Scientists almost didn't take into consideration an impact of technological revolution on labor motivation. In author's opinion, innovation technologies promoted psychological motivation development, in particular through facilitation of physical labor, welfare rising, aspiration for new inventions opening. Under favorable conditions nonmaterial motives begin to develop and differentiate.

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