

CHAPTER II

REVIEW OF RELATED LITERATURE

In this chapter, presents some studies related to the research, and also the theory that is applied. It consists of (1) definition of Esa Progressio organization, (2) the function of Esa Progressio organization, (3) definition of motivation, (4) the types of motivation, and (5) the function of motivation.

2.1 Esa Progressio organization

2.1.1 Definition of Esa Progressio organization

According to the website of Esa Progressio organization, the English Students Association Progressio (ESA PROGRESSIO) is a Departmental Student Association Organization under the auspices of the English Language Education Department, University of Muhammadiyah Malang. This organization is an intra-campus organization and consists of students majoring in English education who were selected through the file selection and interview stages.

Esa Progressio has a vision as an organization with character, innovation, and quality, and upholds the value of solidarity for a progressive English language education department. Esa Progressio was formed with the hope that it could become a forum for aspirations and expression for students majoring in the English education department. This organization holds activities and work programs that members carry out to help the English education department and accommodate students' talents and interests in both academic and non-academic fields.

2.1.2 The function of Esa Progressio organization

The function of Esa Progressio is as a forum for students majoring in English to broaden their knowledge and learn to organize themselves to face the world of work that requires teamwork and to help progress the English language education study program. Esa Progressio has several divisions that help realize the goals of this organization, including the general division which consists of the chairman, secretary, and treasurer, other divisions are the religious division, talent division, academic division, public relations division, and news and publications division.

In more detail, the Esa Progressio organizations' aims include creating religious activities by upholding religious values, creating and improving the quality of creative and innovative programs and achievements in the academic and non-academic fields, increasing ties of brotherhood between English language education students, Esa Progressio members, and the academic community, and optimizing communication technology to provide accurate and credible information. The various work programs designed by Esa Progressio management have made Esa Progressio active in helping the development of UMM's English education department.

2.2 Motivation

2.2.1 Definition of Motivation

Motivation involves processes that energize, direct, and maintain behavior (Taufan, 2017). The process of motivating individuals to take action and achieve a goal does require energy as encouragement. Furthermore, Reeve, J. stated that whether defined as encouragement or need, motivation is a condition within oneself that desires change, both in oneself and the environment around it (2015). Regarding this, motivation directs a person's behavior towards certain goals and increases a person's effort and persistence in carrying out certain activities.

This influences the cognitive processes that determine what consequences are reinforcing and mitigating and leads to increased student performance.

Motivation refers to the processes that trigger and sustain goal-directed activity (Schunk & DiBenedetto, 2020). The motivation process is influenced from the personal or internal self and also from the external environment which leads to results such as choice, effort, persistence, achievement, and environmental regulations. Motivation has become a prominent feature in various activities and jobs. This makes it possible to obtain valuable results such as improved performance, increased well-being, personal growth or purpose. The contextual framework of reciprocal interaction is discussed, after which research is summarized regarding behavioral, environmental, and personal influences on motivation.

Furthermore, according to Zoelnerr & Sulikova, Motivation endows the person with the drive and direction needed to engage with the environment in an adaptive, open-ended and problem-solving sort of way (2022). The essence of motivation is enthusiastic, persistent, and goal-directed behavior. Then it can be interpreted that when motivated, individuals tend to move and take direct action to achieve a goal. Motivation interconnected with a person's actions, cognition, and drives. A person is motivated if there are encouragement to achieve a certain goal as a result of an action. It is an activating and directed process that determines the selection and strength of implementation of behavioral tendencies that are essentially intended to facilitate behavioral change and is also a force that allows a person to act towards certain outcomes.

2.2.2 The Types of Motivation

There are two types of motivation, namely intrinsic and extrinsic motivation. The distinction between extrinsic and intrinsic motivation goes back to the Self-Determination

Theory of Motivation (Ryan & Deci, 2020). Self-determination theory distinguishes between different types of motivation based on the different reasons or goals that give rise to an action.

As an organismic theory, SDT assumes that humans are inherently susceptible to growth and development, and also to learning, mastery, and connection with others. However, this human tendency does not happen automatically—it requires supportive conditions so that it can be robust. This theory emphasizes the importance of motivation as fulfilling basic human needs to achieve personal satisfaction and well-being, by considering the needs for social relationships, autonomy, and competence, individuals can increase motivation, improve performance, and achieve greater well-being in various aspects of their lives.

1.2.2.1 Intrinsic Motivation

Intrinsic motivation involves doing something because it is both interesting or enjoyable and deeply satisfying (Ryan & Deci, 2000). Individuals perform such activities for the positive feelings that they create. Studies have consistently shown that intrinsic motivation leads to increased persistence, greater psychological well-being, and enhanced performance. Humans are naturally self-motivated, curious, and interested, but the right conditions must be in place to be intrinsically motivated.

Intrinsic motivation is defined as performing an activity for its inherent satisfaction and not for its separable consequences. When intrinsically motivated, a person is moved to act for pleasure or challenge, not because of external encouragement, pressure, or rewards. The phenomenon of intrinsic motivation was first recognized in experimental studies of animal behavior, where it was found that many organisms engage in exploratory behavior and are driven by curiosity even in the absence of reinforcement or rewards. These spontaneous behaviors, although conferring adaptive benefits on the organism, do not appear to be performed for any important reason, but rather due to positive experiences associated with training and increasing an individual's capacities.

In humans, intrinsic motivation is not the only form of motivation or even volitional activity, but it is a pervasive and important activity. From birth, humans, in good health, are active, inquisitive, curious, and playful creatures, showing a readiness to learn and explore, humans do not need extraneous incentives to do so. This natural motivational tendency is an important element in cognitive, social, and physical development because through actions based on a person's inherent interests, knowledge and skills grow.

1.2.2.2 Extrinsic Motivation

Extrinsic motivation refers to doing something because it leads to a separable outcome (Ryan & Deci, 2000). Extrinsic motivation is a construct related to when an activity is carried out to achieve a separable outcome. Therefore, extrinsic motivation differs from intrinsic motivation, which refers to performing an activity simply for the enjoyment of the activity itself, not for its instrumental value. Self-determination theory proposes that extrinsic motivation can vary greatly in its degree of autonomy.

Self Determination Theory (SDT) proposes the concept that there are different types of motivation based on the reasons or goals underlying a behavior. There are several types of extrinsic motivation. Some of the basics of extrinsic motivation include:

1. Integration, occurs when the identified regulations have been completely assimilated into oneself. This occurs through self-evaluation and aligning new rules with one's values and needs.
2. Identification, the person has identified regulations with personal behavior because of their interests and thus he accepts the regulations as part of himself.
3. Introjection, explains the type of internal regulation that still controls a person because people carry out these actions with feelings of pressure to avoid feelings of guilt or anxiety or to increase ego or pride.
4. External Regulation, the behavior is carried out to fulfill external requests or obtain rewards.

2.2.3 The Function of Motivation

There are many benefits of increased motivation. Motivation plays a vital role in the development of organizations, as it increases productivity and effectiveness (Behav, 2022). Motivation remains an important factor in organizational psychology because it helps explain the causes of individual behavior in organizations which can be a factor that drives work motivation and can contribute to social conditions that optimize individual and organizational performance and well-being. Motivation can explain why individuals do what they do. This has a close relationship with individual behavior and has a strong explicit meaning for work performance. Differentiated needs are important drivers of individual functioning because of the satisfaction gained from addressing those needs at the individual level and social context.

According to Shouders, B, Motivation as a psychological state is linked to our physiology (2019). When motivation is depleted, functioning and well-being suffer. In learning, students feel valuable will make their motivation emerge and improve when students feel that what they learn is valuable. The benefits of motivation are seen in the way individuals live their lives. As individuals continually respond to changes in the environment, individuals tend to need motivation to take corrective action in the face of fluctuating circumstances. Motivation is an important resource that allows us to adapt, function productively, and maintain well-being in the face of an ever-changing stream of opportunities and threats.

Furthermore, according to Mese et al., Motivation is one of the key factors that affect learners' success and performance in the learning process; that is why, it widely concerns teachers and researchers (2021:12). Motivation can be a change in energy within a person which is characterized by a person's drive to achieve goals. It encourages individuals to aspire, desire, and achieve high learning outcomes. A high level of success symbolizes success in the environment. Students who are highly motivated to learn always try to develop and always

want to be seen as successful students in their environment. The higher the student's learning motivation, the higher the learning outcomes achieved.

