Work motivation and procrastination in Ecuadorian teachers

Motivación y procrastinación laboral en docentes ecuatorianos

Resumen

El presente estudio ha establecido determinar la relación entre la motivación laboral y la procrastinación laboral en los docentes de una universidad de la Loja en Ecuador. El tipo de estudio es de carácter básico con un diseño no experimental de nivel correlacional y enfoque cuantitativo. La población se conformó por 43 docentes universitarios. De acuerdo con los resultados obtenidos, el 55.8% de docentes universitarios han precisado tener un nivel bajo de motivación laboral, los docentes universitarios con prevalencia en el nivel bajo son de las áreas de ventas y producción. Por otro lado, el 46.5% de docentes universitarios tuvieron un nivel de procrastinación High, siendo los docentes universitarios del área de ventas y producción los que predominan en este nivel. Los resultados de la prueba de hipótesis permiten concluir que existió una relación significativa e inversa, es decir que a mayor motivación laboral menor procrastinación.

Palabras clave: motivación laboral, procrastinación laboral, intrínseca, extrínseca, trascendente, postergar, eludir, docentes universitarios.

Abstract

The present study has established to determine the relationship between work motivation and work procrastination in teachers of a university in La Loja in Ecuador. The type of study is of a basic nature with a non-experimental design of a correlational level and a quantitative approach. The population was made up of 43 university teachers. According to the results obtained, 55.8% of university professors have required to have a docentes universitarios level of work motivation, university professors with a prevalence in the docentes universitarios level are from the sales and production areas. On the other hand, 46.5% of university professors had a high level of procrastination, with university professors in the sales and production area being the ones who predominate at this level. The results of the hypothesis test aldocentes universitarios us to conclude that there was a significant and inverse relationship, that is, the greater the work motivation, the less procrastination.

Keywords: work motivation, work procrastination, intrinsic, extrinsic, transcendent, postpone, avoid, university teachers.
Introduction

Within studies that examine the dynamics between university professors and businesses, it is often observed that individuals' objectives do not align with those proposed by institutions. This misalignment showcases that personal interests can conflict with those of the institution. This situation is commonplace in companies as several university professors might veer off course from the company's objectives due to distractions from socializing with colleagues. Thus, companies face the challenge of engaging university professors in company objectives without compromising their motivation to continue working diligently (Alvarado, et al., 2016).

To generate both positive and negative attitudes, various factors are involved, including personal self-image, beliefs, values, and ethical principles. Positive attitudes automatically lead to higher levels of responsibility in workers (Arias, 2021).

Dealing with procrastination has been linked to productivity and effective time management. While the suggested strategies are valid, addressing procrastination as a psychological variable should be approached intrinsically, considering the worker's perspective (Arias, et al., 2022). Individuals with procrastination tendencies often struggle to organize tasks effectively, formulate and achieve goals, and structure actions. They also lack motivation for performance and the willingness to complete assigned tasks (Hernández and García, 2018).

People receive significant personal rewards through enthusiastic feelings and a sense of personal accomplishment. These factors enable individuals to exert better effort and dedication to successfully complete their work. For this reason, the variables of work motivation and work procrastination are studied.

In this studied company, demotivated university professors have been observed, lacking enthusiasm to complete assigned tasks and meet daily goals. Additionally, workers' responsibilities have been delayed, and in some cases, university professors have shown irresponsible behavior toward tasks, exhibiting work procrastination, a condition referred to in the literature (Camacho, et al., 2016).

References to work procrastination indicate the act of setting aside tasks that should be performed imRegulartely. Tasks of significant importance are deferred for later (Arias, 2021). Similarly, it disrupts the established order for task completion and goal achievement. Among its characteristics is the tendency to leave tasks until the last moment, making procrastination ubiquitous—practiced by many in some form, but taken to the extreme by others (Chiavenato, 2007; Coulter and Robbins, 2005).

In the context of work, motivation is considered a relevant topic. Company leaders address it to maximize efforts, as motivated workers are necessary for efficient job performance (Gonzáles, 2008). While motivation is not a long-lasting state, it serves as a stimulus to encourage efficient and outstanding activity (Guzmán, 2013). Many studies describe the
relationship between work motivation and other variables. For example, Guzmán (2013) found that factors like employee stress influence company productivity. Another study by Cruz et al. (2017) established a link between productivity and procrastination, highlighting that companies lack a dedicated area for employee motivation, leading to a negative impact on productivity due to this lack of motivation recognition. Although many studies explore motivation's relation to other business aspects, there is limited information about its effect on daily task presentation and work activities (Menaut, et al., 2018).

Regarding work procrastination, it not only causes delays in urgent activities but also affects organized and structured actions, leading to postponements (Quintero and Betancour, 2018). Moreover, it prevents the completion of well-planned, structured actions within their intended timeframe (Steel, 2007). Individuals are responsible for their work actions, considering company objectives and deadlines. A pleasurable sensation is present in delaying the completion of pending tasks (Thomas, 2000; Hernández and García, 2018). Attitudes related to not completing tasks often stem from university teachers motivation, and some individuals avoid activities due to fear of failure or the perceived difficulty level (Vaca, 2017).

Work procrastination is linked to insufficient knowledge of work actions, leading to worker demotivation (Turienzo, 2016). These issues often relate to insufficient resources, organizational deficiencies, and a negative work environment (Poblete, et al., 2019). Comparing work teams with similar characteristics across different sectors, where constant procrastination prevails, reveals the impact of personality on motivation (Angarita, 2012; Aguilar, et al., 2016). Considering the foregoing and the presented background, it's evident that motivation significantly influences workers' job development. However, the relationship between work motivation and the work procrastination displayed by university professors has not yet been scientifically studied. This research aims to determine the relationship between work motivation and work procrastination among Ecuadorian university professors in 2023.

**Methodology**

It was fundamental because it is classified as pure, theoretical or dogmatic. The purpose is to advance scientific understanding without taking into account the practical implications (Arias, 2020). The approach was quantitative; this is a fact in the statistical field; since this approach is based on the analysis of an objective situation through numerical determination and a statistical analysis so that the hypotheses proposed can be determined. The design was non-experimental at the correlational level since the correlation between two variables will be analyzed and the study variables will not be altered; In addition, they will be examined in their natural environment.

The population was made up of 43 university teachers of the education career. The non-probabilistic method was carried out, in this sense, the criterion of the census sample was
used since the entire population will be taken; that is, the sample is made up of 43 university professors.

The survey was used as a technique for data collection, being useful to collect qualitative information and then be able to be quantified in order to contrast the hypotheses, for this a statistical package was used. (Arias, 2021)

The instrument used for both variables is the questionnaire. The instrument is validated by people specialized in the subject of study with a Master's degree, university professors and training in Higher Education and Human Resources. The expert judgment gave as results that both instruments have clarity, relevance and coherence. The observations that were given are not of magnitude to change the instrument, so the recommendations of the juries were: leave it as it was presented for its assessment. This same procedure was applied in both cases. From the work motivation instrument: When analyzing the data obtained, it was obtained that Cronbach's Alpha had a value of .890. From the labor procrastination instrument: When analyzing the data obtained, it was obtained that Cronbach's Alpha had a value of .94.

The data was analyzed through the corresponding statistical analysis, in this sense the Pearson correlation coefficient was used to measure the correlations raised in the hypotheses, in addition the Cronbach's Alpha statistic was used to analyze the consistency of the data obtained, said Data was processed using the SPSS 23 statistical package, likewise for a descriptive analysis, graphs were made that adocentes universitarios ed to visualize the situation of the company in a more detailed way.

Results

Table 1
Results of the work motivation variable according to each area in the company

<table>
<thead>
<tr>
<th>Work motivation</th>
<th>Professional careers</th>
<th>Marketing</th>
<th>Administration</th>
<th>Finance</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Baja</td>
<td>Count</td>
<td>9</td>
<td>7</td>
<td>8</td>
<td>24</td>
</tr>
<tr>
<td></td>
<td>% of the total</td>
<td>20.9%</td>
<td>16.3%</td>
<td>18.6%</td>
<td>55.8%</td>
</tr>
<tr>
<td>Regular</td>
<td>Count</td>
<td>9</td>
<td>1</td>
<td>4</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>% of the total</td>
<td>20.9%</td>
<td>2.3%</td>
<td>9.3%</td>
<td>32.6%</td>
</tr>
<tr>
<td>High</td>
<td>Count</td>
<td>1</td>
<td>0</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td>% of the total</td>
<td>2.3%</td>
<td>0.0%</td>
<td>9.3%</td>
<td>11.6%</td>
</tr>
<tr>
<td>Total</td>
<td>Count</td>
<td>19</td>
<td>8</td>
<td>16</td>
<td>43</td>
</tr>
<tr>
<td></td>
<td>% of the total</td>
<td>44.2%</td>
<td>18.6%</td>
<td>37.2%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>
The table shows the result of the work motivation variable, which shows that 55.8% of university teachers require low work motivation, 32.6% regular and 11.6% High. From the results it can be inferred that the university professors with prevalence in the low level are from the sales and production areas while, in the regular level, they are the university professors from the sales area; Likewise, university production teachers are the ones who prevail at the high level.

**Table 2**
*Results of the work procrastination variable according to each area in the company*

<table>
<thead>
<tr>
<th>Professional careers</th>
<th>Marketing</th>
<th>Administration</th>
<th>Finance</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Work procrastination</strong></td>
<td><strong>Count</strong></td>
<td><strong>% of the total</strong></td>
<td><strong>% of the total</strong></td>
<td><strong>% of the total</strong></td>
</tr>
<tr>
<td>Very High</td>
<td>1</td>
<td>2.3%</td>
<td>1</td>
<td>2.3%</td>
</tr>
<tr>
<td>High</td>
<td>8</td>
<td>18.6%</td>
<td>3</td>
<td>7.0%</td>
</tr>
<tr>
<td>Regular</td>
<td>6</td>
<td>14.0%</td>
<td>4</td>
<td>9.3%</td>
</tr>
<tr>
<td>Nule</td>
<td>4</td>
<td>9.3%</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>19</td>
<td>44.2%</td>
<td>8</td>
<td>18.6%</td>
</tr>
</tbody>
</table>

The table shows the result of the work procrastination variable, which shows that 46.5% of university teachers have a high level of responsibility, 34.9% moderate, 9.3% do not present procrastination and 9.3 very High. From the results it can be inferred that the university professors with prevalence at the high level are those in the sales and production area; In the same way, the university professors of the production area are the ones who present a moderate level with predominance.

**Table 3**
*General hypothesis test*

<table>
<thead>
<tr>
<th>Rho de Spearman Work procrastination Correlation coefficient Work procrastination Sig. Work motivation N</th>
<th>1.000</th>
<th>0.011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sig.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>N</td>
<td>43</td>
<td>43</td>
</tr>
<tr>
<td>Work motivation</td>
<td>Correlation coefficient</td>
<td>Sig.</td>
</tr>
<tr>
<td>-----------------</td>
<td>-------------------------</td>
<td>-------</td>
</tr>
<tr>
<td></td>
<td>-0.661</td>
<td>0.011</td>
</tr>
<tr>
<td></td>
<td>1.000</td>
<td></td>
</tr>
</tbody>
</table>

The statistical test for the hypothesis test was carried out, this method decides the rejection of the null hypothesis with a margin of error of 5% and the acceptance of the research hypothesis with a confidence level of 95%. The hypothesis proposed to be tested is the following:

Ho: There is no inverse and significant relationship between work motivation and work procrastination in Ecuadorian teachers, 2021

H1: There is an inverse and significant relationship between work motivation and work procrastination in Ecuadorian teachers, 2021

According to the p-value obtained, the null hypothesis is rejected and it is decided to accept with the research hypothesis.

Discussions

According to the results obtained, 55.8% of university professors have required to have a low level of work motivation, university professors with a prevalence in the low level are from the sales and production areas. On the other hand, 46.5% of university professors had a High level of procrastination, with university professors in the sales and production area being the ones who predominate at this level. The results of the hypothesis test have shown that there was a significant and inverse relationship between work motivation and work procrastination in Ecuadorian teachers, 2023.

Similar results were obtained by Vaca (2017) who showed a high level of procrastination in the study participants. Alvarado et al. (2015) dealing with procrastination has been linked to productivity or effective time management and, although the suggested strategies are valid, procrastination as a psychological variable must be resolved from this approach. Arias et al. (2022) in their study sought to evaluate the degree to which the management of work motivation affects the productivity of industrial companies in Chimbote. For the methodological phase, a quantitative approach was used in the form of a non-experimental descriptive study, which was followed throughout the entire investigation. Three companies were included in the sample. A survey was used as a strategy, the survey was also used as an instrument.
Contrary results were found by Cruz et al. (2017) presented their thesis which aimed to discover the relationships that exist between the organizational climate, job satisfaction and procrastination among those who work in the Basic Justice Module of Cerro Colorado (BMJC), attached to the Superior Court of Justice, de Arequipa (CSJA) in 2017. Methodologically, the research used 60 university teachers as a sample, with a non-experimental, descriptive-correlational design. In the study (PTS) the Work Climate Scale (CL-SPC), the Job Satisfaction Scale (SL-SPC) and the Tuckman Procrastination Scale were used. Procrastination was shown to be inversely related to levels of organizational climate \( r = -0.496 \) and job satisfaction \( r = -0.655 \), according to the findings. Given that the vast majority of judges and experts who preside over cases and hearings have a low tendency to procrastinate, it is reasonable to assume that they are happier with the work they do and have a better perception of their workplace. Procrastination is most common among legal and administrative assistants, who also report being dissatisfied with the work they do and believing that their workplace is insufficient. For his part, Guzmán (2013) exposes the most notable gender differences are that, unlike men, women tend to focus on the intrinsic motivation to participate in an activity instead of the joy and satisfaction that exercise gives them, to improve health and fitness. In this sense, the results found in the study show a high level of work motivation.

Taking into account the results, to generate motivation it is relevant that external influences influence the receptor components to develop motivation (thinking, feeling and acting). In order to have a motivating effect on a person, it is necessary to create a difference in his perception of external factors; the best example is the salary of an employee; It is not known that the salary itself is a motivating factor, but when it increases a perception difference is created that acts on the thought and/or feeling that motivates for a while to achieve better results, if that is the goal, until its perception of the difference created is distorted. That is, the salary received is considered normal and is expected to improve (Hernández and García, 2018).

Policy changes must be taken into account since the motivations are based on those beliefs, values and principles that the individuals of a society have, in other cases there is usually a degree of material advantage in relation to the rest of the individuals, making them an important center of their community, in this situation, are the components that contribute to the formation and integration of an attitude towards others, as well as the impulse to act in their best interests, while taking into account the beliefs of the people, the policies may be adhered to by university professors in an appropriate manner. (Menautt, et al., 2018)

**Conclusion**

In accordance with the general objective, work motivation has not been stimulated by the company efficiently, intrinsic or extrinsic motivation or the transcendental nature of the work has not been taken into account; This is consistent with the postponement of work activities, the avoidance of responsibilities and the high compliance with the goals and objectives
according to the established parameters. This allows us to conclude that there is a relationship between motivation and work procrastination in Ecuadorian teachers, 2021.

The intrinsic work motivation has had deficiencies in the majority of workers, showing deficiencies in the work and their desire to carry out the activities; this is consistent with the postponement of the same activities; Likewise, the value obtained in the hypothesis test allows us to conclude that there is a significant relationship between intrinsic work motivation and work procrastination in Ecuadorian teachers, 2021.

University professors have shown to be uncomfortable in their work environment and have needed to not have enough resources to carry out their work activities; this is consistent with the High of priority for work and the High of responsibility of workers; Likewise, the value obtained in the hypothesis test allows us to conclude that there is a significant relationship between extrinsic work motivation and work procrastination in Ecuadorian teachers, 2021.

References


Arias, J. L. (2020). Proyecto de tesis, guía para la elaboración. 1ra edición, Perú


Nota del editor: la revista se mantiene neutral con respecto a las reclamaciones jurisdiccionales en los mapas publicados y las afiliaciones institucionales.