

**Factors that influence sales force motivation: A study for
pharmaceutical industry of Chengdu in China**

College of Business
Universiti Utara Malaysia

SUPERVISOR:

DR. FAIS AHMAD

By:

MA DENG CHAO

(803001)

© Ma Deng Chao, 2011. All rights reserved



KOLEJ PERNIAGAAN
(College of Business)
Universiti Utara Malaysia

PERAKUAN KERJA KERTAS PROJEK
(Certification of Project Paper)

Saya, mengaku bertandatangan, memperakukan bahawa
(I, the undersigned, certify that)
MA DENG CHAO (803001)

Calon untuk Ijazah Sarjana
(Candidate for the degree of) **MASTER OF SCIENCE (MANAGEMENT)**

telah mengemukakan kertas projek yang bertajuk
(has presented his/her project paper of the following title)

FACTORS THAT INFLUENCE SALES FORCE
MOTIVATION: A STUDY FOR PHARMACEUTICAL
INDUSTRY OF CHENGDU IN CHINA

Seperti yang tercatat di muka surat tajuk dan kulit kertas projek
(as it appears on the title page and front cover of the project paper)

Bahawa kertas projek tersebut boleh diterima dari segi bentuk serta kandungan dan meliputi bidang ilmu dengan memuaskan.

(that the project paper acceptable in the form and content and that a satisfactory knowledge of the field is covered by the project paper).

Nama Penyelia
(Name of Supervisor)

DR. FAIS BIN AHMAD

Tandatangan
(Signature)

Tarikh
(Date)

16 FEBRUARY 2011

PERMISSION TO USE

In presenting this thesis in partial fulfillment of the requirements for a post graduate degree from Universiti Utara Malaysia, I agree that the library may make it freely available for inspection. I further agree that permission for copying of this thesis in any manner, in whole or in part, for scholarly purposes may be granted by my supervisor(s) or, in their absence, by the Dean of Graduate School. It is understood that any copying or publication or use of this thesis or parts thereof for financial gain shall not be allowed without my written permission. It is also understood that due recognition shall be given to me and to Universiti Utara Malaysia for any scholarly use which may be made from any material from my thesis.

Request for permission to copy or to make other use of materials in this thesis, in whole or in part, should be addressed to:

Dean
College of Business
Universiti Utara Malaysia
06010 UUM Sintok
Kedah, Darul Aman
Malaysia

ACKNOWLEDGEMENT

Great appreciation give to my supervisor, Dr. Fais Ahmad, who has given lots of guidance, advice and taken amount of time in helping to complete this research. Thanks his patiently taken the trouble and his valuable time to gone through and modified the paper, besides, he has given guidance and advice on this paper so that the thesis brought off successfully. Also, I would like to appreciate the thesis evaluator for given examination and evaluation. In addition, I really appreciate my friends as the research assistants help me to distributed and collected questionnaires, and give me some advice in this study.

ABSTRACT

One of the biggest challenge that business world is facing today is how to motivate employees to dedicate persistent and intensified efforts to achieve the organizational goals (Watson, 1994). Accordingly, employees' attitude surveys have been used frequently to ascertain what sparks and sustains their desire to work harder. However, the motivation of the employees remained a complex puzzle since long (Wiley, 1997). It is generally accepted that motivated and committed sales force is one of the critical factors in the growth and profitability of the organizations. China's pharmaceutical sales organizations to such enterprises as, developing fast and profits high, it really needs to motivate employee. The purpose of this study, focus on a Second-tier city in China as the representative to determine the factors that influence pharmaceutical sales force motivation, used a sample of 199 participants among 23 pharmaceutical sales organizations in Chengdu. The study predicted three independent variables (payment, job security, and opportunities for advancement and development) though empirically investigated the relationship with motivation, and examined whether them effectively motivate pharmaceutical sales force. The finding showed that pay is not longer to severs motivate, based on Maslow's needs hierarchy theory , job security as the security needs and opportunities need for advancement and development still more motivating them, especially, the needs for advancement and development is highlights significant motivator. It suggest that the intermediate needs and higher level of needs are important to motivate sales force that should be considered. Consequently, the study results will help practitioners in creating a effective incentive system to fostering sales force motivation leading to higher productivity and overall performance.

CONTENTS

Contents	Page
PERMISSION TO USE.....	I
ACKNOWLEDGEMENT.....	II
ABSTRACT.....	III
TABLE OF CONTENTS.....	IV
FIGURE LIST.....	VII
TABLE LIST.....	VII
APPENDIX.....	VIII

CHAPTER 1 INTRODUCTION

1.0 Introduction.....	1
1.1 Background of study.....	1
1.2 Problem statement.....	3
1.3 Research questions.....	8
1.4 Research objectives.....	8
1.5 Significant of study.....	8
1.6 Scope of study.....	9
1.7 Organization of chapter.....	10
1.8 Summary.....	11

CHAPTER 2 LITERATURE REVIEW

2.0 Introduction.....	12
2.1 Importance of motivation.....	12
2.2 Definition of motivation.....	14
2.3 Theories of work motivation.....	15
2.3.1 Need hierarchy theory.....	15
2.3.2 ERG theory.....	17
2.3.3 Herzberg's two-factor theory.....	18
2.3.4 Expectancy theory.....	19
2.3.5 Equity theory.....	21
2.3.6 Goal-setting theory.....	22
2.4 Motivation factors.....	23
2.4.1 Pay.....	25
2.4.2 Job security.....	27
2.4.3 Promotion opportunity.....	29
2.5 Hypotheses.....	30
2.6 Summary.....	31

CHAPTER 3 RESEARCH METHODOLOGY

3.0 Introduction.....	32
3.1 Research framework.....	32
3.2 Research design.....	35
3.3 Operational Definition and Measurement.....	35
3.4 Data collection.....	38

3.4.1 Population and Sampling.....	39
3.4.2 Data collection procedure.....	39
3.5 Data analysis.....	40
3.6 Summary.....	40

CHAPTER 4 FINDING

4.0 Introduction.....	41
4.1 Data collection.....	41
4.2 Demographic Characteristics of the Participants.....	42
4.3 Reliability analysis.....	46
4.4 Inferential statistical measurement: Correlation coefficient analysis.....	47
4.5 Multiple regression analysis.....	53
4.6 Summary.....	57

CHAPTER 5 DISCUSSION

5.0 Introduction.....	58
5.1 Discussion.....	58
5.1.1 Demographic analysis.....	59
5.1.2 The effect of three independent variables on sales fore motivation.....	60
5.1.3 Other motivators.....	64
5.2 Implication.....	65
5.3 Limitation.....	66
5.4 Conclusion.....	67
REFERENCES.....	68

TABLE LIST

Table 3.1 Pay motivation.....	36
Table 3.2 Job security motivation	36
Table 3.3 Opportunities for advancement and development	37
Table 3.4 Motivation itself	37
Table 4.1 Profile of pharmaceutical sales force.....	42
Table 4.2 Respondents' wage form	43
Table 4.3 Respondents' monthly income.....	44
Table 4.4 Respondents' desired income monthly.....	45
Table 4.5 Most important factor of stimulation.....	45
Table 4.6 Descriptive statistic of reliability.....	47
Table 4.7 Pearson Correlation coefficient for measuring payment with motivation.....	48
Table 4.8 Correlation coefficient for measuring job security with motivation.....	49
Table 4.9 Correlation coefficient for measuring opportunities with motivation.....	50
Table 4.10 The outcomes of the null hypotheses tests.....	51
Table 4.11 Pearson correlations matrix for the four interval-scaled variables.....	52
Table 4.12 Multiple regression analysis for four interval-scaled variables.....	54
Table 5.1 Statistic of other motivators.....	64

FIGURE LIST

Figure 2.1 Maslow's Need Hierarchy Model.....	16
Figure 3.1 Research framework of the study	33
Figure 4.1 Four interval-scaled variables correlations (Percentage).....	53
Figure 5.1 Pyramidal hierarchy model of three IVs needs	63

APPENDIX

Appendix I Discrepancies between Self-Reports of Pay Importance and Behavioral Responses to Changes in Pay.....	73
Appendix II Questionnaire (English).....	74
Appendix III Questionnaire (Chinese).....	79

Chapter One

Introduction

1.0 Introduction

This chapter introduces the background of the pharmaceutical industry in China, and discusses the issues of motivation existed in pharmaceutical sales force in China. It continues to discuss the problem statement, research questions and objectives of the study.

1.1 Background of study

The pharmaceutical industry is one of the leading industries in China. Most of the pharmaceutical companies in China today are considered growth engines for their headquarters. The past 10 years, the Chinese pharmaceutical industry has maintained rapid growth; it is considered that one of the fastest growing industries. They are given the mission of achieving high organic growth rates of around 30% each year (Hu, etl, 2007). The profile of the pharmaceutical industry in China remains very low. China accounts for 20% of the world's population but only 1.5% of the global drug market (Wikipedia, 2010). The domestic pharmaceutical market is highly fragmented and inefficient. China, as of 2007, has around 3,000 to 6,000 domestic pharmaceutical manufacturers and around 14,000 domestic pharmaceutical distributors. Currently China has about 3,500 drug companies, falling from more than 5,000 in 2004, according to the figures of State Food And Drug Administration. The number is expected to drop further. The domestic companies compete in the \$10 billion market without a dominant leader. Entry to the WTO has brought a stronger patent system,

medical insurance is now more widespread, and pharmaceutical-related regulations have been stiffened. Even so, the industry environment has been transformed for the better over the last 10 years. As of 2008, China is the world's eighth largest market (Wikipedia, 2010). Many business observers are projecting it to become the fifth largest pharmaceutical market by 2010, based on its double-digit revenue growth trends over the past two and half decades (Eliza, 2007). China is reportedly expected to become the third largest pharmaceuticals market in the world by 2011. According to a report released by pharmaceutical market research firm IMS Health (2010), China's pharmaceutical revenue is growing fast and that the market there may double by 2013. Sales of prescription drugs in China will grow by US\$40 billion through 2013, the report said. According to statistics released by the Ministry of Industry and Information Technology, the value-added output of China's pharmaceutical industry increased 14.9% year on year in 2009. In the first 11 months of last year, the medicine sector's combined net profit was RMB 89.6 billion, up 25.9% year on year (Wikipedia, 2010). China's changing health-care environment is designed to extend basic health insurance to a larger portion of the population and give individuals greater access to products and services. Following this period of change, the pharmaceutical industry is expected to continue its expansion; there is huge potential for developing in Chinese pharmaceutical industry. With China accession to WTO, in order to enhance the status and competitiveness of Chinese pharmaceutical industry, Chinese government focuses on the implementation of GMP (Good Manufacturing Practices for Drug) certification for pharmaceutical industries. Some pharmaceutical organization who obtained the GMP certification have more competitiveness compare with other, this result in smaller living space to survival for many small and medium pharmaceutical companies with the less competitiveness. The drastic marketing competition requires

pharmaceutical company to strengthen management, improve the sales network, and improve product quality and development research capability.

The Chinese pharmaceutical sales organization based on sales force representatives to perform. According to Corcoran, Peterson, Baitch, and Barrett (1996), when identifying factors affecting sales organization performance, the sales job warrants rigorous examination. Long-term growth and profitability for sales organizations are dependent on the effectiveness of their sales force. Therefore, sales force effectiveness is key success factor for sales organizations. However, the salesperson's role is to translate company strategy from goal to actual sales and is expected to add value for customers by creating competitive product differentiation and contributing to a company's profitability. Insight into employees' perceptions regarding motivational factors is usually considered important to aid to fostering their morale and performance so that to motivate them to put their efforts in workplace. Motivating sales force representatives to perform at a high level of performance is a challenge that all companies in all industries have. The pharmaceutical industry is no different in this aspect. In fact, the challenges facing the pharmaceutical industry are compounded by a variety of factors that many other industries do not face including: government regulation of sales practices, non-direct tracking of sales results, and the impact of managed care on sales performance (Nelson, 2004).

1.2 Problem statement

One of the biggest challenges that business world is facing today is how to motivate employees to dedicate persistent and intensified efforts to achieve the organizational

goals (Watson, 1994). It is generally accepted that motivated and committed sales force is one of the critical factors in the growth and profitability of the organizations (Malik and Naeem, 2009). In specific, the most difficult task that a sales manager faces is the motivation of sales force. However, motivating high performance in pharmaceuticals sales force is a growing issue in the pharmaceuticals organization of China. Also motivating sales force and representatives to perform at a high level of performance is a challenge. Furthermore, pharmaceutical sales forces whose composition adds even more complexity to the motivation challenge. The major problem in pharmaceuticals sales industries of China is the market average turnover rate of the sales force is 25%, which means that 25% of the sales force is new to the company every year (Hewitt, 2009). This leads to recruitment expenses, training cost problem and lower performance and profitability of the organization, however, the 25% of sales force turnover must influence other's to be lower motivation in workplace. However, how do we lower turnover? How do we know that our plan is working? These issues that the sales force management are very diverse and require an immediate response. Firstly, managers have to motivate their employees effectively in order to put the employees' best efforts in work. So there is a need to motivate the employees to doing their best in workplace and retain them long-term in organization. Since a motivated employee is more willing to put effort and time in his/her task, then his/her performance will probably rise. But what motivators are spark and sustain their desire to work harder? This is the first task for sales manager to be identified. Because if a sales manager failure to identify the needs of subordinates and to provide effective motivation result in employees unwillingness to work, lose interesting and emotion in work, and low performance, farther lead to increased turnover, lower sales force productivity, and unnecessary selling expenses. In order to improve productivity

and performance for the pharmaceuticals organizations through motivate sales force. As Malik and Naeem (2009) said: "Technological revolution, demographic changes in workplace and globalization stimulate the need of searching the novel ways to motivate workforce."(page 19). Getting to know about employees' preferences of what motivates them could help improving productivity and building success story for the organizations. Consequently, organizations attain competitive edge whereby employees get valued rewards (Wiley, 1997). However, if motivation is the underlying cause of performance problem, then its solution becomes more complex and challenging (Griffin, 1990). So it is necessary to understand how to motivating pharmaceutical sales force to achieve its peak potential in order to improve their performance and productivity, and retain them long-term in organization? There are some research and study on incentive system of assessment for pharmaceutical sales organization in China (such Liu, 2007 and Zhang, 2005), but none study on the factor exactly that influence sales force motivation in pharmaceutical sales organization.

To motivate sales force effectively, sales managers must have a thorough understanding of human needs and the concepts of motivation. They have to learn how to use the various forms of sales motivators to meet their salespeople's needs. The ways of motivating employees are so many and various as well as its theories, the ways are different based on its different theories because of the different motivators. Motivation can be defined as the result of internal and external factors that stimulate desire and energy in people to be continually interested in and committed to a job, role, or subject, and to exert persistent effort in attaining a goal (Snoeker, 2010). In theories about motivation there is a distinction between two types of motivation: extrinsic and intrinsic motivation. Extrinsic motivation requires an instrumentality

between the activity and some separable consequences (Gagné and Deci, 2005). In the workplace, extrinsic motivators include pay, benefits, and promotions. Intrinsic motivation refers to motivation that comes from inside an individual rather than from any external or outside rewards, such as money or grades. An employee is intrinsically motivated when he/she performs an activity without an apparent reward except for the activity itself or the feelings which result from the activity (Deci, 1972). Or an intrinsically motivated person will work on a solution to a problem because the challenge of finding a solution provides a sense of pleasure. Both of intrinsic and extrinsic motivations are influenced by many factors where elements such as reward, appreciation, job security, promotion and interesting work are the most important (Wiley, 1997).

As Zhang (2005) analyzed the cause of lower motivation in Chinese pharmaceutical sales organization indicated that one of reasons is the incentive system is not good and adaptation. According to Maslow's need hierarchy theory, the pay as basic level need hierarchy for motivate employees, all employees are motivated by the pay. The safety needs is the second level of needs. Based on the result of a survey (Wiley, 1997) indicated that employees from diversified industries such as retailing, services, manufacturing, insurance, utilities, health care and government agencies considered the "good wage" is the highest importance to motivate them in their work, the second and third top factors respectively are "full appreciation for work done" and "job security". However, almost the pay system of pharmaceutical sales organization in China is a mixed mode, namely, base pay, commission and reward payment (Zhang, 2005). Commission is based on the employee's performance, it directly from a percentage of sales to reward sales force, it is according to sales to determine the

reward (Cheng, 2001). It also can be defined push money, deduct a percentage from a sum of money. Reward payment is incentive compensation. The model based on the sales performance assessment, the use of commissions and bonuses in order to promote the effectiveness of sales, while sales increased sense of security, increase their loyalty to the enterprise, it is conducive to the positive sales and company development (Cheng, 2001). As the Maslow's need hierarchy theory, if the basic needs level as pay to be satisfaction, the next higher level of need as security has to be activated in order to motivate the individual. In this study, the pay as the basic factor will be investigated and confirmed whether as an importance basic motivator to influence pharmaceutical sales force put their efforts in the work. Also the job security will be tested, because the high rate of unemployment result in lower security for employees in China, as Asian Development Bank estimated, the rate of unemployment is 34.3 percent in 2008. May the cause of lower job security is other important motivator for sales force in Chinese pharmaceutical. Chinese people are regarding the "face" as a kind of esteem, they need promote to get the titles, social class, same as most people, and they regard their individual development. If they think there is no opportunity to promotion or developing themselves, they might give up the job to search new one that has more opportunity to develop individual. As Malik and Naeem (2009) investigated the motivational preferences of pharmaceutical sales force in Pakistan, the promotion opportunity is the third top important job-relate factor for pharmaceutical sales force motivation. So the study will discuss promotion opportunity, job security and pay as factors that influence pharmaceutical sales force motivation in China, exactly, it is a case study on pharmaceutical sales organization in one of cities in china, Chengdu, it is a representative Second-tier city in China.

1.3 Research questions

The research questions aim to be answered concerning the implementation of sales force management for Chinese pharmaceutical sales organization, especially, chose the representative Second-tier city Chengdu as a case to study.

1. Is there any relationship between pay and sales force motivation?
2. Is there any relationship between job security and sales force motivation?
3. Is there any relationship between promotion and development opportunities and sales force motivation?

1.4 Research objective

1. To determine the relationship between pay and pharmaceutical sales force motivation of Chengdu in China.
2. To determine the relationship between job security and sales force motivation.
3. To determine the relationship between promotion and development opportunities and sales force motivation.

1.5 Significant of study

Work motivation is an important phenomenon for both scholars and practitioners to understand. Research on work motivation has been going on since the early work of Elton Mayo at the Western Electric Hawthorne Plant in the late 1920's and early 1930's (Franken, 2002). Work motivation is described as the psychological processes that direct, energize, and maintain action toward a job, task, role, or project (Campbell & Pritchard, 1976; Kanfer, 1990). There are many researcher focuses on employee's

motivational system of sales organization, but none investigated pharmaceutical sales force motivators in China. There are a lot of problems in pharmaceuticals sales management (PSM) of China at present, many variables impacting sales force motivation in pharmaceuticals industry, such as pay, job security and promotion opportunities.

The significance of this study can be viewed both from the theory and practice of investigation in pharmaceutical sales organization, to explore and determine the factors that influence sales force motivation, the study try to give an implication on sales force management of pharmaceutical sales organization, so that the sales force manager to design the effective incentive mechanism to motivating sales force put their best efforts in workplace.

1.6 Scope of Study

There are many researchers study on work motivation in many industries and sections, and there are some research and study on incentive system of assessment for pharmaceutical sales organization in China (such Liu, 2007 and Zhang, 2005), but none study on the factor exactly that influence sales force motivation in pharmaceutical sales organization. So the study will involve several pharmaceutical sales organizations in the representative Second-tier city of China, Chengdu, to research the factors that influence the sales force motivation. The cause of chose the city to be representative is its population, economy as well as overall situations. Chengdu is the transportation junction centre of southwest China, there are wealth of university resources, more comfortable living, the tax preferential treatment, more new market opportunities, compare with other Second-tier cities, it has many

comparative advantages on scientific and technological resources, geography, policy environment, human resources, facilities, livable, market, and many other conditions compare with other Second-tier cities. So Chengdu is the representative Second-tier city and there are much potential for development in China. The study also could be representative the pharmaceutical sales force motivational needs in a large scale among Second-tier cities in China, so that giving an implication to helps the sales force managers to design their motivational mechanism effectively.

1.7 Organization of chapter

Chapter 1 explains the background of the study and the research problems related to the sales force motivators within pharmaceutical sales organization of China that need to be identify what motivational needs sales force expected which gives motivation to this study. The objective and its significance are discussed is the first of the five chapters in this thesis.

Chapter 2 reviews related literature on the work motivation and its applications.

Chapter 3 describes the method of the study, namely the research framework, research design. The chapter conducts with a brief outline of the strategies and procedures that were used to analyze data collected from the survey.

Chapter 4 presents the results of the study. There are reports of the descriptive statistical bivariate analysis and correlation analysis. The results are summarized in a number of tables to facilitate interpretation.

Chapter 5 is the final chapter; it discusses the interpretation of the research findings for the study. The chapter concludes with a discussion on limitation of the study and some suggestion for future research.

1.8 Summary

This chapter explained the background of the study and research problems related to the sales force motivators within pharmaceutical sales organization of China that need to be identify what motivational needs sales force expected which gives motivation to this study. The objective of this study is to determine and understand the sales force motivators among pharmaceutical sales organization of Chengdu in China.

Chapter two

Literature review

2.0 Introduction

The chapter reviews literature of work motivation and its theories, the chapter reviews and discusses the definitions of motivation, it continues attempt to introduce the thesis hypotheses for research objectives which through the main important factors that influence sales force motivation based on the previous studies showed.

2.1 Importance of motivation

Work motivation is described as the psychological processes that direct, energize, and maintain action toward a job, task, role, or project (Campbell & Pritchard, 1976; Kanfer, 1990). Along with many other psychological constructs, motivation is a very important process in understanding behavior. Motivation interacts with and acts in conjunction with other mediating processes and the environment. It must also be remembered that, like the other cognitive processes, motivation cannot be seen. All that can be seen is behavior. Motivation is hypothetical construct that is used to help explain behavior; it should not be equated with behavior. In fact, while recognizing the central role of motivation, many of today's organizational behavior theorists think it is important for the field to reemphasize behavior (Luthans, 2011). Employee motivation is major factor in the success or failure for any organization. Without a motivated workforce, productivity, morale, profits, product and service delivery

suffers. To stay competitive organizations must invest in effective strategies to motivate the staff.

Firstly, motivation puts human resources into action. Every company requires physical, financial and human resources to accomplish its goals. It is through motivation that the human resources can be utilized by making full use of it. This can be done by building willingness in employees to work. This will help the enterprise in securing best possible utilization of human resources.

Secondly, motivation will improves level of efficiency of employees. The level of a subordinate or an employee does not only depend upon his/her qualifications and abilities. For getting best of his/her work performance, the gap between ability and willingness has to be filled which helps in improving the level of performance of employees, which is motivation actually. It will result into increase in productivity, reducing cost of operations, and improving overall efficiency.

Thirdly, motivation can leads to achievement of organizational goals and personal goals. Organization needs motivation in order to reach its goals. In fact it is one of the most important and driving factor for organization to reaching its goals. The goals of an organization can be achieved if co-ordination and co-operation takes place simultaneously which can be effectively done through motivation, because motivation will help in self-development of individual, the employees are goal-directed and they acts in a purposive manner if there is best possible utilization of resources.

Fourthly, motivation could leads to stability of work force. Stability of workforce is very important from the point of view of reputation and goodwill of a company. If an

individual is motivated, he/she will have job satisfaction. The employees can remain loyal to the organization only when they have a feeling of participation in the management. The skills and efficiency of employees will always be of advantage to employees as well as employees. This will lead to a good public image in the market which will attract competent and qualified people into a company. As it is said, “Old is gold” which suffices with the role of motivation here, the older the people, more the experience and their adjustment into a company which can be of benefit to the enterprise.

2.2 Definition of motivation

Many definitions of motivation have been explored which mostly stick to the idea of promoting individual's willingness to invest more efforts to achieve specific objectives. However, motivation has not been uniformly defined in industrial and organizational psychology (Locke and Latham, 1990). One possible reason could be the invisible and hypothetical nature of motivation construct. The interplay of internal and external forces initiates job-related behaviors and ascertains the direction, intensity and duration of motivation (Pinder, 1998). Mullins (1992) defined motivation as the direction and persistence of actions. He has described that the driving force for motivation is to satisfy certain needs and expectations. Conroy (1994) has defined motivation as “a person's active participation in and commitment to achieving the prescribed results”. Wiley (1997) has noted that the following three assumptions of human motivation guided contemporary research: “(1) Motivation is inferred from a systematic analysis of how personal, task and environmental characteristics influence behavior and job performance. (2) Motivation is not a fixed

trait. It refers to a dynamic internal state resulting from the influence of personal and situational factors. As such, motivation may change with changes in personal, social or other factors. (3) Motivation affects behavior, rather than performance (Nicholson, 1995). Initiatives designed to enhance job performance by increasing employee motivation may not be successful if there is a weak link between job performance and an employee's efforts." Locke (1976) has indicated that motivation is determined by goal directedness, human willingness, and perceived needs and values to sustaining the actions of employees in relation to themselves and to their environment.

2.3 Theories of work motivation

Motivation is a basic psychological process consisting of intrinsic and extrinsic motives. In order to understand organizational behavior, these basic motivators must be recognized and studied; they serve as background and foundation for the more directly relevant work motivation theories. In this study, the work motivational factors are determined with the basis within the context of motivation theory. There are various theories for work motivation.

2.3.1 Need hierarchy theory

Abraham Maslow (1943) thought that a person's motivational needs could be arranged in a hierarchical manner. He believed that human beings have wants and desires which influence their behavior. This theory is based on the assumption that there is a hierarchy of five needs within each individual. Once the lower level of need is at least minimally satisfied, the next higher level of need has to be activated in

order to motivate the individual. Maslow's needs hierarchy theory can be converted into content model of work motivation show in Figure 2.1 and the estimated percentages given by Maslow seem logical and still largely applicable to the motivation of employees in today's organizations. Unfortunately, the limited research that has been conducted lends little empirical support to the theory. But research findings indicate that Maslow's is certainly not the final answer in work motivation. Yet the theory does make a significant contribution in terms of making management aware of the diverse needs of employees at work (Luthans, 2011).

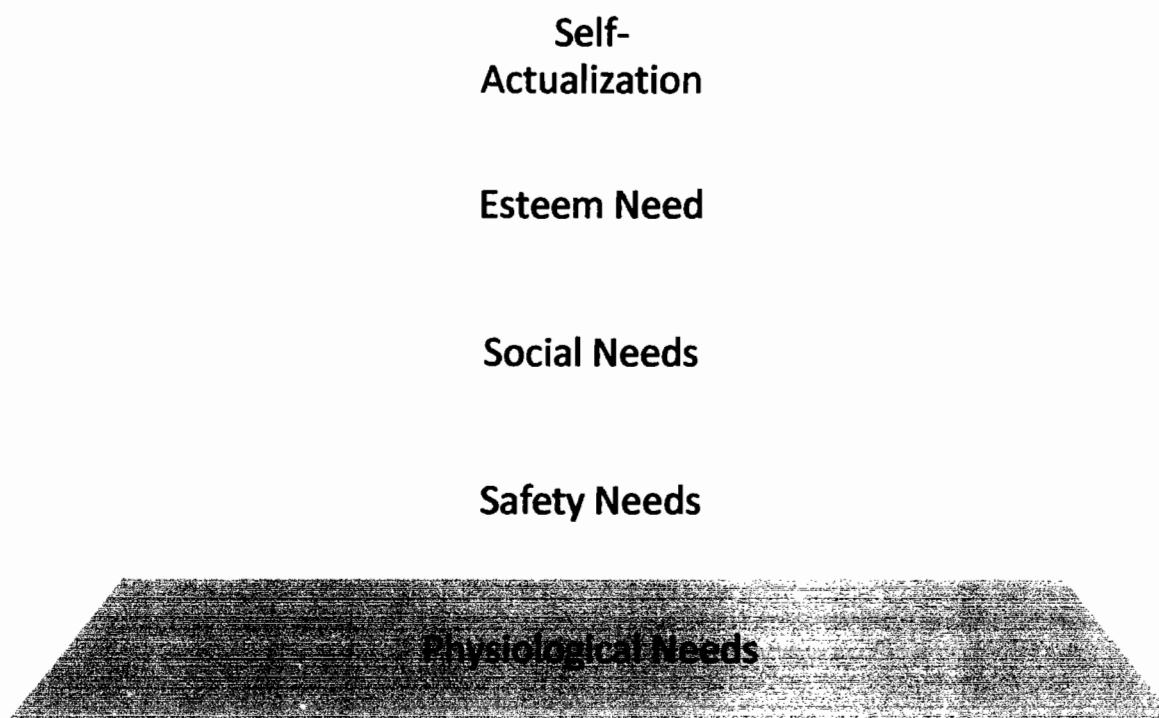


Figure 2.1: Maslow's Need Hierarchy Model

These five needs can be stated as following:

1. **Physiological needs-** The most basic level is the physiological needs, such as air, water, food, clothing and shelter. In other words, physiological needs are the needs for basic amenities of life, for example the pay.
2. **Safety needs-** Safety needs include physical, environmental and emotional safety and protection. For instance, job security, financial security, protection from animals, family security, health security, etc.
3. **Social needs-** Social needs include the need for love, affection, care, belongingness, and friendship.
4. **Esteem needs-** Esteem needs are of two types: internal esteem needs (self-respect, confidence, competence, achievement and freedom) and external esteem needs (recognition, power, titles, status, attention and admiration).
5. **Self-actualization need-** This include the urge to become what you are capable of becoming / what you have the potential to become. People who have become self-actualized are self-fulfilled and have realized all their potential. It includes the need for growth and self-contentment. It also includes desire for gaining more knowledge, social- service, creativity and being aesthetic. The self- actualization needs are never fully satiable. As an individual grows psychologically, opportunities keep cropping up to continue growing.

2.3.2 ERG theory

To bring Maslow's need hierarchy theory of motivation in synchronization with empirical research, Alderfer (1972) redefined it in his own terms. He reworked Maslow's need hierarchy theory to be Existence Relatedness and Growth theory of

motivation. He recategorized Maslow's hierarchy of needs into three simpler and broader classes of needs, namely, Existence needs, Relatedness needs and Growth needs, totally called as the ERG theory.

- Existence needs- These include need for basic material necessities. In short, it includes an individual's physiological and physical safety needs.
- Relatedness needs- These include the aspiration individual's have for maintaining significant interpersonal relationships (be it with family, peers or superiors), getting public fame and recognition. Maslow's social needs and external component of esteem needs fall under this class of need.
- Growth needs- These include need for self-development and personal growth and advancement. Maslow's self-actualization needs and intrinsic component of esteem needs fall under this category of need.

2.3.3 Herzberg's two-factor theory

Unlike Maslow, Herzberg concluded that job satisfiers are related to job content and that job dissatisfiers are allied to job context. He labeled the satisfiers motivators, and called the dissatisfiers hygiene factors. Taken together, the motivators and hygiene factors have become known as Herzberg's two-factor theory or the motivator-hygiene theory of motivation. According to Herzberg, there are some job factors that result in satisfaction while there are other job factors that prevent dissatisfaction. Hygiene factors are those job factors which are essential for existence of motivation at workplace. These do not lead to positive satisfaction for long-term. But if these factors are absent / if these factors are non-existent at workplace, then they lead to

dissatisfaction. These factors are extrinsic to work include pay, company policies and administrative policies, fringe benefits and job security. According to Herzberg, the hygiene factors cannot be regarded as motivators. The motivational factors yield positive satisfaction. These factors are inherent to work. These factors motivate the employees for a superior performance. These factors are called satisfiers. These are factors involved in performing the job. Employees find these factors intrinsically rewarding. The motivators symbolized the psychological needs that were perceived as an additional benefit. Motivational factors such as recognition, sense of achievement, growth and promotional opportunities and meaningfulness of the work (Knights and Willmott, 2007).

2.3.4 Expectancy theory

The expectancy theory was proposed by Victor Vroom in 1964, it states that employee's motivation is an outcome of how much an individual wants a reward (Valence), the assessment that the likelihood that the effort will lead to expected performance (Expectancy) and the belief that the performance will lead to reward (Instrumentality) (Vroom, 1964). In short, Valence is the significance associated by an individual about the expected outcome. It is an expected and not the actual satisfaction that an employee expects to receive after achieving the goals. Expectancy is the faith that better efforts will result in better performance. Expectancy is influenced by factors such as possession of appropriate skills for performing the job, availability of right resources, availability of crucial information and getting the required support for completing the job. Instrumentality is the faith that if you perform well, then a valid outcome will be there. Instrumentality is affected by factors

such as belief in the people who decide who receives what outcome, the simplicity of the process deciding who gets what outcome, and clarity of relationship between performance and outcomes. Thus, the expectancy theory concentrates on the following three relationships:

- Effort-performance relationship: What is the likelihood that the individual's effort be recognized in his performance appraisal? People always hope to achieve their expectant goals through their efforts, if individual thinks that higher probability to achieve his/her goals with higher confidence, then it will motivates them to put best force in work; contrarily, if individual thinks that the goals is too high and it's impossible to be achieved by efforts, then he/she might put less efforts in work with lower confidence, because he/she already lose the intrinsic motivity result in working with passiveness (Zhang, 2005).
- Performance-reward relationship: It talks about the extent to which the employee believes that getting a good performance appraisal leads to organizational rewards. If employee gains the rewards by good performance, his/her work enthusiasm will be improved accordingly.
- Rewards-personal goals relationship: It is all about the attractiveness or appeal of the potential reward to the individual, for example satisfy personal goal needs as promotion. As Zhang (2005) said that the individual goal needs are different, so the same rewards will give different satisfaction for different people, also it will make different motivation for different people.

This process may be illustrated in the following way:



Force = Valence \times Expectancy

Force is strength of motivation.

Valence is strength of preference for an outcome.

Expectancy is the level of belief that changes in behavior will achieve the required outcome.

2.3.5 Equity theory

As a theory of work motivation, credit for equity theory is usually given to social psychologist J. Stacy Adams in 1965. The theory argues that a major input into job performance and satisfaction is the degree of equity (or inequity) that people perceive in their work situation. In other words, it is another cognitively based motivation theory. The degree of employee motivation and reference from the object of their remuneration and the ratio of investment in the subjective sense of comparison. Adams depicts that equity occurs when a person perceives that the ratio of his/her outcomes to inputs and the ratio of a relevant other's outcomes to inputs are equal as following:

$$\frac{\text{Person's outcomes}}{\text{Person's inputs}} = \frac{\text{Other's outcomes}}{\text{Other's inputs}}$$

Both the inputs and outputs of the person and the other are based on the person's perceptions. Age, sex, education, social status, organizational position, qualifications, and how hard the person works are examples of perceived input variables. Outcomes consist primarily of rewards such as pay, status, promotion, and intrinsic interest in the job. In essence, the ratio is based on the person's perception of what the person is giving (inputs) and receiving (outcomes) versus the ratio of what the relevant other is giving and receiving. If the person's perceived ratio is not equal to others, he/she will strive to restore the ratio to equity. This striving to restore equity is used as the explanation of work motivation; the strength of this motivation is in direct proportion to the perceived inequity that exists (Parsons, 1992). The benefits of the theory derived by the employees are compared with others within the organization meaning that those who get undue benefits at the expense of the others will make the rest of the employees not to perform satisfactorily on the job. The perception of fairness on the part of employees increases their job security. The equity theory is applicable to the organization's human resources management by ensuring fairness in the treating the employees on their compensation, the work itself, promotion, management, work groups and working conditions. Thus maintaining such equity is important in achieving the motivation of employees.

2.3.6 Goal-setting theory

Goal-setting theory is based on the notion that individuals sometimes have a drive to reach a clearly defined end state. Often, this end state is a reward in itself. A goal's efficiency is affected by three features: proximity, difficulty and specificity. An ideal goal should present a situation where the time between the initiation of behavior and

the end state is close. Goal achievement is a factor that influences the success levels of individual employees, departments and business units, and the overall organization. A goal is a performance target that an individual or group seeks to accomplish at work. Goal setting is the process of motivating employees by establishing effective and meaningful performance targets. It is often given as an example of how the field of organizational behavior should progress from a sound theoretical foundation to sophisticated research to the actual application of more effective management practice. However, a goal should be moderate, not too hard or too easy to complete. In both cases, most people are not optimally motivated, as many want a challenge (which assumes some kind of insecurity of success). At the same time people want to feel that there is a substantial probability that they will succeed. Specificity concerns the description of the goal in their class. The goal should be objectively defined and intelligible for the individual (Locke and Latham, 2002).

2.4 Motivation factors

There are many employee motivation factors that a manager must consider. In order to properly conduct business employees need to be well trained and motivated. How a manager goes about this task is extremely important. Based on above mentioned motivational theories, in these theories about motivation as Gagné and Deci (2005) argued that there are obvious two types of motivation: extrinsic and intrinsic motivation. Extrinsic motivation requires an instrumentality between the activity and some separable consequences. In the workplace, extrinsic motivators include pay, benefits, and promotions. Intrinsic motivation refers to motivation that comes from inside an individual rather than from any external or outside rewards, such as money

or grades. An employee is intrinsically motivated when he/she performs an activity without an apparent reward except for the activity itself or the feelings which result from the activity (Deci, 1972). Or an intrinsically motivated person will work on a solution to a problem because the challenge of finding a solution is provides a sense of pleasure. As Wiley (1997) said both of intrinsic and extrinsic motivation are influenced by many factors where elements such as reward, appreciation, job security, promotion and interesting work are the most important.

Charles and Marshall's (1992) indicated "good wages" to be the most important factor in motivating hotel employees to do their best work, and Simons and Enz (1995) surveyed in 12 hotels across United States of America and Canada perceived "good wages", "job security" and "opportunities for advancement and development" as the top rated motivators. Also Wiley (1997) indicated that employees from diversified industries such as retailing, services, manufacturing, insurance, utilities, health care and government agencies considered the "good wage" is the highest importance to motivate them in their work, the second and third top factors respectively are "full appreciation for work done" and "job security". But for pharmaceutical organization, according to Malik and Naeem (2009) investigated the top job-related motivational preferences of pharmaceutical sales force in Pakistan revealed that the three top factors were pay, job security and promotion opportunity. Summarize the above statement; the study is going to review literatures on the three factors directly.

2.4.1 Pay

How important is pay in motivating people to work? As Rynes, Gerhart and Minette (2004) said that people are more likely to underreport than to over report the importance of pay as a motivational factor in most situations. With the social development, the pay to be a more and more important motivator for most people, as the evidence showed by Rynes, Gerhart and Minette (2004) which as survey asked people to rank order money and other motivators do not accurately reflect the important effects that changes in pay levels or the way pay is determined actually have on people's decisions to join and leave organizations. However, the often modest survey rankings are at odds with behavioral evidence on the powerful effects that monetary incentives have on the goals that people choose to pursue within organizations and the effort and commitment they exert toward those goals. Thus, while managers will (and should) consider both financial and nonfinancial tools for attracting, motivating, and retaining employees, it would be a mistake to conclude, based on general surveys, that monetary rewards are not highly important. As Rynes, Gerhart and Minette (2004) have demonstrated, the importance (or potential importance) of monetary rewards in any particular situation can be evaluated by considering both the situational variables (e.g., pay variability) and individual variables (e.g., performance level) that best describe the context of a particular manager's decision.

There is a table narrate reviews of the literatures on determined the importance of pay to employees, and relative to the other potential motivators (see Appendix I). In the first column are the results of studies that have simply asked people to rate or rank pay's importance, relative to other potential motivators. In the right-hand column are

the results of studies in real, ongoing organizations that examine differences in work output following implementation of various motivational interventions: modifications of pay systems, work redesign, increases in employee participation, and enhanced performance feedback. As the second column about the meta-analytic studies of actual behaviors in response to motivational initiatives nearly always shows pay to be the most effective motivator. Indeed, after conducting the first such meta-analysis with respect to motivational interventions, Locke, Feren, McCaleb, Shaw, and Denny (1980) concluded that money is the crucial incentive, there is no other incentive or motivational technique comes even close to money with respect to its instrumental value.

As Huddleston and Good (1999) investigated job motivators for sales employees in Russian and Polish retail firms, the most important job motivators was pay, with the importance means of 4.8 and 4.9 (on a five-point scale), respectively. That pay was ranked the highest by the findings of Dubinsky et al. (1993). Their study of American salespeople found that pay was ranked as most desirable from a list of seven job characteristics for motivation. Pharmaceutical sales force in Pakistan rated pay and fringe benefits as the most important motivating factor as in table 1 showed, which is supported by the findings of other studies as well (Wiley, 1997; Dubinsky, Jolson, Michaels, Kotabe and Lim, 1993; Shipley and Kiely, 1988). In addition, results indicate that pay and fringe benefits is highly valued by the sales force of all demographic backgrounds (Malik and Naeem, 2009). Based on the Maslow's hierarchy of needs theory, its possible explanation might be that pay and fringe benefits enable salespersons to fulfill their physiological as well as safety needs and esteem needs.

Snooker (2010) indicated that the level of satisfaction an employee perceives as the consequence of a certain pay situation is positively related to the perceived motivation resulting from this pay situation. He also surveyed that employees perceived a higher level of motivation from a performance based pay scheme than from a fixed pay scheme. As Liu (2007) claimed that pharmaceutical sales organizations' incentive system in China are mostly based on the compensation incentive model. The pay schemes of Chinese companies usually have five models composed, they are pure wage model, salary plus bonus model, commission system, salary plus commission, and base pay, commission and reward payment mixed model (Cheng, 2001). However, as mentioned in chapter one, Zhang (2005) indicated almost the pay scheme of pharmaceutical sales organization in China is a mixed mode by base pay, commission and reward payment. Commission is based on the employee's performance, it directly from a percentage of sales to reward sales force, it is according to sales to determine the reward (Cheng, 2001). It also can be defined push money, deduct a percentage from a sum of money. Reward payment is incentive compensation. The model based on the sales performance assessment, the use of commissions and bonuses in order to promote the effectiveness of sales. However, the model of pay scheme whether positive the more effective motivating the sales force? So the study based on this kind of pay scheme that the most pharmaceutical sales organizational pay scheme of mixed model used in China to research that is there whether a positive relationship between pay and sales force motivation?

2.4.2 Job security

Job security is an employee's assurance or confidence that they will keep their current job. Employees with a high level of job security have a low probability of losing their

job in the near future. An employee with a high level of job security will often perform and concentrate better than an employee who is in constant fear of losing a job. A lack of job security can be a source of distraction and result in excess stress and low morale that hinders an employee's overall performance. Job security can be an important motivator of performance. In order to be a motivator, however, individuals must see a connection between their performance and the retention of their jobs which with job security. However, Job security seems to be obsolete now, but an alternative can be offered to employees in the form of opportunities to gain the inner security of making themselves more employable, especially when they are not offered loyalty in the form of job security (Bagshaw, 1997).

There are many research investigated and ranked the job security as a motivator to influenced employees in organization. According to Huddleston and Good (1999) investigated job motivators for sales employees in Russian and Polish retail firms, the important to job security with means of 4.5 and 4.9 (on a five-point scale) respectively. Simons and Enz (1995) investigated the hospitality employees in 12 hotels across United States of America and Canada perceived "job security" as the second top rated motivators. Wiley (1997) indicated that employees from diversified industries such as retailing, services, manufacturing, insurance, utilities, health care and government agencies considered that the job security is the third job factors important in their motivation. Malik and Naeem (2009) ranked the job security as the second top factors of motivational list through investigated pharmaceutical sales force in Pakistan. As Maslow's hierarchy of needs theory, job security belong to the security level of needs, so it is a important motivator.

2.4.3 Promotion opportunity

One important aspect impacting one's job perception is one's opportunity for promotion and career advancement. An organization that focuses on promotions and career advancement instills employees with a sense of value from his or her organization, which cultivates an upbeat experience for customers. Motivated employees should be equipped with the ability to do the job in order to be more productive; in other words they need to have proper promotion and development (Al-Harthi, 2008). Employee motivation can be enhanced by providing opportunities for challenge and advancement within the organization. Provide professional development and promotion opportunities such as mentoring, attendance at training programmes, and on the job training can be a key motivator for many individuals. These activities enable staff to achieve work related and professional goals, work towards (or achieve) advancement in the organization, enlarge or enrich their work roles and functions, achieve greater responsibility and trust, gain recognition, and add more interest to their work. As European Foundation for the Improvement of Living and Working Conditions (2007) reported "Quality of working life in the Czech Republic" which showed that the two-thirds of participants surveyed reported that opportunities for promotion and personal growth were extremely or very important motivational factors for them. Employees thrive on opportunities to develop and acquire new skills. Also Ali and Ahmed (2008) studied on employee's motivation and satisfaction among 80 employees of UNILEVER companies which indicated that the mean values for payment, promotion, recognition and benefits were the lowest. These mean values indicate the areas that employees were most likely to be de-motivated. Malik and Naeem (2009) also ranked the promotion opportunities as the third top factor at the motivation list through surveyed 247 salespersons of Pakistan

pharmaceutical organization. So how is it in China for pharmaceutical sales force? This will be researched.

2.5 Hypotheses

The research hypotheses for this study are derived from research studies conducted by Malik and Naeem (2009) and Wiley (1997) and based on the Maslow's hierarchy of needs theory. The result of their survey indicated that the employee's perceived "pay", "job security" and "opportunities for advancement and development" as the top important motivators for them put effort in workplace. Although there are many research focus on investigated job motivators for employees and ranked them in the list of motivators, but there is none really to investigate its relationship with motivation exactly. So the study according to these three factors to determine the exactly relationship with motivation, whether they are positive to motivation of pharmaceutical sales force in China. The study will follow below null hypotheses:

H 1: There is no positive relationship between pay and sales force motivation;

H 2: There is no positive relationship between job security and sales force motivation;

H 3: There is no positive relationship between opportunities for advancement and development with sales force motivation.

2.6 Summary

This chapter through the literature review discussed the several theories of motivation, the basis for this study starting from the theories that are directly related to the study, the variables included for the study which the main research variables to showed the previous studies on employees' work motivation, and based on the previous studies to predicted three main research variables that are important factors that influence sales force motivation, they are payment, job security and opportunities for advancement and development. Final, tried to establish the hypotheses for this study.

Chapter three

Methodology

3.0 Introduction

The chapter establishes and explains the theoretical framework of this study, as well as the methodology used in it. More specifically, this chapter describes the research framework, the data collection method, the questionnaire design, and the justification for choosing the kind of research design (quantitative approach).

3.1 Research framework

The success of every research depends on how the procedures involved in the research are well defined and followed with necessary authorities to support the justification for choosing the approach used in conducting the research. So the research framework of this study was developed based on the views to integrate present theories to be designed. According to the hypotheses that mentioned in chapter two, the conceptual framework of this study as discussed in the literature review, the three factors as independent variables that influence sales force motivation which as dependent variable. The framework showed the following figure 3.1.

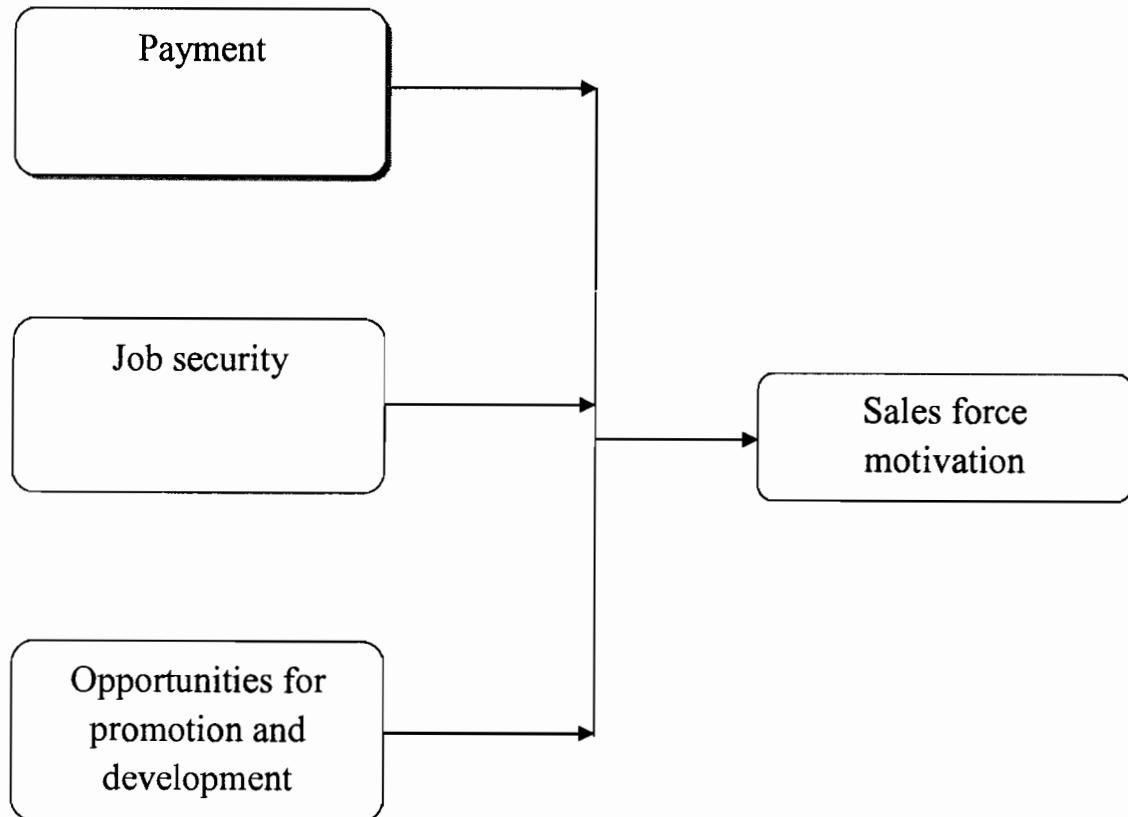


Figure 3.1: Research framework of the study

Money is basic needs for us doing any business. Money is also the best and the most direct way for payment. Money provides a rich basis for studying behavior at work because it offers explanations for why people act as they do (Zingheim & Schuster, 2000). In other words, money is the fundamental motivator to inspirit us to do our work. Mitchell and Mickel (1999) have noted that money is a prime factor in the foundation of commerce, which is people organize and start business to make money. Money is also associated with four of the important symbolic attributes for which humans strive: achievement and recognition, status and respect, freedom and control, and power (Luthans, 2011). In fact, money as pay affects motivation, job attitudes, and retention which indicated in many management literatures. In particular, money

as pay helps people attain both physical (clothing, automobiles, houses) and psychological (status, self-esteem, a feeling of achievement) objectives. Based on the Maslow's hierarchy of needs theory, the payment as the basic needs influences employee's motivation deeply. As the above research framework showed, there is a hypothesis that payment positively influences sales force motivation.

With the drastic marketing competition of pharmaceutical industries, many small and medium pharmaceutical companies with the less competitiveness feeling more and more smaller living space to survival. This lead to their employees afraid the companies' competitive capacity result in the high rate of employees turnover, the cause is they worried about their job security, because as Luthans (2011) said that employees' jobs are dependent on the company's ability to compete effectively. In other words, job security could ensure employees to remain in the company with long time, and the company retirement benefits and stock programs are important factors in keeping employees on their job. So job security is important to sales force and motivating them to retaining and put their best efforts in the work.

Esteem needs is important to employees, they want to be able to think of themselves as "the best" at their own jobs, and to be visibility with upper management in overall organization. In fact, many employees want to give their best in everything they do through their real skills and capacities are put to use on their jobs to project themselves in order to gain more opportunities to advance their career and develop themselves (Luthans, 2011). On the other hand, opportunities for employees' advancement and development could motivate them to put best efforts in their job, and stimulate their enthusiasm to work. In that case, the opportunities for advancement and development positively influence sales force motivation.

3.2 Research Design

This study conducted by Malik and Naeem's (2009) study on motivational preferences of pharmaceutical sales force in Pakistan, attempts to examine the relationship between pay, job security and opportunities for promotion and development with Chinese pharmaceutical sales force motivation, Chinese pharmaceutical sales force whether regard to the three factors exactly too. The research framework developed is integrated present theories and previous studies on motivational preferences which most important to employees' motivation, these three motivational preferences were ranked high top important factors in previous studies as independent variables to influence dependent variable motivation. The study use survey questionnaire which distributed by e-mail and post to sales forces and some sales force managers of pharmaceutical organizations stochastically in representative second-tier cities, Chengdu, to investigate the three factors whether important to them be motivated.

3.3 Operational Definition and Measurement

The operational definition of the variables and their measurement is depended on the research framework; the research questionnaire is designed based on the operational measurement. The items under each of the constructs of the main questionnaire are developed and it is going to showed in the following Table 3.1 through 3.4 in order to easier interpretation of the research questions. The questions were measured based on five points like as style: 1= strongly disagree, 2= disagree, 3= not sure or natural, 4= agree, 5= strongly agree.

Table 3.1 Pay motivation

Variable (Independent)	Operational Definition	Items/ Questions
Payment	Refer to the receiving financial reward/incentives, such as base wage, commission and reward payment from job done	<p>1. I think the payment of the sales job is a very important motivator for me.</p> <p>2. I am motivated by payment to try my best efforts in work.</p> <p>3. I am really satisfied with the pay scheme in current job.</p> <p>4. The pay raise is highly connected with my job performance.</p> <p>5. I will remain the job because I am satisfied with the payment.</p> <p>6. I work hard to get a better payment in this work.</p>

Table 3.2 Job security motivation

Variable (Independent)	Operational Definition	Items/ Questions
Job security	Refer to an employee's assurance or confidence that they will keep their current job with secure and permanent in organization	<p>1. I think job security of the sales job is another important motivator for me.</p> <p>2. I am motivated by the good job security in current job.</p> <p>3. I feel the current job is secure, reliable and permanent.</p> <p>4. The job security is highly connected with my job performance.</p> <p>5. I will remain the job because I am satisfied with the job security.</p> <p>6. I am hard working because I'm afraid to lose the stable job.</p>

Table 3.3 Opportunities for advancement and development

Variable (Independent)	Operational Definition	Items/ Questions
Opportunities for advancement and development	Refer to the opportunities to acquire knowledge, learn new skills and improve performance ; and moving up in the organization , being promoted, and advancing career	<ol style="list-style-type: none"> 1. I think the opportunities for advancement and development of sales job are another important motivator for me. 2. I am motivated by opportunities for advancement and development in current. 3. I have opportunities to be promoted and advancing my career if I remain the job for longer period of time. 4. I have opportunities to accept training, learn skill and developing myself with the job. 5. The opportunities for advancement and development are highly connected with my job performance. 6. I work hard to get more opportunities to advance my career and develop myself with the job.

Table 3.4 Motivation itself

Variable (Independent)	Operational Definition	Items/ Questions
Sales force motivation	Motivation is determined by goal directedness, human willingness, and perceived needs and values to sustaining the actions of	<ol style="list-style-type: none"> 1. I have more morale when I'm working in sales job. 2. I have more confidence to achieve my goal with the job. 3. I am really willing to work in the sales job. 4. I am really motivated in the sales job to improve my performance. 5. The purpose of my position makes me feel that my job is important. 6. I think it is not right to change the job even if I get other

	employees in relation to themselves	job in elsewhere.
		7. I think my ability to play well at work.
		8. I am proud of this job.
		9. I think other motivator(s) also important for me: _____

3.4 Data collection

The research data were collected via a survey questionnaire being a quantitative study. The questionnaire developed is referred and conducted by Luthans' (2011) motivation questionnaire exercise which aimed to experience firsthand the concepts of one of the work motivation theories—the popular Maslow hierarchy of needs. The questionnaire was divided in to two main sections. In the first section, respondents were requested to give information of demography regarding gender, age, job position and job experience in the questionnaire and other basic background information about the respondents, this is aimed at knowing the distribution among respondents hence it gives an information about the respondent; The second section contains the main questionnaire for all the research constructs according to whether important each factor as independent variable which was motivating their efforts in the work, and whether they are motivated effectively with these factors. The section was divided into four scales, namely each scale respectively as three factors to be surveyed whether important and motivate the sales force, the fourth scale is motivation itself, its attempt to confirm whether the sales force as respondents are motivated and satisfied exactly and effectively in their organization. Lastly, the respondents are asked other important motivators for them to stimulate their enthusiasm in work.

3.4.1 Population and Sampling

The objective of study is focus on motivators of sales force of pharmaceutical organizations in one of Chinese cities, Chengdu, so the pharmaceutical sales force of Chengdu chose as representative Second-tier cities in China to be sample for survey. According to incomplete statistics, there are around 23 pharmaceutical sales companies in Chengdu, each company's employees are ranging from 20 to 50, estimated total of salespeople are around 1000. According to krejcie and morgan of sample size (Small-Sample Techniques, 1960) should random sampling 278 salespeople be representatives of the given population. In this study adopted simple random sampling method total of 280 questionnaires were distributed by e-mail and post to the city's pharmaceutical sales force as respondents who were asked to give their agreement whether important each factor that influence them put their best efforts in work, and they are motivated by these factors deeply.

3.4.2 Data collection procedure

The data collection procedures began on 20 November until 10 December of 2010. The primary data was collected using survey questionnaire which were distributed and returned via e-mail and post. The questionnaires were translated to Chinese in order to the respondents understand well to the questions. The questionnaires distribution adopts two methods, namely direct distribution and indirect distribution. The direct distribution is the questionnaires were sent and returned to sales force by e-mail directly. The indirect distribution is the questionnaires were first sent to research assistants through e-mail and post, and then assistants sent the questionnaires to final

respondents, after responded collected back to assistants who e-mail the results back again.

3.5 Data analysis

The data analysis in this study involves correlation analysis to test the formulated hypothesis and the decision on whether to accept or to reject the null hypothesis is based on the correlation coefficient for each of the variables. Also, the multiple regressions analysis is used to determine the degree of influence of all the variables on employee's job motivation. All of data analyses are done using Statistical Package for Social Sciences (SPSS) version 16.0.

3.6 Summary

This chapter served as a guide in conducting this research since the research design and procedures from one stage of the research to another are discussed in the chapter starting from hypotheses formulation, questionnaire development, data collection and finally the analysis of data collected.

Chapter four

Finding

4.0 Introduction

This chapter is according to the result of questionnaires uses SPSS 16.0 software to analysis the data of collection. It then presents the bivariate relationship between the research independent variables and dependent variable. The chapter also includes with the multiple regression analysis and some description of the findings.

4.1 Data collection

According to the total of population research as mentioned previous, the total population sampled in this study is 278 pharmaceutical sales force in Chengdu, total out of 280 questionnaires were distributed in this study, but total of 199 valid questionnaires were returned, overall useable response rate is about 72 percent. Perhaps it is the main reason for this return rate that the respondents were averse from answer questions as the e-mail and post form, and they were lazy to responding. Other reason maybe the respondents did not check their e-mail and post lead to the questionnaires were missed or lost.

4.2 Demographic Characteristics of the Participants

The population is distributed across a number of demographic variables involved in the study such as respondents' gender, age, level of education, job position and experience as discussed in the following table 4.1:

Table 4.1: Profile of pharmaceutical sales force (n=199)

Demographic group		Frequency	Percent
Gender	Male	121	60.8
	Female	78	39.2
Age	20-24	50	25.1
	25-29	130	65.4
	30-35	17	8.5
	35above	2	1.0
Education	High school	19	9.5
	College	69	34.7
	Above college	111	55.8
Position	Rep	32	16.1
	Sales executive	14	7.0
	Sales representative	136	68.4
	Field manager	17	8.5
Experience	0.5-1 year	33	16.6
	1-2 years	98	49.3
	3-5 years	50	25.1
	5 above	18	9.0

Majority of participants are male as 61 percent, whereas 39 percent are female respondents. And the majority participants' age at 25 to 29 as 65 percent, 25 percent are 20 to 24 years of age, and 10 percent are above 30 years old. About 56 percent respondents accepted above college education, 35 percent of participants hold college education, and high school education accepters only 10 percent. The 68 percent of participants are working as sales representatives; the following is rep as 16 percent, 7 percent of sales executives and 9 percent of field managers also accepted the investigation. Of the respondents, 17 percent have less than 1 year job experience, 49 percent have 1 to 2 years experience, 25 percent have 3 to 5 years experience and only 9 percent worked more than 5 years in the present job.

Regarding to the wage formation when the respondents were asked, as shown in table 4.2, almost half of the respondents (47 per cent) revealed that their wage form is the second kind, salary + bonus. The secondary widely used wage form is base pay+ Commission+ Reward payment, the frequency percent are 21. Salary+ Commission form is used in 14 percent; pure wage model and commission are used in only 7 percent and 10 percent respectively.

Table 4.2: Respondents' wage form

Wage form	Frequency	Percent
Pure wage model	14	7.0
Salary+ bonus	94	47.2
Commission	19	9.5
Salary+ Commission	28	14.1
Base pay+ Commission+ Reward payment	42	21.1
Other	2	1.0

Total	199	100.0
-------	-----	-------

When the respondents were asked about the monthly income as show in table 4.3, according to their revealed, the most of participants' monthly income at between 2500 and 3000 (Yuan) as 40 percent. The second group of respondents' (29 percent) income is from 2000 to 2500 (Yuan). About 14 percent of respondents' income above 3000 Yuan, the monthly income of respondents is 1000 to 1500 (Yuan) are 8 percent, 9 percent is from 1500 to 2000 (Yuan).

Table 4.3: Respondents' monthly income

Monthly income	Frequency	Percent
1000~1500	15	7.5
1501~2000	18	9.0
2001~2500	58	29.1
2501~3000	80	40.2
3001 above	28	14.1
Total	199	100.0

In the investigation respondents were asked their desired income monthly, in order to attest to whether they satisfy the current payment and be motivated by the payment, the results as showed in table 4.4, the majority of participants (75 percent) hope their monthly income above 5000, there are two group have same account for 11 percent, their desired income at between 3000 to 4000, and 4000 to 5000.

Table 4.4: Respondents' desired income monthly

Monthly desired income	Frequency	Percent
2001~3000	5	2.5
3001~4000	22	11.1
4001~5000	22	11.1
5000 above	150	75.4
Total	199	100.0

The respondents also were asked about what stimulate their enthusiasm in sales job could? The results showed in table 4.5. About 35 percent of participants thought challenging and opportunities provided by companies could stimulate their enthusiasm in the work. 30 percent of participants thought pay and bonuses are important factors to stimulate enthusiasm. Each of work environment and autonomy free in company were thought respectively 12 percent of participants. Other 7 percent of respondents thought self development could important to motivation, 6 percent of respondents need stable job.

Table 4.5: Most important factor of stimulation

Demographic group	Frequency	Percent
Pay and bonuses	59	29.6
Challenging and opportunities	70	35.2
Work environment	23	11.6
Autonomy and free	23	11.6
Self development	13	6.5
Stable job	11	5.5
Total	199	100.0

4.3 Reliability analysis

According to Sekaran (2000), the reliability of measure indicates the extent to which the measure is without bias (error free) and hence offers consistent measurement across time and across the various items in the instrument. Besides, the reliability of a measure indicates the stability and consistency with which the instrument measures the concept and helps to assess the goodness of a measure. Consistency indicates how well the items measuring a concept hang together as a set. Cronbach's alpha is a reliability coefficient that indicates how well the items in a set are positively correlated to one another. Cronbach's alpha is computed in terms of the average intercorrelations among the items measuring the concept. SPSS conducts this analysis quite simply when the investigator nominates the items to be included and provides a statistic called Cronbach's alpha coefficient (Cavana, Delahaye & Sekaran, 2001). Generally, an alpha coefficient of 0.6 and above is accepted (Nunnally, 1978). The results of this study reliability analysis showed in table 4.6, and the correlation matrix was showed between each independent variable and motivation, all of the Cronbach's alpha coefficients are above 0.6 after rounding, that mean the data is reliable. The Cronbach's alpha coefficients respectively are payment = 0.7, job security = 0.6, opportunities = 0.8, motivation = 0.9 as table 4.6 showed. As the results in other words, there are 70 percent reliability found out the consistency among the items used for measuring payment dimensions involved. 60 percent reliable consistency on job security, 80 percent reliable consistency on opportunities for advancement and development, 90 percent reliable consistency on motivation itself.

Table 4.6: Descriptive statistic of reliability

Reliability Statistics			
Construct	Cronbach's Alpha	Percentage	Number of Items
Payment	.657	70	6
Job security	.551	60	6
Opportunities	.756	80	6
Motivation	.885	90	8

4.4 Inferential statistical measurement: Correlation coefficient analysis

For the purpose of assessing the relationships and standard deviations between the dependent and independent variables, the Pearson correlations coefficient analysis would often be used to test the relationship between various research variables. A Pearson's correlations coefficient (r) that indicates the strength and direction of the relationship between the two variables as well as the significance, can be generated for variables measured on an interval or ratio scale. The coefficient of the correlation is ranged between -1 and +1 and such value shows the strength of relationship which has been categorized in to high, low or moderate depending on the value of correlation coefficient. It also is used in hypotheses testing as discussed in the following sections. The relationship between various research variables are tested using a Pearson product-moment correlation coefficient as supported appropriate for explaining relationship between two continuous variables (Sekaran, 2000; John, 2008). As Hair, Samouel, Money and Page (2007) in their book "Resserch methods for business" stated the level of significance between two variables suggest to determine

whether the correlation coefficient is statistically significant, what strength of association acceptable hence the rule of thumb have been proposed to characterize the strength of the association i.e. 0.91-1.00 is very strong, 0.71-0.90 is high, 0.41-0.70 is moderate, 0.21-0.40 is small but still definite relationship, 0.00-0.20 is slight, almost negligible.

For the purpose of assessing the relationships of payment, job security and opportunities for advancement and development with motivation, three null hypotheses are tested through the Pearson correlations matrix. These hypotheses include Hypothesis 1 (i.e., There is no positive relationship between payment and sales force motivation); Hypothesis 2 (i.e., There is no positive relationship between job security and sales force motivation); Hypothesis 3 (i.e., There is no positive relationship between opportunities for advancement and development with sales force motivation).

Through SPSS 16.0 inferential statistic analysis for Pearson correlation, the results of this study for Pearson Correlation coefficient measures of independent variable payment with the dependent variable sales force motivation is output in table 4.7 as showed as following.

Table 4.7: Pearson Correlation coefficient for measuring payment with motivation

Correlations			
		Payment	Motivation
Payment	Pearson Correlation	1	.277**
	Sig. (2-tailed)		.000
	N	199	199

**. Correlation is significant at the 0.01 level (2-tailed).

And look back at the table 4.7 the Pearson correlation coefficient of measures for payment and motivation interval-scaled variables is shown in output. From the results that the sales force motivation as would be expected, significantly positively correlated to perceived payment. That is, when payment is experienced, the sales force motivation also increases. Since the results indicated that the independent variable payment correlated to dependent variable motivation is 28 percent ($r = 0.28$, and where $p < 0.001$). The independent variable payment still is positively correlated to motivation. Thus the null hypothesis 1 is rejected, in other words, the alternate hypothesis is accepted which present that payment is positively motivating sales force motivation.

In order to testing the null hypothesis 2, through SPSS 16.0 to obtain the inferential statistic for Pearson correlation coefficient. The results of this study for Pearson Correlation coefficient measures of the independent variable job security with the dependent variable sales force motivation is output in table 4.8 as showed as following.

Table 4.8: Correlation coefficient for measuring job security with motivation

Correlations			
		Job security	Motivation
Job security	Pearson Correlation	1	.413**
	Sig. (2-tailed)		.000
	N	199	199

**. Correlation is significant at the 0.01 level (2-tailed).

The above table 4.8 shows the Pearson correlation coefficient of the independent variable job security with the dependent variable sales force motivation. The results obtained showed the job security is significantly and positively correlated with

motivation as would be expected. Since the results indicated that the independent variable job security as Hair et al suggested as moderate strength of the association correlated to dependent variable motivation is 41 percent ($r = 0.41$, and where $p < 0.001$). The independent variable job security is positively correlated to motivation. Thus the null hypothesis 2 is rejected, in other words, the alternate hypothesis is accepted which present that job security is positively motivating sales force motivation.

The results of this study for Pearson Correlation coefficient measures of the independent variable opportunities needs for advancement and development with the dependent variable sales force motivation is output in table 4.9 as showed as following.

Table 4.9: Correlation coefficient for measuring opportunities with motivation

Correlations			
		Opportunities	Motivation
Opportunities	Pearson Correlation	1	.537**
	Sig. (2-tailed)		.000
	N	199	199

**. Correlation is significant at the 0.01 level (2-tailed).

From the above table 4.9, opportunities needs for advancement and development have a positive and significant correlation with the sales force motivation, as the results showed that Pearson correlation coefficient is 0.537, where is significant at the 0.001 level. This result indicates that opportunities needs for advancement and development significantly and positively related to sales force motivation hence the null hypothesis 3 there is no positive relationship between opportunities for advancement and development with sales force motivation is rejected.

Concluding above analysis results and statement, a outcome table of the null hypotheses tests be established in order to explain clearly. As the table 4.10 showed that the all three null hypotheses are rejected, instead, the all of these alternate hypotheses are accepted, which mean all of the three independent variables (payment, job security, opportunities for advancement and development) are positive motivating sales force to put their hard efforts in the work.

Table 4.10: The outcomes of the null hypotheses tests

Null hypotheses	Analyses	Results	Reject
Hypothesis 1 - There is no positive relationship between pay and sales force motivation	Multiple regression	p < 0.05 (interacted)	✓
Hypothesis 2 - There is no positive relationship between job security and sales force motivation	Multiple regression	P < 0.05 (significant difference)	✓
Hypothesis 3 - There is no positive relationship between opportunities for advancement and development with sales force motivation	Multiple regression	p < 0.05 (significant difference)	✓

After above correlation analysis for each independent variable with dependent variable motivation, in order to assessing the relationships among the independent variables, and on the other hand, for the purpose of validate and explain the relationship between two adjacent level of needs in Maslow's needs hierarchy theory, there is a necessary to test the correlation coefficients among various research independent variables. The Pearson correlations matrix would often be used to test how one variable is related to another. In this study, the four interval-scaled variables' Pearson correlations matrix obtained is shown in table 4.11 as following.

Table 4.11: Pearson correlations matrix for the four interval-scaled variables

		Correlations			
		motivation	payment	security	opportunities
Pearson Correlation	motivation	1.000	.277	.413	.537
	payment	.277	1.000	.464	.293
	security	.413	.464	1.000	.506
	opportunities	.537	.293	.506	1.000
Sig. (1-tailed)	motivation	.	.000	.000	.000
	payment	.000	.	.000	.000
	security	.000	.000	.	.000
	opportunities	.000	.000	.000	.
N	motivation	199	199	199	199
	payment	199	199	199	199
	security	199	199	199	199
	opportunities	199	199	199	199

According to the results of table 4.11 the Pearson correlations matrix obtained for the four interval-scaled variables, that the dependent variable motivation as mentioned as previous analysis, significantly positively correlated to each independent variables (payment, job security, and opportunities for advancement and development), here is no need to go into much details again. For relationship among the three independent variables, the results indicated that all of three independent variables are positively correlated to each other. Payment positively correlated to job security as 46 percent; job security is also highly and positively correlated to opportunities as 51 percent. However, the correlation coefficient of payment with opportunities for advancement and development only is 29 percent; this mean is payment is lower correlation with needs for advancement and development compared with job security. And all of significant of correlations is the 0.01 level. In order to interpret the four interval-

scaled variables correlation more clear and visual, the figure 4.1 as following is established with the correlation percentage, which is clearly and visually interpreting the four interval-scaled variables correlation with the percentages. The levels of correlation among the three dependent variables and sales force motivation are obvious in the figure 4.1. Later will analysis and discuss the multiple regression results for these four interval-scaled variables.

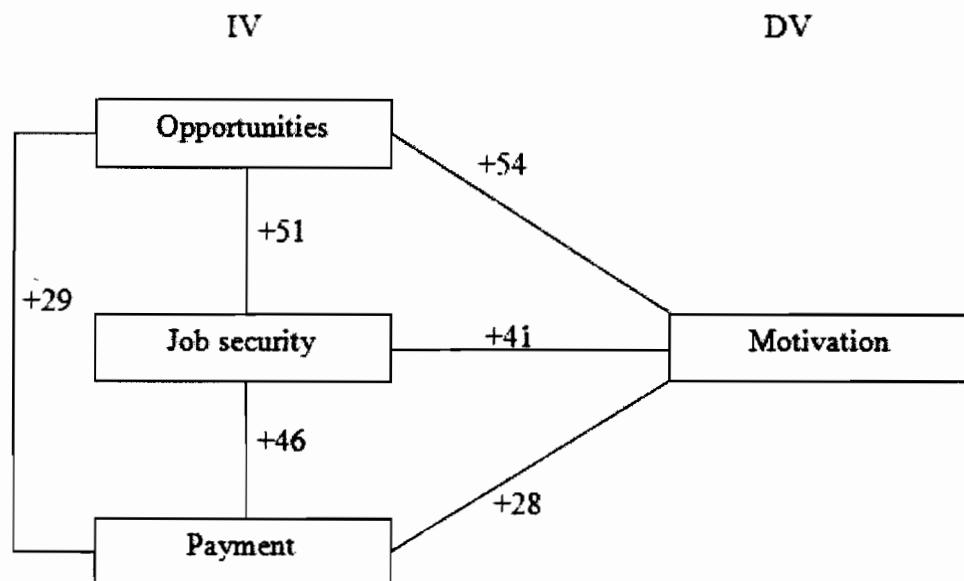


Figure 4.1: Four interval-scaled variables correlations (percentage)

4.5 Multiple regression analysis

A multiple regression analysis is run in SPSS 16.0 to determine the extent at each of the motivators predicted on the sales force motivation. Multiple regression analysis is an advanced extension of correlation, where one variable (the criterion variable) can be predicted based on as number of variables (predicator variables). It aids in testing

the model of theoretical framework. It gives information about the model as a whole and the relative significance (contribution) of each factor that form the model. It is a most suitable statistics when you have a set of continuous independent variables (two or more) and one dependent variable (Pallant, 2001). From the previous findings in the correlation analysis, it is discovered all the three motivators of sales force motivation (payment, job security, and opportunities for advancement and development) are positively correlated with pharmaceutical sales force motivation. The result of the multiple regression analysis tries to explain the order of the predictive tendency of the motivators involved.

Table 4.12: Multiple regression analysis for four interval-scaled variables

(i) **Model Summary**

Model	R	R-Square	Adjusted R-Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1.	.566 ^a	.320	.309	.48631	.320	30.569	3	195	.000

a. Predictors: (Constant), opportunities, payment, security

(ii) **ANOVA^b**

Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	21.688	3	7.229	30.569
	Residual	46.117	195	.236	
	Total	67.805	198		

a. Predictors: (Constant), opportunities, payment, security

b. Dependent Variable: motivation

(iii) Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	.059	.470		.126	.900
payment	.118	.104	.076	1.139	.256
security	.241	.114	.158	2.126	.035
opportunities	.558	.088	.435	6.336	.000

a. Dependent Variable: motivation

In the multiple regression analysis table 4.12, the R-square shows how much of variance in the dependent variable is explained by the model (predictor variables), the beta value is the significance of each independent variable (in the model) in predicting the dependent variable. Both the R-square and beta value range between 0 and 1.0, the more closely of value is to 1.0 the better. A high variance indicates a high level of success of the model, and the adjusted R-square value provides a more correct estimate measure of the success of the model. Look at table 4.12 the results of regression the all three independent variables against sales force motivation together multiple regression analysis was carried out. The first table 4.12(i) of model summary is outputted which shows the $R = 0.566$ of three independent variables, which is the correlation of the three independent variables (payment, job security, and opportunities for advancement and development) with the dependent variable sales force motivation, after all the intercorrelations among the three independent variables are taken into account, the R-square is 0.32, what the results mean is that the hypotheses are substantiated with 32 percent of variance in motivation has been significantly explained by the all three independent variables and actually the square of the multiple $R(0.566)^2$. The results of ANOVA table (ii) shows that the F value of 30.57 is significant at the 0.001 level ($p < 0.05$). That mean is the independent

variables (payment, job security, and opportunities for advancement and development) do explain significant amount of the variation in the dependent variable – that is, sales force motivation.

Pallant (2001) indicated that the variables involved in the regression analysis are ranked according to the beta value of the standardized coefficients at an acceptable level of significance. This value indicates that the unique contribution of each independent variable to the model when other predictor variables are controlled for. A large value implies that the underlying variable made a significant contribution to the model. Based on this, and look at the table 4.12(iii) for Coefficients of four interval-scaled variables multiple regression analysis. Both job security and opportunities for advancement and development are significant predictors of sales force motivation. The highest number in the beta value is 0.44 for opportunities, which is at 0.001 level of significance is ranked first. The second rank is 0.16 for job security, which is significant at the 0.04 level, it may also be seen that this is the second important motivator that is significant (i.e. $p < 0.05$). However, the payment is not significant cause of the beta value for payment is 0.08, which is significant at the 0.26 level. It can be seen that payment do not really contribution to the sales force motivation when other predictor variables (such as job security, opportunities for advancement and development) are controlled for, since the significance is greater than 0.05 (Pallant, 2001).

4.6 Summary

This chapter described the demographic characteristics of the 199 participants, through the reliability analysis, correlation analysis and multiple analyses to substantiate the hypotheses and described analysis findings. The results of the correlation analysis imply that there are correlations among each independent variables and dependent variables. The results correlation analysis between opportunities for advancement and development factors with sales force motivation showed that there is the highest correlation compare with other two factors, and the result of multiple regression analysis between the three independent variables (payment, job security, and opportunities for advancement and development) and sales force motivation are also significant. This chapter also described the dependent variables and sales force motivation levels based on their Pearson correlation coefficient.

Chapter five

Discussion

5.0 Introduction

According to the research questions and objectives of this study as mentioned as previous, this chapter interprets the results presented in the previous chapter. From the research finding discusses the relationship between the three independent variables and sales force motivation, it gives some suggestions for pharmaceutical sales force management in order to motivate the sales force effectively and efficiently as well as enhance the level of motivation and performance of motivated sales force. It continues to discuss the research limitation and provides the recommendation for future researches and conclusion of the study.

5.1 Discussion

The main objective of this study is to determine the factors that influence the Chengdu pharmaceutical sales force motivation in China, through the literature review on work motivational theories and researches, there are three factors were predicted and three null hypotheses were formulated in this study, which were investigated and tested that the relationship between the independent variables of payment, job security and needs of opportunities for advancement and development with the dependent variable of motivation, as well as the investigational data were analyzed through certain methods of measurement. Based on all of this work, the research is going to do the following discussion and conclusion.

5.1.1 Demographic analysis

According to the previous findings of demographic characteristic for participants, the majority of participants of pharmaceutical organization whose ages at between 25 to 29 years old, and the sales work experience around between 1 to 2 years, most of them hold the bachelor or above education level, and the position is sales representative as 68 percent. The demographic subgroup of sales force indicated that in perceived importance of motivation is challenging and opportunities as the highest percentage as 35 percent. It is in agreement with the result of this study which will be discuss later, that means the needs of opportunities for advancement and development is the highest important motivator for pharmaceutical sales force. The secondary factor that could stimulate the sales force is good pay and bonuses as 30 percent (see the table 4.5). But it is unexpected that the job security was ranked low by only 6 percent of participants. Regarding to this results, there is a somewhat of collision and a little distinctness with the final results of this study, which will be discuss in later section for the effect of three independent variables on sales fore motivation. And the demographic analysis for the wage form investigation indicated that the major wage form is not the fifth kind of Base pay+ Commission+ Reward payment as Zhang (2005) asserted who said that almost the pay scheme of pharmaceutical sales organization in China is a mixed mode by base pay, commission and reward payment. The result revealed that the most wage form is the second kind of Salary+ bonus which be used in most organization as 47 percent.

5.1.2 The effect of three independent variables on sales force motivation

Based on the findings of the study, there is a positive relationship between each independent variables and sales force motivation. According to the Pearson correlation coefficients of each hypothesis testing, the correlation coefficients value of three independent variables respectively are 0.28 for payment, 0.41 for job security, 0.54 for advancement and development opportunities (see the table 4.7, 4.8 and 4.9 of inferential statistic analysis for Pearson correlation coefficient), these three independent variables are positively correlated to sales force motivation, which means that when pay, job security and needs of opportunities for advancement and development are increases so does the sales force motivation. The coefficient of increases as such rate. This also can be seen that the mean value of rank for the three factors, which reflects that pharmaceutical sales force in Chengdu of China rated “opportunities for advancement and development” as the most important motivator, the following important motivator is job security, payment as the least important factor in their motivation. Since a Pearson’s correlation coefficient that indicates the strength and direction of the relationship between two variables (Cavana, Delahaye & Sekaran, 2001). The results are different with previous research for ranks of motivators by employees as mentioned as previous literature review chapter. Such Malik and Naeem (2009) investigated the top job-related motivational preferences of pharmaceutical sales force in Pakistan revealed that the ordinals of three top factors respectively were pay, job security and promotion opportunity. But for pharmaceutical sales force of Chengdu in China is just the opposite, the opportunities for advancement and development is the most important motivator compare with other two factors, the secondary important factor is job security, pay is the least important motivator in sales force motivation.

When the three independent variables together influencing motivation in a whole model, look back at the table 4.12 results of multiple regression analysis indicated: the hypothesis of whole theoretical framework which can be interpreted that the three independent variables of payment, job security and opportunities will significantly motivate the sales force motivation, which is substantiated with 32 percent of the variance in the sales force motivation explained by above these three independent variables. It is not explained by a large part of the variance, and other variables should be explored and examined in this connection.

To determine which variables in the regression equation are significant predictors of the sales force motivation, the table 4.12(iii) results of multiple regression analysis coefficient which showed the highest beta value is 0.44 for advancement and development opportunities at the 0.001 level of significant ($p < 0.05$), and the following beta value is 0.16 for job security at the 0.035 level of significant ($p < 0.05$). Which means both job security and opportunities for advancement and development are significant predictors of the sales force motivation, but the payment scale is not since the significance at 0.26 is greater than 0.05 (Pallant, 2001). This might be explained by Maslow's needs hierarchy theory, the pay as the lowest level as basic needs in the hierarchy, once the basic needs are satisfied, they no longer serves to motivate, the next higher level of need for safety has to be activated in order to motivate the individual. When the security needs are satisfied, the employees are going to seek the next higher level of needs, such as advancement and development. As mentioned as previous results of rank for three motivators, the order of rank respectively as advancement and development opportunities is first, then is job security, the last is pay. On the other hand, from the results of Pearson's correlation

coefficient matrix for measures (see table 4.11), payment positively correlated to job security as 46 percent; job security is also highly and positively correlated to opportunities as 51 percent. However, the correlation coefficient of payment with opportunities for advancement and development only is 29 percent, this mean is payment is lower correlation with needs for advancement and development compared with job security. In addition, based on the results of multiple regression analysis coefficient for the whole model, as discussed as previous the pay is not longer significant factor of sales force motivation ($\beta = 0.08$, significance = 0.26 is greater than 0.05), according to Maslow's needs hierarchy theory, perhaps the participants have been satisfied with their payment, they are going to seek the next higher level of needs as job security, that's also explained why the correlation coefficient of payment for motivation is lower only 28 percent (see the table 4.7). Compare with payment, each correlation coefficient of job security and opportunities for advancement and development with sales force motivation are higher, they are 41 percent and 54 percent, respectively. The majority participants are likely to responded needs for advancement and development to be motivated importantly (since its significance is ranked first as $\beta = 0.44$, significant at 0.001 level, see the table 4.12(iii) of multiple regression analysis standardized coefficient), this could be the higher needs of humans represents as esteem needs of level to advance for the achievement and developing themselves. That might mean the participants or parts of already have been satisfied with the job security as intermediate needs, they continuous to seek the opportunities for their achievement and development as esteem needs.

According to all of this and Maslow's needs hierarchy as well as figure 4.1 can be established a pyramidal hierarchy model as figure 5.1. The pay is set in basic level of

needs; the job security as safety needs in the intermediate needs; opportunities for advancement and development of course as the esteem level represents the higher needs of humans in the pyramidal hierarchy model. The level of pyramidal hierarchy model can be seen the importance of motivation; the area of pyramidal hierarchy model can be seen the rate of satisfaction. Higher level means more important to motivation; larger area means more rate to satisfaction.

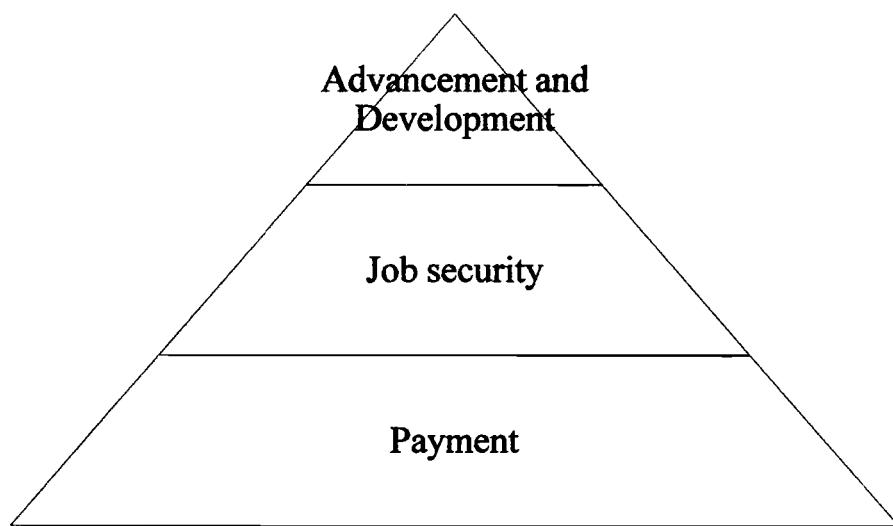


Figure 5.1: Pyramidal hierarchy model of three IVs needs

Based on Maslow's needs hierarchy theory, once a given level of need is satisfied, it no longer serves to motivate, that's why the pay is not longer significant factor for sales force motivation when other independent variables job security and opportunities for advancement and development are controlled for in the whole model, and the Pearson correlation coefficient of payment for motivation is lower only 28 percent. On the other hand, whatever from the Pearson's correlation coefficient or multiple regression analysis coefficients, the needs for job security is lower than needs for advancement and development to serves motivate. As the results of multiple regression analysis shown that needs for advancement and development are the most significant motivator for pharmaceutical sales force in Chengdu of China. So the

needs for advancement and development are at the highest level in the pyramidal hierarchy model. The figure 3 also could be explained that the participants' satisfaction and motivation could be proportion by inversion. Namely, when the participants are likely to feel more satisfied with a given level of need, their motivation on this need to be reduces and continues to seek the next higher level of needs. In other words, the factors of next higher level of need will more motivating employees to put their efforts hard in the work at the situation. So these results could be explained by the Maslow's needs hierarchy theory, also Maslow's needs hierarchy theory would be substantiated by the results of this study. It gives three level of needs could make up for the little empirical support to the Maslow's needs hierarchy theory.

5.1.3 Other motivators

When the respondents were asked the other motivators that might important to motivate them, in order to further know the other important motivators enable to give a better implication for pharmaceutical sales force management. the results of statistic frequency on other motivators in table 5.1 as showed in the following.

Table 5.1: Statistic of other motivators

Other motivators		
	Frequency	Percent
Status	30	15.1
Competition	47	23.6
Supervision	18	9.0
Praise and acknowledgment	40	20.1
Public recognition	41	20.6
Work interesting	23	11.6
Total	199	100.0

According the above table 5.1 shown, the competition, public recognition and praise and acknowledgment are other important factors to sales force motivation, these percentage ranked all above 20 percent. And the status is the followed these three motivators as 15 percent. This results further substantiated the Maslow's needs hierarchy theory, after the security needs have been satisfied, the next higher level of needs such as social needs and esteem needs to be activated as well as the highest level of self-actualization needs in the Maslow's needs hierarchy theoretical model.

5.2 Implication

The result of this study have given an avenue for Chengdu pharmaceutical sales organizations in China under studied for update or switch their present incentive system in practice. According to the results of this study, that suggests pharmaceutical sales organizations in China should have to change their compensation incentive system, as Liu (2007) claimed that pharmaceutical sales organizations' incentive system in China are mostly based on the compensation incentive model. The new incentive system should be more consider employees' esteem needs, such as advancement, development and challenge of competition. Since based on the results of this study, pharmaceutical sales force in Chengdu, they have been satisfied with the payment as basic needs, it is not longer serves to motivate. They are more consider to their advancement in organization and their development, the job security also have to be considered and guaranteed, as well as other esteem needs, such as praise and acknowledgment, public recognition and status also be considered.

5.3 Limitation

For the work of this study, it focuses on researching work motivation among the Chinese pharmaceutical sales force, there are some problems existed with translation because of the author's low level of English. Since its some references from original Chinese literatures, which have had to been translated to English be used in the report, and for the investigational questionnaires have had to been translated to Chinese in order to the respondents understand and responded as well as clearly with their own language. This limited to the authenticity and validity of investigation as well as practicality.

Other problem perhaps is the universality. As a result of the research assistants were not universalizable distributed the questionnaires, the distribution of respondents were not extensive, in other words, the research assistants might be distributed the questionnaires in same organization more than others, or some samples which from small companies were neglected. So the universality of samples was suspicious.

The limitation of this study was limited the three factors predicted to investigated, this results to the variety of motivators be limited. The future study could take more motivators in this connection, especially, the upper needs of levels in Maslow's needs hierarchy theory, such the culminant level of needs for self-actualization. Also, the social needs should be researched in the future, in order to interpret and substantiate the whole Maslow's needs hierarchy theory.

5.4 Conclusion

There are many previous researchers seek redressed the factors that influence employees' motivation in order to attempted to constitute a efficient and effective incentive system to improve their employees motivation in the work as well as incentive them to put their hard efforts to enhance performances. However, motivation interacts with and acts in conjunction with other mediating processes and the environment, the factors which influenced it are various and difficult to determined, such as intrinsic and extrinsic motivators. Based on the literature review and work motivation theories, this study predicted three factors (payment, job security, and opportunities for advancement and development) to determine their relationship with motivation among pharmaceutical sales force in Chengdu of China.

Summarizing the previous finding and above conclusion of discussion, for the pharmaceutical sales force in Chengdu of China, even if their incomes of expectation are higher, based on the Maslow's needs hierarchy theory and conclusion of this study, pay as the basic needs of level, it is not longer to serves to motivation. They are seeking the next higher needs of level much, such as needs for advancement, development, challenge of competition, praise and acknowledgment, public recognition as well as status, in order to satisfy their midterm and upper needs. On the other hand, the results of this study also substantiated and supported the three levels of Maslow's needs hierarchy theory, it also indicated the strength and direction of relationship between three motivators with motivation, as well as ranked the order as importance for these three factors' effect on the sales force motivation.

Reference

Alderfer, C. P. (1972), Existence, Relatedness, and Growth; Human Needs in Organizational Settings, *New York: Free Press*.

Ali, R. and Ahmed, M. S. (2008). The impact of reward and recognition programs on employee's motivation and satisfaction: A co relational study, *Department of Management Sciences COMSATS Institute of Information Technology*.

Al-Harthy, M. H. (2008). Motivation: A challenge for oil and gas companies-An omani case study , Oil and Gas Business, Available: <http://www.ogbus.ru/eng>. Date of access: 29th December 2010.

Bagshaw, M. (1997). Coaching – not new but newly relevant, *Industrial and Commercial Training*, Vol. 29 · No.5, pp. 166–167.

Campbell, D.J., & Pritchard, R. (1976). Motivation theory in industrial and organizational psychology. In M.D. Dunnette (Ed.), *Handbook of industrial and organizational psychology* (pp. 63-130). Chicago: Rand McNally.

Cheng, X. D. (2001). Study on Chinese companies reward Model of salespeople, Nanjing Normal University, Master thesis.

Conroy, W. J. (1994), Motivating workers to follow leaders. *Iron Age New Steel*, Volume 10, pp. 50-53.

Charles, K. R. and Marshall, L. H. (1992), Motivational preferences of Caribbean hotel workers: an exploratory study. *International Journal of Contemporary Hospitality Management*, Volume 4(3), pp. 425-429.

Cavana, R.Y., Delahaye, B. L. & Sekaran, U. (2001). Applied business research: qualitative and quantitative methods, John Wiley & Sons Australia, Ltd.

Deci, E. L. (1972). The effects of contingent and noncontingent rewards and controls on intrinsic motivation. *Organizational Behavior and Human Performance*, Vol. 8 , 217-229.

Dubinsky, A.J., Jolson, M.A., Michaels, R.E., Kotabe, M. and Lim, C.U. (1993), "Perceptions of motivational components: salesmen and saleswomen revisited", *Journal of Personnel Selling and Sales Management*, Vol. 13 No. 4, pp. 25-37.

Eliza Yibing Zhou (2007) China Pharma Basking In Its Spotlight, *Clinical research & diagnostics Channel*, Vol. 27, No. 5.

European Foundation for the Improvement of Living and Working Conditions (2007), Quality of working life in the Czech Republic, Available at: www.eurofound.europa.eu. Date of access: 29th December 2010.

Franken, R. E. (2002). *Human motivation (5th edition)*. Belmont, CA: Wadsworth.

Griffin, R. W. (1990), Management, 3rd edition. Dallas, TX: Houghton Mifflin Company.

Gangé, M., & Deci, E. L. (2005). Self-determination theory and work motivation. *Journal of Organizational Behavior*, 331-362.

Guzzo, R. A., Jette, R. D., & Katzell, R. A. (1985). The effects of psychologically based intervention programs on worker productivity: A metaanalysis. *Personnel Psychology*, 38, 275–291.

Hu Yuanjia, Carolina O.L. Ung, Bian Ying and Wang Yitao. (2007), "The Chinese pharmaceutical market: Dynamics and a proposed investment strategy". *Journal of Medical Marketing*, 7, 18–24.

Hewitt Associates Consulting (Shanghai) Co., Available at: www.hewitt.com. Date of access: 27th October 2010.

Herzberg, F., Mausner, B., Peterson, R. O., & Capwell, D. F. (1957). Job attitudes: Review of research and opinion. Pittsburgh: Psychological Service of Pittsburgh.

Huddleston, P. and Good, L. K. (1999), Job motivators in Russian and Polish retail firms, *International Journal of Retail & Distribution Management*, Vol. 27 . N. 9. pp. 383-392.

IMS Health (2010). Pharmerging Shake-up: New Imperatives In A Re-defined World. Available at: www.imshealth.com/pharmerging. Date of access: 14th October 2010.

Judiesch, M. K. (1994). The effects of incentive compensation systems on productivity, individual differences in output variability and selection utility. Unpublished doctoral dissertation, University of Iowa.

Jurgensen, C. E. (1978). Job preferences (What makes a job good or bad?). *Journal of Applied Psychology*, 63, 267–276.

Jenkins, D. G., Jr., Mitra, A., Gupta, N., & Shaw, J. D. (1998). Are financial incentives related to performance? A meta-analytic review of empirical research. *Journal of Applied Psychology*, 83, 777–787.

Kanfer, R. (1990). Motivation theory and industrial and organizational psychology. In M. D. Dunnette (Ed.), *Handbook of industrial and organizational psychology* Vol. 1, 2nd ed., pp. 75-130. Palo Alto, CA: Consulting Psychologists Press.

Knights, D. and Willmott, H. (2007), organizational behaviour and management.

Liu, S. K. (2007). An Empirical Study of Pharmaceutical Sales force Performance assessment: Incentive-based pay adjustment mode, *Coastal enterprises and science & technology*, No.11, p114-117.

Luthans, F. (2011). *Organization behavior: an evidence-based approach*, (12th ed.).

Locke, E. A. (1976), The nature and causes of job satisfaction. In: Tiejen, M. A. and R. M. Myers (1998), Motivation and job satisfaction. *Management Decision*, Volume 36(4), pp. 226-230.

Locke, E. A. and G. P. Latham (1990), *A Theory of Goal Setting and Task Performance*. Englewood Cliffs, NJ: Prentice- Hall.

Locke, E. A. and Latham, G. P. (2002). Building a Practically Useful Theory of Goal Setting and Task Motivation: A 35-years odyssey, *American Psychological Association*, Vol. 57, No. 9, 705–717.

Lawler, E. E., III. (1971). Pay and organizational effectiveness: A psychological view. New York: McGraw Hill.

Locke, E. A., Feren, D. B., McCaleb, V. M., Shaw, K. N., & Denny, A. T. (1980). The relative effectiveness of four methods of motivating employee performance. In K. D. Duncan, M. M. Gruenberg, & D. Wallis (Eds.), *Changes in working life* (pp. 363–388). New York: Wiley.

Malik. M. E. and Naeem. B. (2009), Motivational preferences of pharmaceutical salesforce empirical evidence from Pakistan, *Pakistan economic and social review*, Volume 47 (1). P19-30.

Mullins, L. J. (1992). Hospitality management: A human resources approach. In: Wong, S., V. Siu and N. Tsang (1999), The impact of demographic factors on Hong Kong hotel employees' choice of job-related motivators.

International Journal of Contemporary Hospitality Management, Volume 11(5), pp. 230-241.

Maslow, A. H. (1943). A Theory of Human Motivation, *Psychological Review* 50(4):370-96.

Mitchell, T. R. and Mickel, A. E. (1999), "The meaning of money: An individual-difference perspective," *Academy of management review*, p. 569.

Nelson. K (2004). Motivating high performance in pharmaceutical sales team: key compensation and team process factors.

Nicholson, N., R. Schuler, A. H. Van De Ven, G. Cooper and C. Argyris (Eds.) (1995), Encyclopedic Dictionary of Organizational Behaviour. In: Wiley, C. (1997), What motivate employees according to 40 years of motivation surveys. *International Journal of Manpower*, Volume 18(3), pp. 263-280.

Nunnally, J. C. (1978). Psychometric theory. New York: McCraw-Hill.

Parsons, H. M. (1992). Hawthorne: An early OBM experiment, *Journal of organizational behavior management*, Vol. 12, No. 1, PP. 27-44.

Pallant, J. (2001) A step by step guide to data analysis using SPSS. *Open University Press, McGraw-Hill Education*, Vol. 8, pp. 121-189.

Rynes, S. L., Gerhart, B. and Minette, K. A. (2004), The importance of pay in employee motivation: discrepancies between what people say and what they do, *Human Resource Management*, Vol. 43, No. 4, Pp. 381-394

Snooker, N. (2010). Pay factors, employee satisfaction and motivation: A survey on the influence of pay factors and character traits on perceived reward satisfaction and motivation, Master thesis of Erasmus university Rotterdam.

Simons, T. and Enz, C. A. (1995), Motivating hotel employees. *The Cornell Hotel and Restaurant Administration Quarterly*, Volume 36(1), pp. 20-27.

Shipley, D. and Kiely, J. (1988), Motivation and dissatisfaction of industrial salespeople-How relevant is Herzberg's theory? *European Journal of Marketing*, Volume 22(1), pp. 17-30.

Stajkovic, A. D., & Luthans, F. (1997). A meta-analysis of the effects of organizational behavior modification on task performance, 1975–1995. *Academy of Management Journal*, 40, 1122–1149.

Sekaran, U.(2000). Research Methods for Business: A skill-buiding approach. NYC: John Willey and Sons.

Small-Sample Techniques. (1960). *The NEA Research Bulletin*, Vol. 38, p. 99.

Towers Perrin. (2003). Working today: Understanding what drives employee engagement. The 2003 Towers Perrin Report.

Vroom, V. H. (1964), Work and motivation.

Wikipedia (2010), Pharmaceutical industry in China, available at: http://en.wikipedia.org/wiki/Pharmaceutical_industry_in_China. Date of access: 10th October 2010.

Watson, T. (1994), Linking employee motivation and satisfaction to the bottom line. *CMA Magazine*, Volume 68(3), p. 4.

Wiley, C. (1997), What motivate employees according to 40 years of motivation surveys. *International Journal of Manpower*, Volume 18(3), pp. 263-280.

Zhang, Y. (2005). China's pharmaceutical industry sales force assessment of incentives mechanism, University of international business and economics.

Zingheim, P. K. and Schuster, J. R. (2000), Pay people right! Breakthrough reward strategies to create great companies, Jossey-bass publishers, San Francisco.

Appendix I : Discrepancies between Self-Reports of Pay Importance and Behavioral Responses to Changes in Pay

Major studies of self-reported pay importance	Major studies of behavioral responses to pay and other motivational interventions
1. Herzberg, Mausner, Peterson, and Capwell (1957) took literature review of 16 studies showed that pay ranked sixth in importance. Ranking above pay were job security, interesting work, opportunity for advancement, appreciation, and company and management.	1. Locke, Feren, McCaleb, Shaw, and Denny (1980). Meta-analysis (see Note 1 at end of article) of productivity-enhancing interventions in actual work settings found that introduction of individual pay incentives increased productivity by an average of 30%. In contrast, job enrichment produced productivity increases ranging from 9-17%, while employee participation programs increased productivity by less than 1%, on average.
2. Lawler (1971) reviewed 49 studies showing that pay ranked approximately third across studies. Did not list rankings for other motivators.	2. Guzzo, Jette, and Katzell (1985). Meta-analysis of monetary incentives and other motivational programs on productivity or physical output. Financial incentives had by far the largest effect on productivity of all interventions. For example, pay was four times more effective than interventions designed to make work more interesting.
3. Jurgensen (1978) collected rankings of importance from more than 50,000 applicants to the Minneapolis Gas Company over a 30-year period. Pay ranked fifth in importance to men, and seventh in importance to women. For men, security, advancement, type of work, and company ranked higher than pay. For women, type of work, company, security, supervisor, advancement, and coworkers ranked higher.	3. Judiesch (1994). Meta-analysis found that individual pay incentives increased productivity by an average of 43.7%. Results were even larger (48.8%) when the sample was restricted to studies in real organizations (as opposed to laboratory experiments). Other interventions were not studied.
4. Charles and Marshall's (1992) conducted a survey to explore the motivational preferences of the job factors among 255 Caribbean hotel employees. The participants rated "good wages" is the first important factor in motivating them put their best efforts.	4. Stajkovic and Luthans (1997). Meta-analysis found that incentive systems yielded productivity 1.36 standard deviations higher than in comparable groups without incentives in manufacturing firms (comparable figure in service firms was 0.42). Similar effect sizes were found for feedback and social rewards.
5. Simons and Enz (1995) surveyed the hospitality employees in 12 hotels across United States of America and Canada perceived "good wages" at the top motivators of the list. Then are job security and opportunity for advancement and development.	5. Jenkins, Mitra, Gupta, & Shaw (1998). Meta-analysis of relationships between financial incentives and performance quantity and quality. Found an average correlation of 0.32 between incentives and quantity of production, but no reliable relationship between incentives and product quality.
6. Wiley (1997) indicated that employees from diversified industries such as retailing, services, manufacturing, insurance, utilities, health care and government agencies considered good wages is the first job factors important in their motivation.	
7. Towers (2003) surveyed more than 35,000 U.S. employees. Found importance of pay varies by objective. Competitive base pay ranked second and pay raises based on individual performance ranked eighth for attracting employees. Competitive base pay ranked sixth in retaining employees. Pay was not ranked in the top ten in terms of "engaging" (motivating) employees.	
8. Malik and Naeem (2009) asked 247 sales force who from both multinational and local pharmaceutical companies to rank the job factors showed the pay and fringe benefits is the first motivator push them put best effort in work.	

Appendix II Sales force motivation questionnaires for pharmaceutical organization

Dear respondent

This questionnaire is for studying elements which will affect sales force motivation in pharmaceuticals industries. Thanks for your time filling in the questionnaire and help author to finish this study successfully. This questionnaire comprises of five sections (A, B, C, D & E). Please indicate your choice mark on (✓).

Thank you so much!

Section A: participant profile

1. Age

- 20~24
- 25~29
- 30~35
- 35 above

2. Gender

- Male
- Female

3. Highest education

- High school
- College
- Above college

4. Occupation

- Rep
- Sales executive
- Sales representative
- Field manager

5. Monthly income/allowance

- 1000~1500

- 1501~2000
- 2001~2500
- 2501~3000
- 3001 above

6. How many years have you worked in pharmaceutical company?

- 0.5~ 1 year
- 1~2 years
- 3~5 years
- 5 years above

7. What is your wage formation at current job?

- Pure wage model
- Salary plus bonus model
- Commission system
- Salary plus commission
- Base pay, commission and reward payment mixed model
- Other

8. How much is your desired salary monthly?

- 2001-3000
- 3001-4000
- 4001-5000
- 5000 above

9. As a sales force, which of the following do you think most can stimulate your enthusiasm?

- Companies can provide my expected remuneration and bonuses
- The work within challenging, and there is great opportunities for advancement
- Work environment is comfortable and harmonious relations among colleagues

- I have a great autonomy; the work is relatively free in the company
- Provide training opportunities enable to improve my ability and skill
- The work is stable and having good job security

Sales force motivation in pharmaceutical organization: Please mark on “√” the answer based on the following scale

1 = strongly disagree 2 = disagree 3 = natural 4 = agree 5 = strongly agree

Section B: Pay motivation

No	Statement	Strongly disagree	Disagree	Natural	Agree	Strongly agree
1	I think the payment of the sales job is a very important motivator for me.	1	2	3	4	5
2	I am motivated by payment to try my best efforts in work.	1	2	3	4	5
3	I am really satisfied with the pay scheme in current job.	1	2	3	4	5
4	The pay raise is highly connected with my job performance.	1	2	3	4	5
5	I will remain the job because I am satisfied with the payment.	1	2	3	4	5
6	I work hard to get a better payment in this work.	1	2	3	4	5

Section C: Job security motivation

No	Statement	Strongly disagree	Disagree	Natural	Agree	Strongly agree
1	I think job security of the sales job is another important motivator for me.	1	2	3	4	5
2	I am motivated by the good job security in current job.	1	2	3	4	5
3	I feel the current job is secure, reliable and permanent.	1	2	3	4	5
4	The job security is highly connected with my job performance.	1	2	3	4	5
5	I will remain the job because I am satisfied with the job security.	1	2	3	4	5
6	I am hard working because I'm afraid to lose the stable job.	1	2	3	4	5

Section D: Opportunities for advancement and development

No	Statement	Strongly disagree	Disagree	Natural	Agree	Strongly agree
1	I think the opportunities for advancement and development of sales job are another important motivator for me.	1	2	3	4	5
2	I am motivated by opportunities for advancement and development in current.	1	2	3	4	5
3	I have opportunities to be promoted and advancing my career if I remain the job for longer period of time.	1	2	3	4	5
4	I have opportunities to accept training, learn skill and developing myself with the job.	1	2	3	4	5
5	The opportunities for advancement and development are highly connected with my job performance.	1	2	3	4	5
6	I work hard to get more opportunities to advance my career and develop myself with the job.	1	2	3	4	5

Section E: Motivation itself

No	Statement	Strongly disagree	Disagree	Natural	Agree	Strongly agree
1	I have more morale when I'm working in sales job.	1	2	3	4	5
2	I have more confidence to achieve my goal with the job.	1	2	3	4	5
3	I am really willing to work in the sales job.	1	2	3	4	5
4	I am really motivated in the sales job to improve my performance.	1	2	3	4	5
5	The purpose of my position makes me feel that my job is important.	1	2	3	4	5
6	I think it is not right to change the job even if I get other job in elsewhere.	1	2	3	4	5
7	I think my ability to play well at work.	1	2	3	4	5
8	I am proud of this job.	1	2	3	4	5

I think other motivator(s) also important for me: _____

- Status Praise and acknowledgment
- Competition Public recognition
- Supervision Interesting work

尊敬的女士/先生： 您好！感谢您在百忙之中抽空填写本问卷。这是一份纯学术性的问卷，主题是关于激励的影响因素调查。您的意见是本研究资料的重要来源。您的答案无所谓对错，只要是您真实的想法，都将对研究有极大的帮助。本问卷采取匿名填写方式，并且回答仅用作学术研究之用，我们将严格保密，绝对外公开，请您放心填写。问卷大约需要花费您 5 分钟时间。由衷地感谢您的参与和支持！谢谢您的合作！

一、请将您选项的数字序号直接输入在每个问题的冒号之后，谢谢！

1. 年龄：

- 1. 20-24
- 2. 25-29
- 3. 30-35
- 4. 35 以上

2. 性别：

- 1. 男
- 2. 女

3. 学历：

- 1. 高中
- 2. 大专
- 3. 本科以上

4. 职称：

- 1. 销售人员
- 2. 销售主管
- 3. 销售代表
- 4. 区域经理

5. 月收入：

- 1. 1000-1500
- 2. 1501-2000

- 3. 2001-2500
- 4. 2501-3000
- 5. 3001 以上

6. 您在药物销售公司的工作经历是：

- 1. 0.5- 1 年
- 2. 1-2 年
- 3. 3-5 年
- 4. 5 年以上

7. 您目前的薪酬模式是：

- 1. 纯工资模式
- 2. 工资加奖金
- 3. 纯佣金制度
- 4. 工资加佣金
- 5. 工资加佣金加奖金
- 6. 其他

8. 您期望的月工资是：

- 1. 2001-3000
- 2. 3001-4000
- 3. 4001-5000
- 4. 5000 以上

9. 作为一名销售人员，您认为以下哪一项最能激发您的工作热情：

- 1. 公司能够提供符合你心里预期的报酬和奖金
- 2. 自己在公司里所从事的工作富有挑战性，而且有很大的晋升空间
- 3. 工作的环境好，同事间关系融洽
- 4. 在公司我具有很大的自主空间，工作相对自由
- 5. 公司提供培训机会，使自身素质能力等方面得到提高
- 6. 工作稳定，具有良好的工作保障性

二、每个题目都是以简单的陈述句来描述的，请根据您的实际想法，按以下要求选择适当的序号填写在最后一栏中，谢谢！

1=非常不同意 2=不同意 3=不确定 4=同意 5=非常同意

(1) 薪酬激励

题号	题目	非常 不同 意	不 同 意	不 确 定	同 意	非常 同 意	回答
1	我认为薪酬是一个非常重要的激励因素	1	2	3	4	5	
2	薪酬激励着我在工作中付出最大的努力	1	2	3	4	5	
3	我对现在的薪酬待遇很满意	1	2	3	4	5	
4	加薪是由我的工作效益决定的	1	2	3	4	5	
5	我会继续留在公司是因为满意现在的薪酬待遇	1	2	3	4	5	
6	我努力工作是为了得到更丰厚的薪酬	1	2	3	4	5	

(2) 工作保障激励

题号	题目	非常 不同 意	不 同 意	不 确 定	同 意	非常 同 意	回答
1	我认为工作保障也是一个非常重要的激励因素	1	2	3	4	5	
2	良好的工作保障激励着我在工作中付出最大的努力	1	2	3	4	5	
3	我觉得目前的工作是安全，可靠和稳定的	1	2	3	4	5	
4	我的工作保障取决于我的工作效益	1	2	3	4	5	
5	我会继续留在公司是因为现在的工作具有保障性	1	2	3	4	5	
6	我努力工作是为了不想失去这份稳定的工作	1	2	3	4	5	

(3) 晋升和发展机会

题号	题目	非常 不同 意	不 同 意	不 确 定	同 意	非常 同 意	回答

1	我觉得晋升和发展机会是我工作的另一个重要动力	1	2	3	4	5	
2	晋升和发展机会激励我在工作中投入更大的努力	1	2	3	4	5	
3	如果我继续留在公司我会有更多的机会得到晋升和发展	1	2	3	4	5	
4	在工作中我有机会去接受培训，学习新技能和发展自己	1	2	3	4	5	
5	我的晋升和发展机会取决于我的工作效益	1	2	3	4	5	
6	我努力工作是为了得到更多的机会去推动我的事业和发展自己	1	2	3	4	5	

(4) 激励状况

题号	题目	非常 不同意	不 同 意	不 确 定	同 意	非常 同 意	回 答
1	当我工作在销售行业我士气十足	1	2	3	4	5	
2	我非常有信心去实现我的工作目标	1	2	3	4	5	
3	我非常乐意做药物销售工作	1	2	3	4	5	
4	为提高自己的销售业绩我工作非常努力	1	2	3	4	5	
5	我觉得我的工作职位很重要	1	2	3	4	5	
6	我认为现在跳槽是不明智的，即使我能在别处找到工作	1	2	3	4	5	
7	我认为自己的能力在工作中得到了很好的发挥	1	2	3	4	5	
8	我为这份销售工作而感到自豪	1	2	3	4	5	

我认为以下其他激励因素对我也很重要(多项): _____

1. 身份地位	4. 荣耀和认可
2. 竞争	5. 公众表扬
3. 监督	6. 工作兴趣

