

Faculty Motivation: Perspectives on Human Resource Development and Wellbeing, Scoping Review

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Abstract:

This abstract provides an overview of research on faculty motivation, human resource development, and wellbeing within the academic community. Over the past decades, scholars have sought to understand the factors influencing faculty motivation and productivity. While traditional mechanisms such as promotion and sabbaticals play a role, individual motivation is paramount. Studies reveal differences in satisfaction levels among faculty, influenced by factors like salary, infrastructure, and research opportunities. Understanding faculty motivation is complex, with two main approaches: the work context perspective focusing on human resource development and the health perspective emphasizing wellbeing. Interdisciplinary research is crucial to bridge gaps between these perspectives. A scoping review was conducted to map existing knowledge, identifying topics like intrinsic motivation, job satisfaction, and sources of motivation. However, the sheer volume of literature poses a challenge to in-depth analysis. Nonetheless, this review aims to inform evidence-based interventions to enhance faculty motivation, aligning with the United Nations' (UN's) Sustainable Development Goal (SDG) 3: Ensure healthy lives and promote wellbeing for all. This goal emphasizes the importance of health and wellbeing, which are crucial for maintaining a motivated and productive faculty. Ultimately, integrating insights from both perspectives can facilitate the development of tailored interventions to promote faculty motivation and wellbeing in higher education institutions.

Keywords:

Faculty Motivation, Human Resource Development, Wellbeing.