The Anatomy of Human Motivation: Arrays of What they Say, Think, Behave and Act with Reference to Blood Type

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ABSTRACT

Purpose: *This research sheds light on motivation. Motivation is the key to performance improvement. Despite enormous research, basic as well as applied, the subject of motivation is not clearly understood and more often it is poorly practiced. To understand motivation, one must understand human nature itself and there lies the problem. Blood is the most fundamental nourishment for our bodies. It seems to be that different blood types would react differently & motivate differently. Many other factors also influence our personality same way as motivation. Maybe blood type should be used for more than just matching organ donors, same way may be blood type could also be good for watching which blood type stimulates which motivation type/behaviour & to find which is the best blood type motivation.*
Objective: *The researchers have set the following primary objective and the current study investigates 2 broad research questions: This research aims to examine which blood type stimulates which motivation type/behaviour & to find which is the best blood type motivation.*
Design/Methodology/Approach: *The study is based on both secondary & primary evidence. Hypotheses are stated for the various variables selected and analyzed to prove or disprove the same without any errors. The designed questionnaire includes demographic factors and human resource motivation with reference to blood type-related close-ended structured questionnaire in the form of 5 points Likert scale. The primary data are collected from 128 various professionals of different domiciles by using a convenient random sampling technique. The analysis of the research work is carried out with the help of SPSS software (21.0), wherein, descriptive statistics are used to describe the nature of the data. Factor analysis is used to check the commonalities and homogeneous grouping of the factors amongst the variables. Reliability tests are used to understand how reliable the data grouping. A statistical tool like one-way ANOVA is used to find the relationships between the factors.*
Findings/Result: *Previously nobody studied the anatomy of human resource motivation with reference to blood type. The present study made an attempt which blood type stimulates which motivation type/behaviour & to find which is the best blood type motivation. The study is based on primary evidence. With these two epilogues proven we can say that there is a stimulation of different blood types on motivation type/behaviour & the best blood type motivation. The challenge of blood type stimulates motivation type/behaviour is not peculiar to any place or profession; hence the problem is more accentuated. Many industrialists have understood the importance of overwhelming the challenges of Human Resources and other problems related to them, hence the motivation type/behaviour need to be tackled with the weapon of trend and addressing motivational techniques and it is beyond monetary terms for which the blood type stimulates motivation type/behaviour.*

Research Limitations/Implications: *In the present research an attempt is made by the researchers to understand the research gap in the area hence a conceptual model is proposed towards the end of the study and the research goes further to advance significance to discover motivation type/behaviour of individuals & to find which is the best blood type motivation. The researchers also give an insight into the objectives framed.*
Originality/New Knowledge/Interpretation/Value: *Many of the earlier studies have proved that the blood type of individuals does have statistical significance on their personality and behaviours. Similarly, blood type stimulates motivation type/behaviour. Countries like Japan, Korea, Asia etc., have proved that blood type does have an effect on motivation process, theories & behaviours as these countries do believe in the theories of personality and other motivational aspects. Hence, this study helps in concluding that, individuals tend to change their personality and motivation factors to be connected with the blood type rather than in self-fulfilling prophecy in many of the motivational factors. Addressing further, the comprehensive picture is analyzed with the various blood type that associates with the considerable motivation factors and various functions associated to come up with the behavioural aspect of individuals. This study has helped to understand the desire to get good extrinsic, or is it a competitive drive intrinsic? Motivation can be intrinsic or extrinsic (or perhaps both).*
Paper Type: *Present study made an attempt to examine which blood type stimulates which motivation type/behaviour & to find which is the best blood type motivation. The study is based on primary evidence.*
Keywords: Blood type, Motivation process, Motivation theories, Motivational behaviours, Extrinsic & Intrinsic

1. INTRODUCTION :

The term motivation is termed as a psychological factor that helps in guiding the behaviour of an individual. Adding on further, the term motivation is defined as the process that initiates, guides, & maintains goal-oriented behaviours of individuals and it is a factor that causes acts among individuals. Many of the earlier studies have proved that important variables such as the wants and desires of individuals based on the influence of cultures, lifestyle and society influence the motivation of individuals and these are generally measured with the blood group. Many of the earlier have tried to identify which blood group has a significant relationship with motivation behaviours among individuals with reference to various countries. This issue of *Educational Psychology* is well situated within this current zeitgeist. Motivational behaviours are to be in the flow by considering the major factors that are in trend and it is considered as the primary weapon in understanding the motivational functions i.e., individuals have in thoughts other than monetary benefits to be availed for which the blood type and their relationship with motivation process, theories & behaviours helps a lot. Considering the concept of management and motivation to understand the factors with more clarity. Even with the clear importance and with the empirical evidence on motivation that is distributed across the areas for a longer duration that is difficult to accept the integrative view of the motivational theories. Adding on further, the concept of motivation is addressed differently in cognitive/affective neuroscience (Murayama, in press) [1]. But the concept is understood in a different way in cognitive psychology, motivation has been normally treated as a nuisance factor that needs to be controlled (Simon, 1994) [2].

Blood factors are one of the important medical and biological cases in the aetiology of motivational behaviours. Nobody knows blood type and motivational behaviours are strongly associated with the factors. The above claim is not significantly proven in any of the earlier studies, but, significantly over the period of time, it is understood that it is an accepted statement in terms of culture and societal aspects as understood by the individuals in Japan. The major understanding and belief of Japanese are that identified blood groups of individuals have a significant relationship with the personality traits of individuals is most commonly understood among the group and they are widely spread across and even it is considered in the job interview process and proven to be fit (Rewati, H (2018) [3]. In the same way, the researchers have taken an attempt to find out the blood group influence the motivation of individuals along with their personality and behavior rather than considering only organ donors. The significance

of the study is to examine which blood type stimulates which motivation type/behaviour & to find which is the best blood type motivation.

2. REVIEW OF LITERATURE :

The theory explained by Maslow, 1943 addresses the factors that influence individual motivation both internally and externally this theory was famously known as Maslow's hierarchy of needs, and it is helpful to understand the motivation factors among humans. These theories have a strong base on stating the impact of 3 major factors affiliation, power, and achievement which influences the motivational behaviour of individual human beings. Many of the earlier studies have proved that the blood group of individuals do have statistical significance with the personality and behaviours. Similarly, blood type stimulates motivation type/behaviours (Braver et al., 2014) [4]. The comprehensive picture is analyzed with the various blood group that associates with the considerable motivation factors and various functions associated to come up with the behavioural aspect of individuals. This study has helped to understand the desire to get good extrinsic, or is it a competitive drive intrinsic? Motivation can be intrinsic or extrinsic (or perhaps both).

Cheng (2019) [5] many researchers have attempted to study the significant relationship between the blood group and the motivational level of individuals along with the behavioral aspect of the individuals. Hence, this section of the study includes the gist of various studies carried out by the earlier researchers which are termed as more illustrative than definitive as follows, according to Masahiko, (2012) [6], the considered blood group and the personality of each individual are dependent on the Rh factors of the individuals which play an important role in defining their personality. Hoffman and Kurtz-Costes (2019) [7] added further, the primary objective of the study was the same as it is described and it was proven with the help of 100 samples selected randomly with the help of questionnaires that were distributed across various linkages and the basic idea of this paper is based on the same line. Primary data has been collected randomly from 100 people through the questionnaire to reveal similar linkages in India, wherein, the major findings of the study were there is a similarity in the distinct characteristics of blood group and the perception among the Japanese.

Manganelli et al. (2019) [8] invested in the personality and differences among the individuals and the expected relationship between the various blood group individuals available and the personality of the population selected normally. The above claim was evident in various studies published including various scanty, conflicting, and characterized factors at unequal cell sizes. In a similar way, Thomas, Cunha, Americo de Souza, and Santo (2019) [9] in their study have examined the importance of certain factors like fairness, trust and school climate in analyzing the influence among the samples selected respondents in the bunch of Brazilian children. The significant influence of the cross-cultural behaviour among the students in Brazil and also among the individuals in the vulnerable group of individuals who are poor in nature too. Brazil is very much an understudied region and the research in these areas significant influences the perception of individuals and helps in understanding the factors influencing justice behaviour and also mindset beliefs.

Münchow and Bannert (2019) [10] in their various articles and books in larger numbers. The above claim was disproven and it was un-popularized after the demise of Furukawa's in the year 1940, and it again got strong support in the investigation made by the popular journalist Masahiko Nomi in his series of books which was sold in millions of copies to understand the popularity is still more in the recent investigation. Adding on further, the primary objective of the study was the same as it is described and it was proven with the help of 100 samples selected randomly with the help of questionnaires that was distributed across various linkages in India. The basic idea of this paper is based on the same line. Primary data has been collected randomly from 100 people through the questionnaire to reveal similar linkages as the major findings of the study was there is a similarity in the distinct characteristics of blood group and the perception among the Japanese.

Collie, Martin, Bobis, Way, and Anderson’s (2019) [11] study utilizes growth modelling to examine aspirations for, or disengagement with, mathematics learning in the United States, expressing the importance of naturopathic medicine often considered as a great store of blood group that helps in

understanding the vocational differences among the blood group selected. At the initial stages of the study, it was understood that the blood group individually selected in America have a significant relationship with the vocational behaviour of the individuals and even the Japanese believe the same with the proof of some empirical evidence, such that, the confusions of the same have given emergence to septic pause (or sceptic) for understanding the concept in depth. The study has framed various assumptions according to the various blood group. Finally, the major drawings from many works carried on the implications of blood type provide supporting evidence outlining positive traits, negative traits, and appropriate careers for individuals of the four blood types. Adding on further, many of the concepts in pseudoscience contain theories and statements that are considered to be extracted from the scientific method are said to be a wrong claim, wherein, they are considered to be identified by mistake and the other theory under pseudoscience as stated that personality of the individual can be defined from their blood groups and its significance on motivational factors of the individuals. The motivational traits of individuals are most commonly understood among the group and they are widely spread across and even it is considered in the job interview process and proven to be fit. In the same way, the researchers have taken an attempt to find out the blood group influence the motivation of individual along with their personality and behaviour rather than considering only organ donors.

3. GAPS & AGENDA FOR FUTURE RESEARCH :

The review of the studies reveals that many of the earlier studies have concentrated only on the motivational aspect and strategies of motivation in general. It is identified that the studies which have concentrated on the general aspect are very few in nature and they are in the form of reports and articles, wherein, they lack in their orientation of research. Such that, there is significance and more needed for researching general aspects of blood type and its significance on the key parameters like behaviour, theories and motivational process with proper orientation. The motivational traits of individuals are most commonly understood among the type and they are widely spread across and even it is considered in the job interview process and proven to be fit. In the same way, the researchers have taken an attempt to find out the blood type influence the motivation of individual along with their personality and behaviour rather than considering only organ donors (Shyam B. R. & Aithal P. S. (2022) [12] [13]).
The significance of the study is to examine which blood type stimulates which motivation type/behaviour & to find which is the best blood type motivation. The study has included more 17 human motives to understand the list of motivational factors influenced by individual characteristics, where, these things involve: Pay/Compensation Benefits Motivation: PCBM, Job Security Motivation: JSM, Team/Social/Interpersonal Motivation: TSIM, Supervisory Motivation: SM, Career/Growth Motivation: CGM, Skill Set and Competency Motivation: SSCM, Welfare and Recreational Facility Motivation: WRFM, Recognition and Reward: RR, Working Condition/Environment Motivation: WCEM, Communication/Company Policy and Administration Motivation: CCPAM, Worker's Participation in Management: WPM & Organization Commitment: OC. We show that these motives are not consistent with evidence from the current literature & study. This study helps in concluding that, individuals tend to change their personality, and motivation factors to be connected with their blood type rather than in a self-fulfilling prophecy. With the help of these theories that include the various functions and structures will significantly influence the motives and other essentials to be addressed in understanding the motivational behaviour of the individuals.

4. OBJECTIVE OF THE STUDY :

The researchers have set the following primary objective and the current study investigates 1 broad research question:
1. To examine which blood type stimulates which motivation type/behaviour.
2. To find which is the best blood type motivation

5. HYPOTHESIS OF THE STUDY :

Based on the objective framed hypothesis are framed to prove or disprove the statement.
1. Hypothesis 1 (H0): Blood type does not stimulate motivation type/behaviour.
2. Hypothesis 2 (H0): Blood type has no significance on best blood type motivation.

6. RESEARCH METHODOLOGY :

The present study attempted to examine which blood type stimulates which motivation type/behaviour & to find which is the best blood type motivation. The study is based on primary evidence. In this regard involvement of 32 respondents from each blood type & a total of 128 respondents of various professionals were chosen & respondents were given a validated close-ended structured questionnaire of Likert's 5-point scale.

7. SAMPLE DESIGN :

The below table 1 explains the sample design of the study.

Table 1: Sample Design

Type of Research	Descriptive
Sample Universe	Karnataka
Sample Area	Tier 1, Tier 2 & Tier 3 cities
Sample Population	The selected blood type of professionals/occupations • Health care & medicine • Education & training • Science, technology & engineering • Law enforcement & armed forces • Banking • Industrial & manufacturing • Arts & entertainment • Sports • Hospitality & tourism • Business/entrepreneurs • Government & public administration • Farmers: agriculture & livestock's • Students
Sample Frame	• Doctors: Government & private • Teachers: Government & private (primary to all) • Engineers: Government & private IT & BT professionals (CS, IS, ME, CV, EC, etc) • Lawyers: Government & private • Armed forces (police, military) • Bank & accountants • Manufacturing: Small medium & large scale • Sports: Selected sports • Artist: Actors, models, designers, dancers, singers, art & craft • Tourism • Business people: Trade, hotels, management executives • Govt. & public administration others: Forestry & fishery • Farmers • Students
Sample Unit	Working professionals & students
Sample Size	32*4 = 128
Sample Techniques	Convenient random sample
Instrument	Likert 5-point scale
Type of Questionnaire	Close-ended structured questionnaire
Statistical Tools	One way ANOVA
Sampling Data	Primary & secondary data
Variables Selected	Independent variable: Blood type
	Dependent variable: Motivation process, theories & behaviours

8. RESEARCH MODEL :

Extrinsic Motivational Behaviours: Extrinsic motivational behaviours are tangible in nature. These motivational behaviours are external to the job or task performed by the professionals. Extrinsic motivational behaviours are also called financial rewards/monetary. External motivational behaviours can be in terms of salary/pay, incentives, bonuses, fringe benefits, allowances, health & life insurance, promotions, job security, transpiration facility, medical facility, vacation with pay, meal facility, etc [13] [14].

Intrinsic Motivational Behaviours: Intrinsic motivational behaviours are intangible in nature. These motivational behaviours are psychological motivations. Intrinsic motivational behaviours are also called non-financial rewards/non-monetary. Intrinsic motivational behaviours like appreciation and recognition, meeting new challenges, positive and caring attitude from professionals, a healthy working condition which fosters a professional relationship between supervisors & employees, training & development and job rotation after attaining the goals [14] [15].

The research framework is drawn in Figure 1 & explains a block diagram of blood type & motivational behaviours & Table 2 explains the study variables. (I.V: Independent Variables & D.V: Dependent Variables).

Blood Type: O A B AB	Motivation Type/Behaviours	Extrinsic Motivation Type/ Behaviours
		Intrinsic Motivation Type/Behaviours

Table 2: Study Variables

Independent Variables Blood Type	Dependent Variables Motivation Factors
O A B AB	• Pay/Compensation Benefits Motivation: PCBM • Job Security Motivation: JSM • Team/Social/Interpersonal Motivation: TSIM • Supervisory Motivation: SM • Career/Growth Motivation: CGM • Skill Set and Competency Motivation: SSCM • Welfare and Recreational Facility Motivation: WRFM • Recognition and Reward: RR • Working Condition/Environment Motivation: WCEM • Communication/Company Policy and Administration Motivation: CCPAM • Worker's Participation in Management: WPM • Organization Commitment: OC

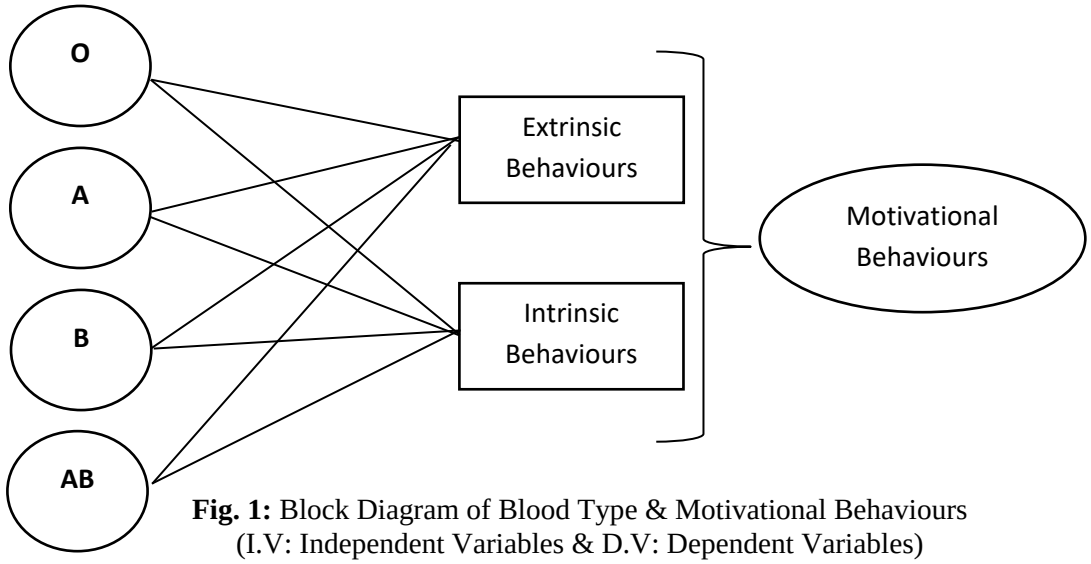

Fig. 1: Block Diagram of Blood Type & Motivational Behaviours
(I.V: Independent Variables & D.V: Dependent Variables)

9. RESULTS & DISCUSSIONS :

Epilogues to Prove Blood Type Stimulate Extrinsic Motivation Type/Behaviour:
Results of one-way ANOVA across blood type & extrinsic motivation type/behaviour (N=32 each blood type) are shown in Table 3 & Figure 2 explaining blood type & extrinsic motivation type/behaviour.

Table 3: Results of One Way ANOVA across Blood Type & Extrinsic Motivation Type/Behaviour (N=32 each Blood Type)

Blood Type		PCBM	JSM
O	Mean	4.41	4.44
	SD	0.84	0.84
	F	2.27	3.01
	Sig	0.14	0.03
A	Mean	4.16	4.03
	SD	0.88	0.74
	F	0.44	15.56
	Sig	0.59	0.01
B	Mean	4.13	4.03
	SD	1.21	0.59
	F	19.04	4.97
	Sig	0.001	0.01
AB	Mean	4.53	4.19
	SD	0.51	0.40
	F	33.47	4.82
	Sig	0.001	0.03

Source: Field Survey and Primary Data of Selected Professionals in the Study Area May 2022
Note: F Critical Value is 2.73 @ 5% Significance Level

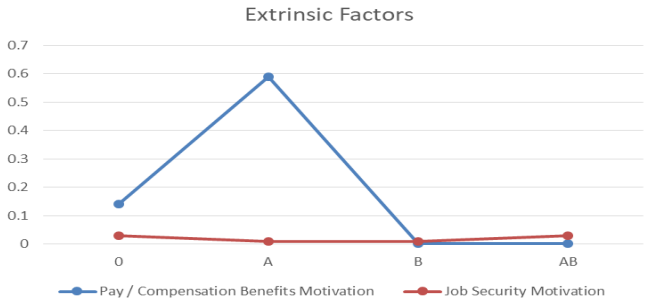

Fig. 2: Blood Type & Extrinsic Motivation Type/Behaviour

O Type Blood Group: With reference to the blood type O the value F 2.27 for the Extrinsic Motivation such as PCBM is less than the critical value & the p-value is greater than the significance level indicating there is no relationship between blood type O & Extrinsic Motivation such as PCBM. Hence H0 is accepted. With reference to the blood type O, the value F 3.01 for Extrinsic Motivation such as JSM is greater than the critical value & the p-value is lesser than the significance level indicating there is a relationship between blood type O & Extrinsic Motivation such as JSM. Hence H0 is rejected & Ha is accepted.

A Type Blood Group: With reference to blood type A the value F 0.44 for the Extrinsic Motivation such as PCBM is less than the critical value & the p-value is greater than the significance level indicating there is no relationship between blood type A & Extrinsic Motivation such as PCBM. Hence H0 is accepted. With reference to blood type A the value F 15.56 for the Extrinsic Motivation such as JSM is greater than the critical value & the p-value is lesser than the significance level indicating there

is a relationship between blood type A and Extrinsic Motivation such as JSM. Hence H0 is rejected & Ha is accepted.

B Type Blood Group: With reference to the blood type B the value F 19.04 for the Extrinsic Motivation such as PCBM is greater than the critical value & the p-value is lesser than the significance level indicating there is a relationship between blood type B & Extrinsic Motivation such as PCBM. Hence H0 is rejected & Ha is accepted. With reference to blood type B, the value F 4.97 for the Extrinsic Motivation such as JSM is greater than the critical value & the p-value is lesser than the significance level indicating there is a relationship between blood type B & Extrinsic Motivation such as JSM. Hence H0 is rejected & Ha is accepted.

AB Type Blood Group: With reference to the blood type AB the value F 33.47 for the Extrinsic Motivation such as PCBM is greater than the critical value & the p-value is lesser than the significance level indicating there is a relationship between blood type AB & Extrinsic Motivation such as PCBM. Hence H0 is rejected & Ha is accepted. With reference to the blood type AB the value F 33.47 for Extrinsic Motivation such as JSM is greater than the critical value & the p-value is lesser than the significance level indicating there is a relationship between blood type AB & Extrinsic Motivation such as JSM. Hence H0 is rejected & Ha is accepted.

Note** PCBM: (B & AB High), JSM: (O & AB similar & A & B similar)

Epilogues to Prove Blood Type Stimulate Intrinsic Motivation Type/Behaviour

Results of one-way ANOVA across blood type & intrinsic motivation type/behaviour (N=32 each blood type) are shown in Table 4 & Figure 3 explains blood type & intrinsic motivation type/behaviour.

Table 4: Results of One Way ANOVA across Blood Type & Intrinsic Motivation Type/Behaviour (N=32 for each Blood Type)

Blood Type		TSIM	SM	CGM	SSCM	WRFM	RRM	WCEM	CCPAM	WPM	OC
O	Mean	4.22	4.16	4.44	4.47	3.97	4.19	4.50	4.41	4.25	4.34
	SD	0.75	0.88	0.62	0.51	0.78	0.86	0.57	0.56	0.76	0.48
	F	1.41	2.02	1.57	1.09	1.28	1.55	3.84	0.09	1.53	1.21
	Sig	0.24	0.16	0.91	0.31	0.26	0.22	0.04	0.75	0.93	0.27
A	Mean	3.53	4.41	4.19	4.06	4.38	4.34	3.97	4.25	4.16	3.84
	SD	1.16	1.01	0.82	0.76	0.61	0.48	0.82	0.72	0.77	0.57
	F	0.18	0.06	3.5	1.78	6.49	1.32	1.46	1.87	9.47	11.68
	Sig	0.67	0.98	0.04	0.19	0.01	0.26	0.88	0.18	0.03	0.02
B	Mean	4.22	4.69	4.47	4.22	4.38	4.56	4.22	4.22	4.25	3.84
	SD	0.71	0.47	0.51	0.55	0.61	0.62	0.66	0.87	0.72	0.51
	F	1.97	0.45	1.37	2.31	0.51	1.64	0.22	1.01	0.21	1.15
	Sig	0.15	0.64	0.26	0.11	0.61	0.21	0.82	0.37	0.81	0.32
AB	Mean	4.31	4.63	4.63	3.63	4.47	4.63	4.56	4.19	4.47	4.28
	SD	0.14	0.49	0.49	0.49	0.51	0.49	0.22	0.40	0.51	0.46
	F	1.28	1.55	3.84	0.09	33.75	0.17	0.59	4.82	33.75	9.21
	Sig	0.26	0.22	0.04	0.75	0.001	0.68	0.44	0.03	0.001	0.005

Source: Field Survey and Primary Data of Selected Professionals in the Study Area May 2022
Note: F Critical Value is 2.73 @ 5% Significance Level

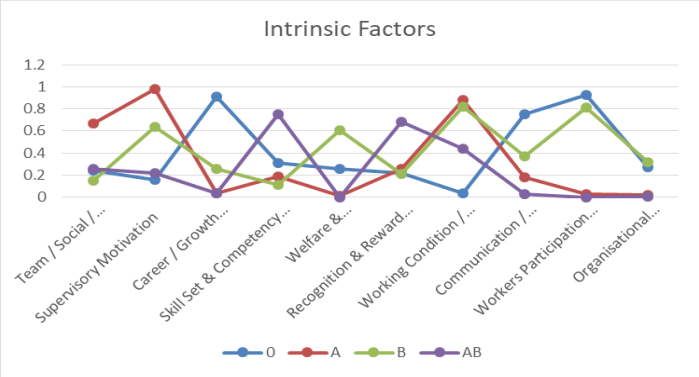

Fig. 3: Blood Type & Intrinsic Motivation Type/Behaviour

O Type Blood Group: With reference to the blood type O, the values F 1.41, 2.02, 1.57, 1.09, 1.28, 1.55, 0.09, 1.53 & 1.21 for the Intrinsic Motivation such as TSIM, SM, CGM, SSCM, WRFM, RRM, CCPAM, WPM & OC is less than critical value & the p-value is greater than significance level indicating there is no relationship between blood type O & Intrinsic Motivation such as TSIM, SM, CGM, SSCM, WRFM, RRM, CCPAM, WPM & OC. Hence H0 is accepted. But with reference to the blood type O, the value F 3.84 for Intrinsic Motivation such as WCEM is greater than the critical value & the p-value is lesser than the significance level indicating there is a relationship between blood type O & Intrinsic Motivation such as WCEM. Hence H0 is rejected & Ha is accepted.

A Type Blood Group: With reference to blood type A, the value F 0.18, 0.06, 1.78, 1.32, 1.46 & 1.87 for the Intrinsic Motivation such as TSIM, SM, SSCM, RRM, WCEM & CCPAM is less than critical value & the p-value is greater than significance level indicating there is no relationship between blood type A & Intrinsic Motivation such as TSIM, SM, SSCM, RRM, WCEM & CCPAM. Hence H0 is accepted. But with reference to blood type A, the value F 3.5, 6.49, 9.47 & 11.68 for Intrinsic Motivation such as CGM, WRFM, WPM & OC is greater than the critical value & the p-value is lesser than the significance level indicating there is a relationship between blood type A & Intrinsic Motivation such as CGM, WRFM, WPM & OC. Hence H0 is rejected & Ha is accepted.

B Type Blood Group: With reference to the blood type B, the value F 1.97, 0.45, 1.37, 2.31, 0.51, 1.64, 0.22, 1.01, 0.21 & 1.15 for the Intrinsic Motivation such as TSIM, SM, CGM, SSCM, WRFM, RRM, WCEM, CCPAM, WPM & OC is less than critical value & the p-value is greater than significance level indicating there is no relationship between blood type B & Intrinsic Motivation such as TSIM, SM, CGM, SSCM, WRFM, RRM, WCEM, CCPAM, WPM & OC. Hence H0 is accepted.

AB Type Blood Group: With reference to the blood type AB, the value F 1.28, 1.55, 0.09, 0.17 & 0.59 for Extrinsic Motivation such as TSIM, SM, SSCM, RRM & WCEM is less than the critical value & the p-value is greater than significance level indicating there is no relationship between blood type AB & Extrinsic Motivation such as TSIM, SM, SSCM, RRM & WCEM. Hence H0 is accepted. But with reference to the blood type AB, the value F 3.84, 33.75, 4.82, 33.75 & 9.21 for the Extrinsic Motivation such as CGM, WRFM, CCPAM, WPM & OC is greater than the critical value & the p-value is lesser than significance level indicating there is a relationship between blood type AB & Extrinsic Motivation such as CGM, WRFM, CCPAM, WPM & OC. Hence H0 is rejected & Ha is accepted. (WRFM & WPM High)**.**

Epilogues to Prove which is the best blood type motivation

Considering the overall results: AB blood type group shows higher relationships with considered factors of the defined variables: Extrinsic & Intrinsic. Hence AB blood type group considered as the best blood type. A blood type group as a second best blood type motivation. B blood type group as a third best blood type motivation. O blood type group as a fourth best blood type motivation.

9. ANALYSIS/IMPLICATIONS & SUGGESTIONS :

The present study made an attempt which blood type stimulates which motivation type/behaviour & find which is the best blood type motivation. The study is based on primary evidence. With these two epilogues proven we can say that there is a stimulation of different blood types on motivation type/behaviour & the best blood type motivation. The challenge of blood type stimulates motivation type/behaviour is not peculiar to any place or profession; hence the problem is more accentuated. Many industrialist have understood the importance of overwhelming the challenges of Human Resources and other problems related to them, hence the motivation type/behaviour need to be tackled with the weapon of trend and addressing motivational techniques and it is beyond monetary terms for which the blood type stimulates motivation type/behaviour.

10. CONCLUSION :

The comprehensive picture is analyzed with the various blood types that associates with the considerable motivation factors and various functions associated to come up with the behavioural aspect of individuals. This study has helped to understand the desire to get good extrinsic, or is it a competitive drive intrinsic? Motivation can be intrinsic or extrinsic (or perhaps both).

Many of the earlier researchers have significantly struggled in understanding which blood type stimulates which motivation type/behaviour, wherein it is observed there 2 major types of motivation factors: extrinsic and intrinsic. Extrinsic motivational behaviours are tangible in nature. These motivational behaviours are external to the job or task performed by the professionals. Extrinsic motivational behaviours are also called financial rewards/monetary. External motivational behaviours can be in terms of Pay/Compensation Benefits Motivation & Job Security Motivation. Intrinsic motivational behaviours are intangible in nature. These motivational behaviours are psychological motivations. Intrinsic motivational behaviours are also called non-financial rewards/non-monetary. Intrinsic motivational behaviours like Team/Social/Interpersonal Motivation, Supervisory Motivation, Career/Growth Motivation, Skill Set and Competency Motivation, Welfare and Recreational Facility Motivation, Recognition and Reward, Working Condition/Environment Motivation, Communication/Company Policy and Administration Motivation, Worker's Participation in Management & Organization Commitment.

Extrinsic motivation is the desire to do or achieve something, not for the enjoyment of the thing itself, but because doing so leads to a certain result. Intrinsic motivation is the desire to do or achieve something because one truly wants to and takes pleasure or sees value in doing so. With reference to the concept many of them have tried to analyze the significance between true motivation and "engagement," and not many of them find no division between the two factors and also in understanding the defined spectrum. Further, theories are proving that there can be an influence of both the intrinsic and extrinsic factors on the motivational behaviour of individuals. There is certain evidence, wherein, many of the programs proved that understanding the categories influencing motivational behaviour is not so easy and also it is not much impossible and these factors significantly influence the motivational behaviour of an individual. The considerable motivation factors and various functions are associated to come up with the behavioural aspect of individuals. This study has helped to understand the desire to get good extrinsic, or is it a competitive drive intrinsic? Motivation can be intrinsic or extrinsic (or perhaps both).

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