



## **An Impact of Motivational Factors to Enhance Human Productivity: A Case study of Private Healthcare Institution of Karachi**

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### **Abstract**

*Worker motivation is a crucial factor for an organization's success, as it affects productivity and helps achieve its vision and objectives. Supervisors at specialized medical care institutions in Karachi face a challenge in achieving ideal motivation for their staff, which would significantly improve hierarchical execution. This study aims to understand the components that impact representative motivation and how it influences worker performance in these institutions.*

*The research used an expressive exploration approach, with workers from Karachi's specialized medical care institutions as the focus. A Non-likelihood judgment analysis was used, and data was collected through Google structures and analyzed using SPSS software. Inferential measurements were used to assess the information. Results showed that worker motivation and the viability of data trade, as well as the nature of the workplace, had the most strong connection for external components, while representative motivation and occupation impact by partners had the least. The relationship between decency of treatment at work and worker motivation was the most strong, while the relationship between input on presentation and strengthening and representative independence and worker motivation was the most precarious. In conclusion, the study reveals significant strengths in the relationship between dependent and autonomous components, the significant impact of external and internal variables on worker motivation, and a basic impact of worker motivation on worker performance.*

**Keywords:** *Worker Impetus, worker execution, External Components, Internal Components*



## Introduction

Every company wants to thrive in a competitive environment. To solve problems, industries should build strong connections with their staff, guiding them towards task completion and ensuring job satisfaction (Fisher, 2012).

To achieve their goals, organizations develop strategies to compete in highly competitive markets and improve their performance. Few organizations recognize their human resources as their most valuable asset. They can either contribute to success or, if not properly managed, lead to organizational breakdown and high staff turnover. (Fisher, 2012)

Businesses must motivate and ensure job satisfaction among their employees. Creating conditions and systems that boost job satisfaction and motivate employees requires both financial investments. When a company realizes the importance of its workforce, investing in employee related policies becomes immediately justified. The association's success depends on employee satisfaction, motivation, and goal achievement (Ran, 2009).

According to Elliot and Zahn (2008), they described it as "power and way of lead." The combination of these three factors can be described as "the duration and resilience of an individual's efforts." Inspiration can help predict and clarify how someone behaves in relation to their work execution.

"Impetus" is defined as the factors that drive one's behavior.(Guay, 2010) Internal impetus is the term used to describe the drive that comes from a person's own interest, pleasure, or delight. using spontaneous fulfillments Internal drive fuels and maintains efficient actions. People often engage in activities like play, exploration, and seeking challenges for personal benefit. Scientists balance innate and external inspiration, including support opportunities. (Irons, 2008). Instructors believe that internal motivation is better than external motivation for learning outcomes (Irons, 2008). Human capital is more valuable than financial resources in terms of providing a competitive advantage to a business. Factors such as worker motivation, performance evaluations, job satisfaction, professional growth, and other elements often impact an employee's behavior. This study focuses solely on employee motivation, as it has been shown to have a significant impact on organizational behavior. While impetus is important in evaluating an employee's behavior, the tools provided for their work are also essential. Different motives can lead to excellent work behavior. For example, two individuals can achieve success in their work for different reasons. One salesman may prioritize sales commissions, while the other may prioritize sales goals. This creates a slight difference in the subject matter as individuals and organizations have varying desires to improve behavior. (Daft, 2009)



### **Problem Statement**

Worker motivation is a crucial factor for a company's success, as it can significantly improve its effectiveness and help achieve its goals. However, previous studies on worker motivation have primarily focused on the variables that impact it, with little exploration on its impact on execution. Research on worker motivation has been largely focused on western partnerships, with few studies focusing on inspiration in African organizations or Kenya. This gap needs to be filled with comprehensive exploration, as individuals cannot be driven by similar factors across different areas and societies. The ability to expand worker commitment is a significant challenge for directors in highly specialized medical care institutions in Karachi. Many leaders have tried to motivate their team using international strategies, but the review was not immediately relevant to their own specialists. The goal is to fill the information gap and improve hierarchical execution in these organizations.

### **Research Intention**

To understand what components, affect worker impetus and the way it sways worker conduct in Karachi's highly specialized medical care is the goal of the research.

### **Research Questions / Hypothesis**

Following examination questions filled in as the course for this examination.

**H<sub>0</sub>:** The internal and external components impact worker impetus positively in highly specialized medical care in Karachi.

**H<sub>1</sub>:** Worker impetus impacts worker conduct positively in highly specialized medical care in Karachi

### **Literature Review**

Worker impetus is influenced by both external and internal factors. External factors include financial pay, ancillary aids, working environment, and job security. Employees' enjoyment comes from the benefits of their work, such as money, which is crucial for meeting needs. Rewards play a significant role in motivating workers, as they can attract new employees, retain them, and motivate them to work harder (Smith, 2020).

Leadership plays a crucial role in persuading individuals to ethically act, as it helps build trust and support. Job intensification may lead to higher worker impetus, lower attrition, increased productivity, and fewer absenteeism. However, it may also result in worker discontent if



expectations are not met, leading to increased demands for more salary or other forms of remuneration. (Yazdani, 2011)

Mani, V. (2010) studies that the availability of relevant information and communication can increase worker motivation. Administrators can provide employees with access to relevant data and make it accessible to them, fostering better departmental communication, participation, and coordinated effort. This can help build trust among subordinates and improve overall performance.

Workplace setting also affects worker motivation. A positive work environment is essential for a worker's psychological and physical wellbeing. Working conditions should include timetables, resources, temperature, ventilation, noise, cleanliness, and illumination.

Unfortunate working conditions can lead to underperformance, as professionals need mental and physical well-being. (Alwi et al., 2015)

Managerial relationships are also important for employee motivation. Strong supervisor-worker relationships involve helping with business-related concerns, understanding professional challenges, open dialogue, and regular assessments. By participating in decisions that influence employees, businesses can help their employees feel valued and connected to their work. Occupations that reward employees with respect and appreciation motivate workers, which is a simple condition to address with criticism (B., H. A. 2011).

The concept of "magnificent management" is crucial for businesses to understand and address the needs of their employees. This can be achieved through various methods, such as surveys, interviews, and evaluations. A professional driving force analysis helps managers make informed decisions about employee satisfaction and motivation (Sehar & Alwi 2019).

Westover, L. (2010) studied that promotion opportunities are a key factor in influencing professional motivation. Employees desire advancement in their roles, which can be both promising and less promising. Companies that provide employees with the resources they need for growth, such as offices, skills, and recognition, can lead to increased job satisfaction and happiness.

Work groups also play a significant role in fostering motivation among workers. They facilitate communication among group members, which can help reduce conflicts and promote a sense of self-worth. The nature of the job also plays a role in influencing professional motivation. A skilled professional's driving force increases when their work is



valued, and they can handle the complexity of their tasks by applying their skills, knowledge, and expertise (Zaman, Alwi & Shaiq 2019).

Internal factors influencing worker motivation include an individual's drive to perform well to satisfy their internal needs. This motivation can be driven by mental rewards, such as recognition or recognition, rather than external factors like food, cash, or recognition.

Increased job satisfaction and motivation can be attributed to rewards and recognition. In Pakistan, a study found a significant correlation between employee motivation and job satisfaction, with recognition having a positive correlation coefficient of 0.25. A lack of adequate recognition and compensation can negatively affect worker motivation and job happiness. To improve employee satisfaction and motivation, organizations should develop plans for distributing rewards and recognition (Mudor & Tooksoon 2011).

The concept of skill variety is crucial for a job to be fulfilling and contributes to a sense of attachment and belonging within the business. However, multitasking should not be confused with skill variety. Trust is an individual's perception of others and their decision-making based on their conduct, communication, and decisions. It is essential for a business to grow and prosper, and it affects connections both inside and outside the business. (Alwi & Zaman 2022)

Fairness of treatment is another important aspect of organizational behavior. People evaluate the ratio of their contribution to the resultant economic or social reward and compare it to that of reference others. Overcompensation or under compensation are seen as unfair, and people attempt to lessen the injustice by altering their input or output. However, equity theory does not make concrete predictions about how individuals will respond to unfairness, leading to the focus on procedural justice in organizational justice research (Annamalai, 2010).

Work life balance is becoming increasingly important as the workforce expands. Workers seek work and home life balance, and managers must make work meaningful for their staff to motivate them and demonstrate a favorable response to the organization. (Malik, Alwi, & Shamshir, 2020)

Obligation can advance driving force and occupation fulfillment through expanded liability and power sharing. Specialist commitment can empower individuals to impact significant administrative decisions that affect different workers, further developing behavior and occupation fulfillment. The two-factor hypothesis of Herzberg suggests that internal work



components like specialist responsibility and expertise advancement might support work satisfaction, as acknowledgment and relational communications have suggestions for individuals' personalities (Lunenburg, 2008)

Worker empowerment and empowerment are crucial for organizational growth and employee motivation. Empowered workers are more motivated, leading to ongoing development and better resolution of customer complaints. This results in increased productivity, self-efficacy, and drive to start and complete activities. Managers should consider their staff when making decisions and promote professional development and empowerment. (Zaman, Alwi & Shaiq 2019).

Participatory navigation is a process for organizing individual power and independence in the structure of group responsibility and system-wide control. This approach leads to superior efficiency, viability, and development, as well as higher levels of professional fulfillment, driving force, and confidence in the organization. John Baldoni emphasizes that affirmation and strengthening boost workers to perform more and give them organization and the ability to act. (Whittaker, 2008)

Worker motivation and non-attendance are related, with high stimulus leading to low non-attendance and unfortunate catalyst leading to high truancy. Non-appearance is seen as a significant and unavoidable issue in the working environment, and it is not based on nationality, orientation, or religion. Managers have the right to request reliable direct from their staff, and non-attendance can cost companies a significant amount of change but can also be effectively managed by setting aside money. (Elliot & Zahn,2008)

Cooper, D. R. (2011) studies about worker productivity and impetus are not always correlated, but they can lead to higher production. There are two theories: different degrees of impetus do not always translate into varied levels of productivity in the workplace, and even when correlations do occur, the links might be made up because both components might be related to other things. Job satisfaction and productivity may generally travel independent trajectories, with job satisfaction influenced by different criteria than productivity.

High productivity results in more drive, as workers must believe that both internal and external benefits are based on their conduct. The equitable distribution of external benefits, such as money, is the second prerequisite. An organization gets more effective when it finds innovative ways to create its output with fewer resources, increasing productivity for long-



term success in a company environment. By improving efficiency, managers can decrease expenses, conserve limited resources, and boost profits. (Annamalai, 2010)

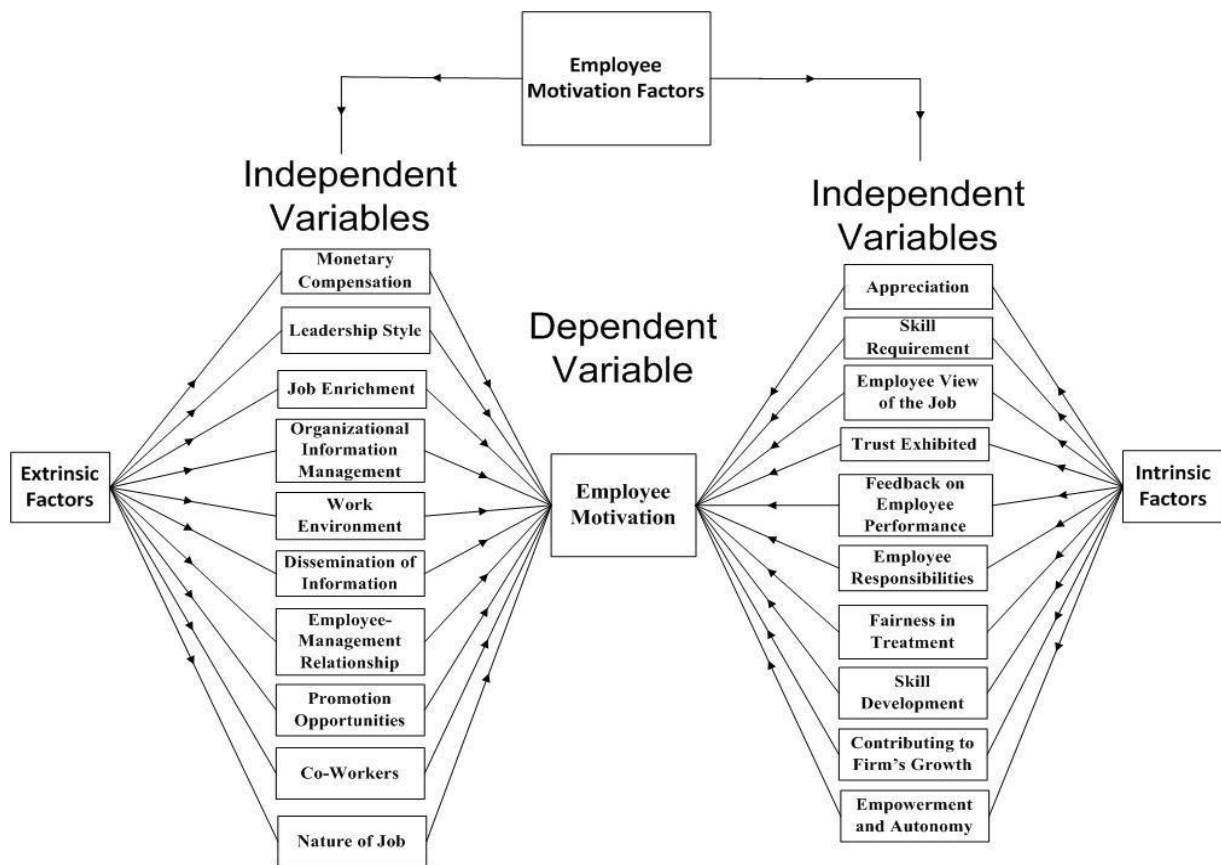
Worker attrition and worker impetus are related, with high staff attrition worrying employers because it interferes with daily operations, lowers morale among those who remain, and raises the cost of finding and training replacements. Companies make efforts to keep staff members engaged in their work to lower attrition. ( Mudor, & Tooksoon. 2011)

Worker impetus and job pressure are also related, with job pressure being the response of the human body to an aspect of one's job that endangers their homeostasis. High levels of stress due to lack of motivation can lead to increased health issues, such as coronary disease, ulcers, and lower back pain.

### Theoretical Context:

Figure 1

*Thoretical Framework*





## Research Methodology

### Research Design and Settings

An illustrative exploration configuration was utilized to complete the examination. Instances of exploration configuration incorporate how much the examination question has been explained, the technique for information assortment, the specialist's ability to deliver outcomes in the factors under study, the point of the review being directed, the time part, the review's concentration, and the exploration climate. In an unmistakable report, information is accumulated to address requests with respect to the circumstance of a subject or examination issue at that point. The exact exploration methodology that was utilized in this study is the thing the review is attempting to classify. This study utilizes a spellbinding examination philosophy to investigate the components that influence specialist driving force and what catalyst means for laborer direct working.

### Population and Sampling Design

#### Population Defined:

The total gathering of parts that one might want to inspect or reach determinations from is alluded to as the review populace. The member or thing that is being estimated, notwithstanding, is alluded to as the populace. It is the review unit. (Cooper, 2001) A sum of 211 members for example the laborers from various exceptionally concentrated clinical considerations (Middle and high level personals) were held inside in this review.

#### Inclusion Criteria:

Establishing inclusion and exclusion criteria for study participants is a typical, crucial step in developing high-quality research processes. Inclusion criteria are the significant characteristics of the target population that the researchers will use to address their study topic. (SB Hulley, 2007) Common inclusion criteria include regional, clinical, and demographic considerations. The inclusion criteria for this study include healthcare professionals from various organizational departments of various top highly specialized medical care in Karachi, including physicians, dentists, pharmacists, nurses, and other allied health professionals.

#### Exclusion Criteria

Potential research respondents who fulfilled the inclusion requirements but possess additional features that undermine the efficacy of the study or increase the chances of an undesirable result





are subject to exclusion criteria. Workers in non-clinical, nonmanagerial, (below officer level), positions are excluded from this study.

### **Sampling Technique**

Inspecting is the technique used to pick a piece of a populace and make decisions about the full populace. (Cooper, 2001) The nature of a review is much of the time preferable with inspecting over with a registration. Better talking (testing), a more exhaustive investigation of any absent, incorrect, or dubious data, better observing, and better handling are undeniably made conceivable by inspecting rather than complete inclusion. This study utilized a non-likelihood judgmental inspecting procedure. This study's example was picked without utilizing likelihood. Members who are in the room will give the information.

### **Sample Size estimation**

This is the number of elements selected from a particular population. The sample size is determined by the variability of the population parameters being investigated as well as the estimation precision requirements of the researcher. Some of the principles that affect sample size include the need for a larger sample to provide estimation precision, the need for a larger sample to achieve the desired level of estimation precision, the need for a larger sample to achieve a narrower interval range, the need for a larger sample to achieve a higher level of estimation confidence, and so on. Assuming that p is 50% with a 95% level of confidence and an error of 10 in the worst case. Therefore, 211 replies would make up the anticipated sample size.

## **Results And Findings**

### **Percentage of Rejoinder**

Koltler (1997) defined the rate of response as the proportion of participants in the finalized figures, calculated by dividing the total number of participants, including those who declined or were unavailable, by the number of respondents. A sample of 211 participants was chosen, all completing and returning the survey.

### **General Demographics**

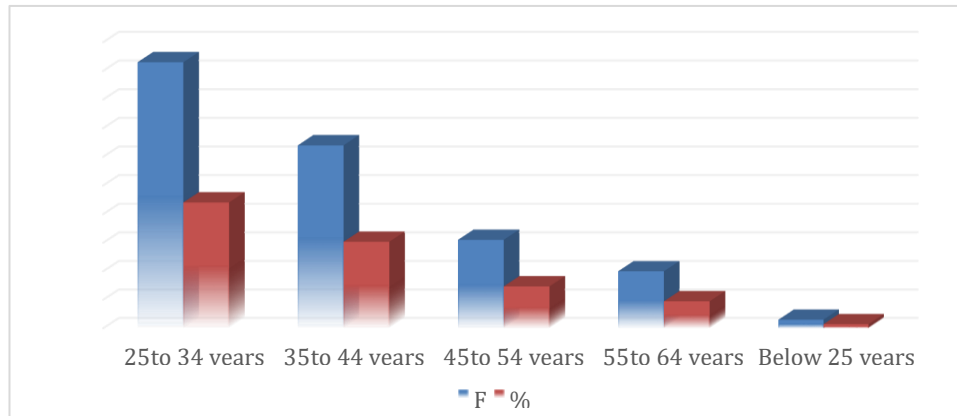
In part I of the questionnaire, the author questioned the participants about a few fundamental facts to lay the groundwork in the study. The following are the instances of general outcomes interpretations.

### **Participant's distribution on the grounds of Age Group**

Figure 1 shows that 44% of participants identified as between 25 and 34, 15% as between 45 and 54, 30% as between 45 and 54, and 9% as between 55 and 64. The remaining participants were under 25.



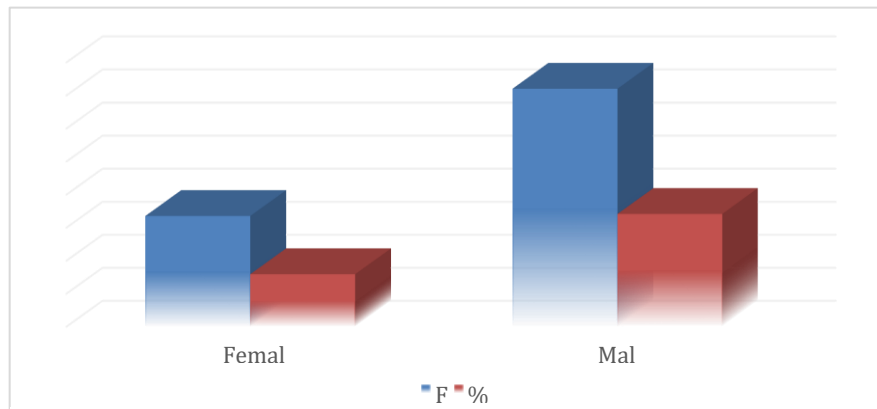
Figure 2  
Age group Distribution



### Participant's distribution as per Gender:

Participants were inquired to specify their gender by the researcher. Figure two illustrates the discovered outcomes. One hundred and forty four people (68%) who responded said they were men. The remaining participants, or 67 (32%), identified themselves as women.

Figure 3  
Gender

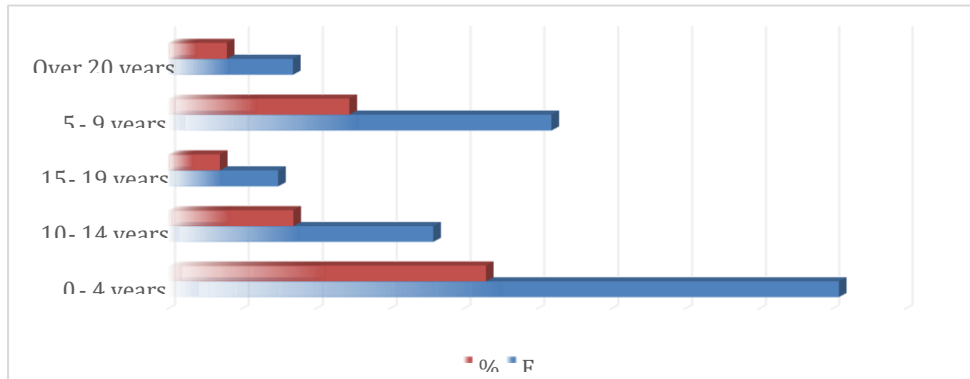


### Participant's distribution as per Experience:

Figure 3 shows participants' experience classifications, with 42 having 0-4 years, 25 percent having 5-10 years, 36% having ten-14 years, 7 percent having 15-19 years, and 17% having more than 20 years.



Figure 4  
*Experience distribution*

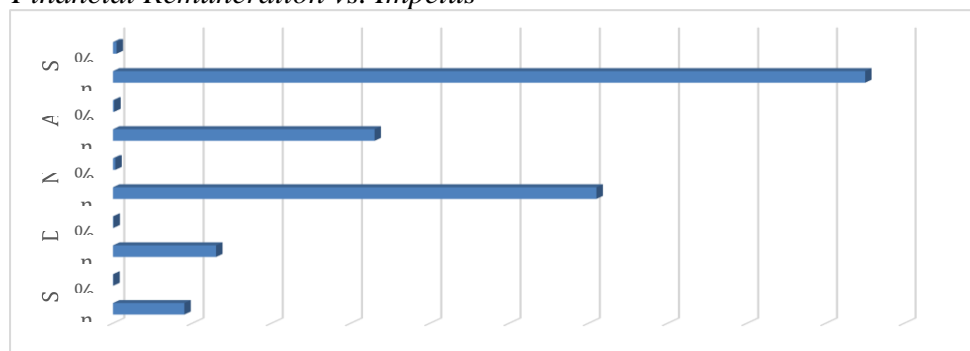


**External Components Vs. Worker Impetus:**

**Financial Remuneration/ Vs. Impetus:**

The study found that a majority of members disagreed with the idea that financial incentives or pay structures impacted a representative's motivation levels. Nine members (4.3%) and thirteen members (62%) disagreed, while 28.9% agreed. The remaining members (33%) and 95%) agreed that financial incentives or a remuneration structure significantly impacted a representative's motivation. The results highlight the complex relationship between financial incentives and motivation in the workplace.

Figure 5  
*Financial Remuneration vs. Impetus*

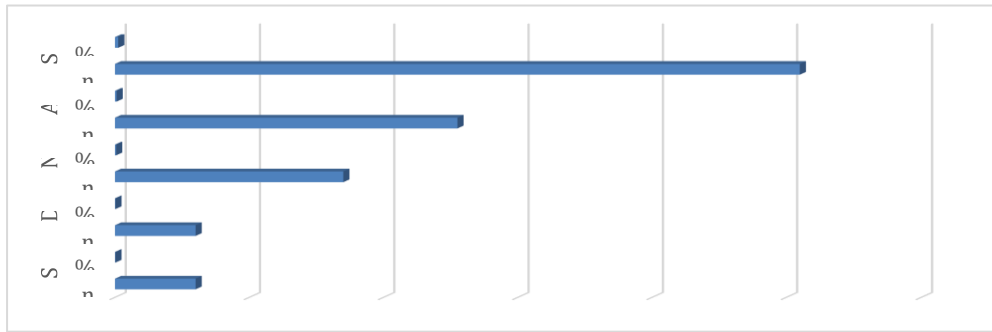


**Ways of Headship vs. Impetus**

The study found that 12.7% of members disagreed with the statement that an association's initiative style significantly affects representative inspiration, while 24.2% and 48.3% of members agreed that the organization's authority style influences the degree of representative inspiration.



Figure 6  
 Leadership Styles

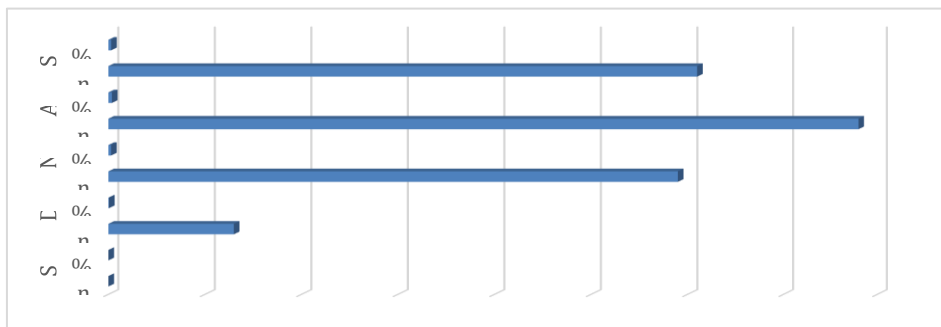


**Organizational Information Management Vs. Impetus**

Figure 7 shows members' opinions on the impact of association data on inspiration. 6.2% agreed, while 28%) disagreed. However, 78% and 29% agreed that executives' data influenced representatives' inspiration. No member disagreed.

Figure 7

**Organizational data & Information**

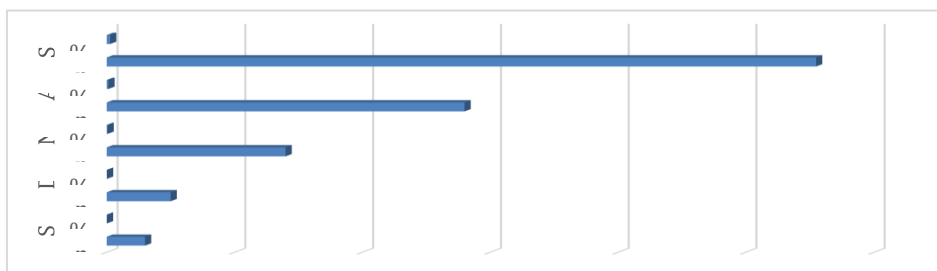


**Position of Work Atmosphere Vs. Impetus:**

Figure 9 shows members' reactions to the impact of work environment climate on inspiration. Six (2%) and ten (4.7%) disagreed, while 13.3% were neither in agreement nor conflict. Meanwhile, 56 (25.6%) and 111 (50.6%) agreed that the working environment climate significantly affects inspiration.

Figure 9

**Status of the Work Environment**



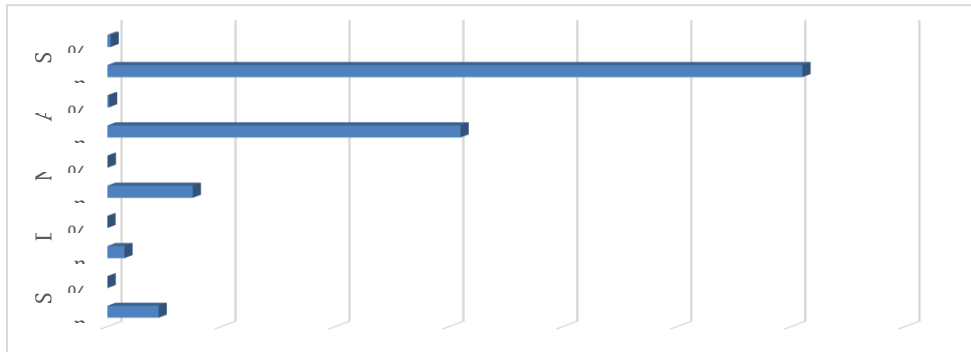


**Relationship among worker and administrators Vs. Impetus:**

Members' responses to the question of whether cooperation between staff and the board affects inspiration are shown in Figure 10. However, 9 members dismissed the idea that the dynamic among representatives and directors impacted inspiration. The connection between staff and executives was found to affect inspiration by 62 members and 122 members.

Figure 10

*Relationship between representative and chiefs*

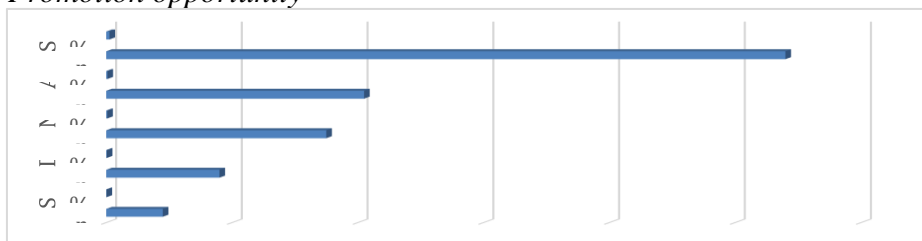


**Open doors to promotion Vs. Impetus:**

Figure 11 reveals members' reactions to the impact of headway open doors on their motivation as representatives. 4.3% and 8.5% disagreed, with 108 members (51.2%) and 122 members (57.8%) referring to the accessibility of professional open doors as a factor influencing their decision to stay or leave the organization.

Figure 11

*Promotion opportunity*

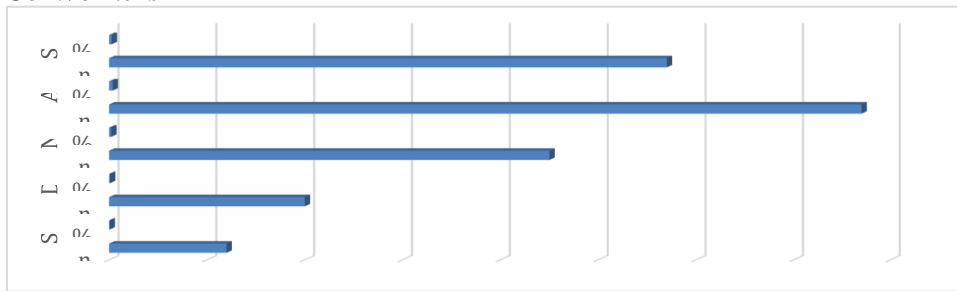


**Co-leagues Vs. Impetus**

Figure 12 reveals members' opinions on whether their level of occupation inspiration is influenced by collaborators. 21.3% of members are undecided, while 77.5% and 57% agree that colleagues impact their level of inspiration, respectively. The remaining members are divided into those who disagree or strongly agree with this view.



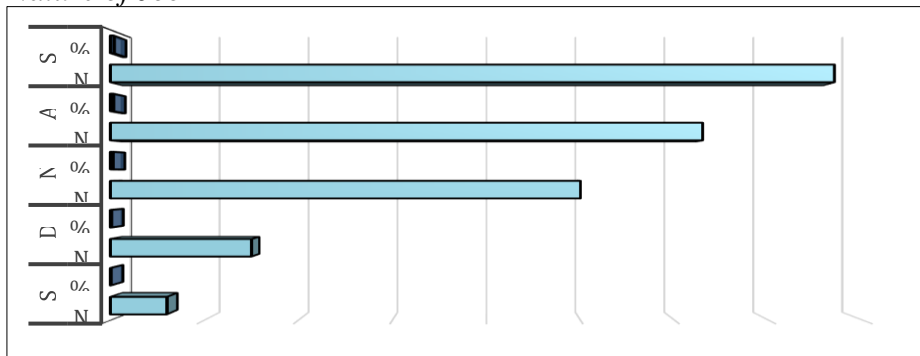
Figure 12  
*Co-Workers*



### Nature of Job vs. Impetus

The study surveyed members about their perception of the impact of their work on their representatives' inspiration. Results showed that 20.7 percent of members were conflicted, with 6 and 7 percent disagreeing. Most members (29.9%) agreed that their work significantly affects their representatives' inspiration, while 20.9 percent and 20.7 percent disagreed. The results suggest that the types of work they do can significantly influence their representatives' motivation.

Figure 13  
*Nature of Job*



### Worker Impetus vs. Worker Conduct.

#### Worker impetus sways Worker Efficiency:

When participants were asked if they believed that worker impetus had an impact on worker profitability, the findings are shown in Table 1. Worker impetus was cited as a factor in worker profitability by 3.3% of participants (n = 7), 9.0% (n = 19), and 3.3% of participants (n = 19), respectively. Worker impetus has a direct impact on worker profitability, according to 10% of participants (n = 44). Worker impetus had an effect on worker profitability, according to the remaining thirty four percent (n = 72) and 32.7% (n = 69), respectively.



Table 1

Worker Efficiency

Levels of Agreement	f	f%
SD	07	3.3 %
D	19	9.0 %
N	44	20.9%
A	72	34.1%
SA	69	32.7%
$\Sigma$	211	100.0%

**Worker impetus sways Worker Attrition:**

At a point when members inquired as to whether they accepted that worker inspiration affected representative benefit, the discoveries are displayed in Table 1. Worker inspiration was referred to as a consider representative benefit by 3.3% of members (n = 7), 9.0% (n = 19), and 3.3% of members (n = 19), separately. Representative inspiration straightforwardly affects worker benefit, as indicated by 10% of members (n = 44). Representative inspiration meaningfully affected worker benefit, as per the leftover 34.1% (n = 72) and 32.7% (n = 69), individually.

Table 2

Worker stress

Levels of Agreement	f	f%
SD	03	1.4 %
D	25	11.8 %
N	65	30.8 %
A	51	24.2 %
SA	67	31.8 %
$\Sigma$	211	100.0 %

**Expertise Attainment degrees sway Worker Impetus:**

The discoveries from the overview question on whether a worker's advancement of new abilities was connected with their level of inspiration are displayed in Figure 26. As per 83 members (39.3%) and 66 people (31.3%), individually, workers' inspiration levels were at fault for their capacity to acquire new abilities. 53 members (25.1%) couldn't recognize whether they concurred or differ that a worker's inspiration levels had a say in their capacity to master new abilities. As per 6 (2.8%) and 3 (1.4%) of people, new ability improvement by a representative was not connected with inspiration levels, separately.



**Correlation Analysis and Results:**

**Correlation: External Components & Worker Impetus:**

Following chart shows that extraneous elements and worker inspiration are connected. The viability of data and worker inspiration showed the most noteworthy affiliation (  $r = 0.689$  ;  $p < 0.01$  ), following work atmosphere (  $r = 0.583$  ;  $p < 0.01$  ), & impact of colleagues is the most un-extraneous component (  $r = 0.375$ ;  $p > 0.05$  )

Table 3  
 External Components & Worker Impetus

External Components	1	2	3	4	5	6	7	8	9	10
Worker Impetus	1									
Financial remuneration	.546	1								
The style of leadership	.538	.569	1							
Job enrichment	.556	.501	.410	1						
Effectiveness of information	.689	.580	.594	.689	1					
Quality of working environment	.583	.549	.503	.330	.417	1				
Worker and management relationship	.565	.556	.624	.514	.530	.643	1			
Promotion opportunities existence	.570	.566	.373	.575	.546	.548	.597	1		
Influence by co-workers	.375	.363	.283	.312	.302	.255	.198	.216	1	
Job's Nature	.489	.298	.537	.307	.436	.526	.568	.354	.262	1

Table 4  
 Correlation: Internal Components and Worker Impetus:

Internal Components	1	2	3	4	5	6	7	8	9	10	11
Worker Impetus	1										
Acknowledgement and obligation	.495	1									
Expertise diversity	.523	.515	1								
Work meaningfulness	.533	.492	.557	1							
Trust	.556	.536	.414	.495	1						
Feedback	.622	.319	.476	.592	.678	1					
Worker Responsibilities	.530	.476	.499	.380	.468	.394	1				





Fairness of treatment at the workplace	.461	.487	.552	.365	.310	.216	.394	1			
Contributing to Firm's Growth	.513	.667	.665	.667	.523	.406	.558	.474	.636	1	
Empowerment and worker autonomy	.588	.600	.452	.466	.546	.451	.559	.354	.567	.611	1

Connection between natural components and representative inspiration is found in the table beneath. Representative inspiration and execution input had the most grounded affiliation (  $r = 0.622$ ;  $p < 0.01$  ), following strengthening & representative independence (  $r = 0.588$  ;  $p < 0.01$  ), while decency of treatment at work had the least relationship (  $r = 0.461$ ;  $p > 0.01$  ).

### Correlation: Worker Conduct and Worker Impetus:

Conduct and internal worker impetus components were more closely correlated with each other ( $r = 0.740$ ;  $p < 0.01$ ) than with External impetus components (  $r = 0.756$ ;  $p < 0.01$  ).

Table 5  
Worker Conduct and Worker Impetus

Variables	1	2	3
1 Worker Impetus	1		
2 External	.756	1	
3 Internal	.740	.785	1

## Result Discussion, Conclusion, and Recommendation

### Results Discussion

The review aimed to identify factors affecting labor force in highly concentrated clinical care facilities in Karachi. The sample consisted of 211 workers from different divisions, and the data was analyzed using SPSS software. The main external factors affecting staff force were the laborer administrator relationship, the workplace, advancement potential open doors, and initiative style. The most significant internal factors affecting staff force were the association's deep respect of its workers, reasonableness in treatment, specialist strengthening, and the specialist's feeling of expertise advancement. The most significant internal factors influencing staff force were the need for expertise. The study found that specialist motivation, non-attendance, expertise procurement, and reduction had the most significant impact on labor force. The relationship between external factors and internal factors was strongest between direct criticism and strength, specialist independence, and



labor force, while the relationship between working environment reasonableness and stimulus was weak.

### **Conclusions:**

The concept of specialist driving force is influenced by various factors, including external and internal factors. External factors, such as commitment from outside the organization, are heavily influenced by authoritative administration. Internal factors, such as employees' perceptions of their roles and their evaluations of their roles, also impact the level of specialist driving force. Impetus on worker conduct is also influenced by staff driving force. Understanding these factors can help executives focus on factors that impact specialist driving force, which directly impacts program achievement and productivity. Human resource divisions in organizations should make sure to include these factors to increase specialist driving force.

### **Recommendations**

Future review ought to look at the effects of specialist driving force in the general population and confidential areas to procure a superior understand of this convoluted idea. Future exploration ought to zero in on one of the various parts (either External or interior factors) while controlling for the other to decide unequivocally how and how much the chose perspectives really influence specialist catalyst. Future specialists ought to incorporate the ebb and flow study into their writing surveys and do new research regarding the matters it takes care of to work on the momentum study and the general comprehension of laborer driving force.

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