

Study on Analysis Model of Motivation for ICT Education in Companies

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Abstract

Recently, ICT has been developed markedly. As a result, many companies are effectively using 3M + I (Man, Material Money + Information), which are management resources. Above all, they attempt to increase their competitive advantage with using ICT resources. For this reason, many companies are focusing on the acquisition and education of ICT personnel. And companies need effective ICT education.

Therefore, this study focuses on ICT education in companies, and presents an analysis model for quantitatively grasping the effect of ICT education and the relationship between motivation and workplace environment. The feature of this analytical model is that the estimated value of motivation can be obtained from least squares method of the parameters when the relationship between motivation and its defining factors and the relationship between the effect and motivation, workplace environment is combined. This makes it possible to quantitatively grasp motivation that is difficult to measure.

Keywords

ICT education, Vroom's expectancy theory, Motivation, Least squares method

Biographies

Shoichi Kaneko is currently Professor in Faculty of Business Administration, Yamanashi Gakuin University, Japan. He earned Bachelor Degree of Engineering in Faculty of Science and Engineering from Waseda University, Japan, Master Degree of Engineering in Master course Graduate school of Science and Engineering from Waseda University. His research interests are mainly focused on Human Resource Management, Management Quality Science and Information Management. He is member of Japan Association for Management Systems, Japan Industrial Management Association, Japan Academy of Management, Association for the Study of Industrial Management.

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