

Personal Interest: Its Role in Learning, Career Development, and Performance

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Syed Mohammed Tajeel, Rehaan Ulla Khan

JN Gaurav & Praneeth P Upadhya

4th SEM BBA, Jain College (Autonomous), Bangalore

Abstract

Personal interest is a fundamental psychological factor that influences learning behaviour, career selection, motivation, and performance. Individuals tend to invest more time and effort in activities they find personally interesting and meaningful. This research paper explores the concept of personal interest and its importance in academic achievement, career development, and workplace productivity.

The study discusses theoretical perspectives on interest development, the relationship between interest and motivation, and the influence of personal interest on decision making. It also examines the benefits of encouraging interest-based learning in educational institutions and organisations. The research concludes that understanding and nurturing personal interest can significantly improve engagement, creativity, and long-term success among individuals

Introduction

Feels toward a particular subject, activity, or field of study. It is considered an important factor in determining how individuals allocate their time and energy. People naturally tend to focus on activities that they enjoy or find meaningful.

In modern education and professional environments, personal interest is increasingly recognised as a key factor for success. Students who are interested in a particular subject usually show higher levels of concentration and persistence. Similarly, employees who work in fields aligned with their interests often demonstrate better productivity, creativity, and job satisfaction. Understanding personal interest helps educators, managers, and career counsellors guide individuals toward choices that match their strengths and passions. When individuals follow their interests, they are more likely to develop expertise and achieve personal fulfilment.

Objectives of the Study

The main objectives of this study are:

- To understand the concept and meaning of personal interest.
- To examine the relationship between personal interest and motivation.
- To analyse the influence of personal interest on academic performance.
- To study the role of personal interest in career development.
- To identify the benefits of encouraging personal interest in organisations.
- To provide recommendations for promoting interest-based learning.

Literature Review

In learning and motivation.

Hidi and Renninger (2006) proposed the four-phase model of interest development, which explains how situational interest gradually develops into individual interest over time. Krapp (2002) emphasised that interest plays a critical role in sustaining long-term engagement in learning activities. When learners are interested in a topic, they are more likely to engage in deep learning rather than surface-level memorisation.

Ryan and Deci (2000) introduced the theory of intrinsic motivation, which suggests that individuals naturally seek activities that provide personal satisfaction and enjoyment. This intrinsic motivation is closely related to personal interest and significantly influences learning outcomes and job performance.

Concept of Personal Interest

Personal interest can be defined as a psychological state characterised by focused attention, increased cognitive functioning, and positive emotional engagement.

It develops through repeated experiences and exposure to different activities. There are two main types of interest: Situational Interest – Temporary interest triggered by external factors such as teaching methods, environment, or presentation style.

Individual Interest – A stable and long-term interest that becomes part of a person's personality
Individual Interest – A stable and long-term interest that becomes part of a person's personality Both forms of interest play important roles in motivating individuals to explore and learn new skills.

Research Methodology

This research is primarily based on secondary data collected from academic journals, books, and previous research studies related to psychology, education, and management. The study also considers general observations of student behaviour and workplace performance.

The analysis focuses on identifying the relationship between personal interest, learning motivation, and performance outcomes.

Graphical representations are used to illustrate how interest influences productivity and engagement levels.

Importance of Personal Interest

Personal interest plays an important role in shaping individuals' attitudes and behaviours. When individuals are interested in a subject, they tend to dedicate more time to learning and improving their skills.

Interest-based learning increases curiosity and encourages exploration. Students who study subjects aligned with their interests are more likely to perform better academically.

Similarly, professionals who work in fields they enjoy often experience higher levels of job satisfaction and career growth.

Organisations that support employees' interests also benefit from improved innovation, productivity, and teamwork. Career decisions are often influenced by personal interest. Individuals who choose careers based on Their interests are more likely to remain committed and motivated throughout their professional careers lives.

For example, individuals interested in business may pursue careers in management, marketing, finance, or entrepreneurship.

Those interested in technology may choose careers in software development, information systems, or data analysis. Personal interest helps individuals overcome challenges and maintain enthusiasm even during difficult situations in their professional journey.

Benefits of Encouraging Personal Interest

Encouraging personal interest offers several benefits:

- Increased motivation and engagement
- Improved creativity and innovation
- Higher productivity and performance
- Greater job satisfaction
- Better learning outcomes
- Long-term career commitment Educational institutions and organisations should therefore create environments that allow individuals to explore their interests and talents.

Challenges Related to Personal Interest

- Despite its benefits, personal interest may face certain challenges. Some individuals may struggle to identify their true interests, while others may face social or financial pressures that influence their career choices.
- A lack of guidance and exposure can also limit opportunities to discover personal interests.
- A lack of guidance and exposure can also limit opportunities to discover personal interests. are essential for helping individuals develop their interests.

Recommendations

- Educational institutions should introduce flexible learning systems that allow students to explore different subjects.
- Teachers should encourage curiosity and interactive learning methods.
- Organisations should provide opportunities for employees to work on projects aligned with their interests and skills.
- Training programs and professional development initiatives can also help individuals discover and strengthen their interests. Such strategies can improve motivation, productivity, and innovation.

Conclusion

Personal interest is a powerful factor that shapes learning, career development, and overall life satisfaction.

Individuals who pursue their interests tend to show greater commitment, creativity, and resilience.

Educational institutions, organisations, and society should recognise the importance of nurturing personal interest.

Encouraging individuals to follow their passions can lead to better performance, innovation, and long-term success.

Figures

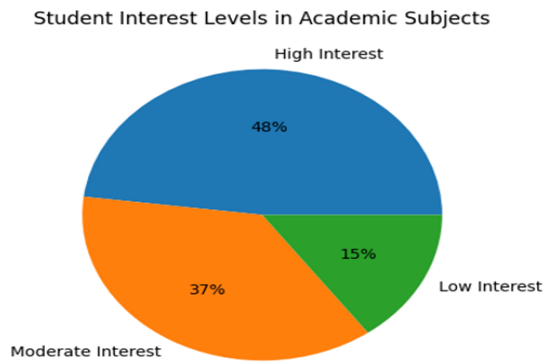


Figure 1 Student Interest Levels

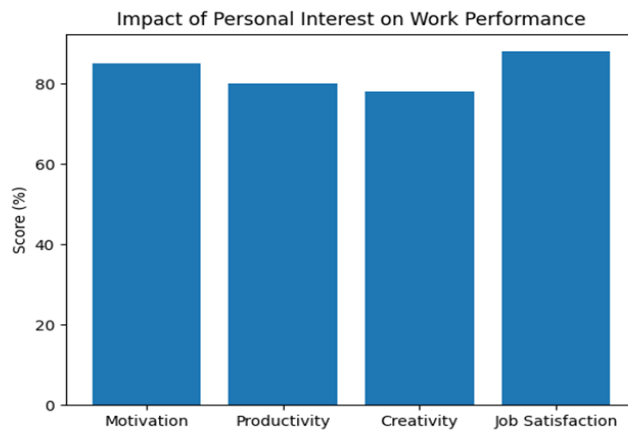


Figure 2 Impact on Performance

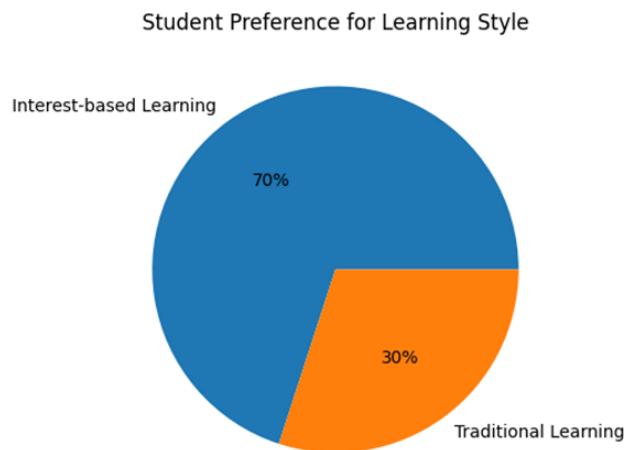


Figure 3 Learning Preference

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