

Motivation Theories - Assignment

Work From Home(WFH), practice which is widely being adopted by the IT industry across the globe during the outbreak of COVID-19. It has certain benefits like increased flexibility, time saved by avoiding a commute, and more opportunities for typically introverted individuals to shine. But there are also various pitfalls: difficulty communicating efficiently, lack of access to information, lack of supervision (causing anxiety for both managers and employees), and social isolation.

Discipline is a prime factor to make work-from-home effective. There will be a lot of distractions in their homes and work may suffer. We should adopt suitable work from home practices to ensure business continuity.

If your team is facing timeline issues then one of the easiest ways you can pull through that crisis is when employee morale is high. Your employees will put their heads together and will strive to avoid the apocalyptic end of the company. Think of this domino effect: high employee morale helps reduce workplace accidents which leads to fewer absences and helps lower stress which then leads to finish before deadlines.

Boost employee morale by giving them a sense of purpose so they have a goal to work towards and something to look forward to. It doesn't have to be a job promotion, instead, you can send them to a course or conference to better their professional skills. Employees want to feel a sense of growth to be truly motivated.

The key to managing remote teams successfully is a meaningful goal-setting. Set clear deliverables and specific metrics that will enable you to track outcomes and measure results effectively. Communication becomes all the more important when teams are fragmented. To keep the workflows moving, create a virtual office for employees. Try to assign collaborative tasks weekly, encouraging team members to work together and stay connected.

Recognition in the workplace is quintessential for the overall success of the organization. When you acknowledge your employees for their outstanding work on time, they feel

rejoiced for their contributions. It fuels their zeal to do better and earn appreciation from their managers and peers.

Heide Abelli, general manager, leadership and business at Skillsoft, tells Forbes:

“Frequent check-ins allow for the recognition and acknowledgement of what each individual is working on and contributing to the team. It is easy to overlook those you don’t see or interact with daily. Regular check-ins ensure everyone is included and appreciated.”

The mantra of any good work lies in two things, i.e. the skill of a person and the tools at their disposal. Modern offices are generally equipped with state-of-art tools and technologies. These have a direct correlation with the quality of work. When employees work-from-home, especially for IOT developers this becomes a massive hurdle typically to your employees' productivity.

The second you recognize that your employees have low morale, from high turnover to less collaboration and little conversation, it’s time to take a stand. The best thing you can do for your company and your team is to embrace changes that positively benefit all and mitigate low morale hits.