



请遵循下面四个步骤，完成今日的无忧听写练习。

067.mp3

### 步骤一 难词先睹为快

在听写之前，请浏览下列单词，并重点记忆。

**motivate** 刺激，激发

**repetitive** 重复的

**mechanical** 机械的，力学的

**unskilled** 不熟练的，拙劣的

**checkout** 收银台

### 步骤二 无忧听写练习（参考答案见章末）

不看下文，听录音，按照录音中的要求，把你听到的内容写到空白练习纸上。

It is logical to suppose that things like good labor relations, good working conditions, good wages and benefits, and job security **motivate** workers. But one expert, Frederick Herzberg argued that such conditions do not motivate workers, they are merely satisfiers.

Motivators, in contrast, include things such as having a challenging and interesting job, recognition and responsibility. However, even with the development of computers and robotics, there are always plenty of boring, **repetitive** and **mechanical** jobs, and lots of **unskilled** people who have to do them. So how do managers motivate people in such jobs?

One solution is to give them some responsibilities, not as individuals, but as a team. For example, some supermarkets combine office staff, the people who fill the shelves, and the people who work at the **checkout** into a team. And let them decide what product lines to stock, how to display them, and so on.

Many people now talk about the importance of a company shared values or culture, with which all the staff can identify. For example, being the best hotel chain, or making the best, the most user friendly, or the most reliable products in a particular field. Such values are more likely to motivate workers than financial targets, which ultimately only concern a few people. Unfortunately, there is only a limited number of such goals to go around. And by definition, not all the competing companies in an industry can seriously play in to be the best.

### 步骤三 听力理解测试

根据刚才听到的录音，为下列各题选择正确的答案。

- What can actually motivate workers according to Frederick Herzberg?
  - Job security.
  - Good labour relations.
  - Challenging work.
  - Attractive wages and benefits.

2. What does the speaker say about jobs in the computer era?
- Many tedious jobs continue to be done manually.
  - More and more unskilled workers will lose jobs.
  - Computers will change the nature of many jobs.
  - Boring jobs will gradually be made enjoyable.
3. What do some supermarkets do to motivate employees?
- Offer them chances of promotion.
  - Improve their working conditions.
  - Encourage them to compete with each other.
  - Give them responsibilities as part of a team.
4. Why does the speaker say financial targets are less likely to motivate workers?
- They will not bring real benefits to the staff.
  - They concern a small number of people only.
  - They are arbitrarily set by the administrators.
  - They are beyond the control of ordinary workers.

#### 步骤四 核对总结分析

核对听力原文,把听写中的各类错误总结规划到下表,日后重点复习。

| 序号 | 错误类型      | 实例汇总 |
|----|-----------|------|
| 1  | 连读、弱读     |      |
| 2  | 美式发音      |      |
| 3  | 纯生词       |      |
| 4  | 拼写错误(单复数) |      |
| 5  | 单词发音不熟    |      |
| 6  | 语法问题(时态等) |      |

#### MEMO

He who follows two hares is sure to catch neither.

追逐两只兔子的人一只也抓不着。

——B. Franklin

B. 富兰克林(美国政治家)

#### 句型拓展

The movie is sure to make you laugh. 这个电影一定会让你笑的。

She is sure to come. 她一定会来。