Assignment module 14
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Case Study:-

1.An employee consistently misses deadlines and seems disengaged at work. As a manager, how would you apply motivational theories to improve the employee's performance?
Ans - Motivating a Disengaged Employee

To address an employee missing deadlines and showing disengagement, motivational theories like Maslow's Hierarchy of Needs and Herzberg's Two-Factor Theory can be applied. First, assess whether the employee's basic needs (job security, work-life balance) are met. If not, provide support such as flexible hours or resources. Using Herzberg's theory, identify hygiene factors (e.g., poor management or low pay) and motivators like recognition or personal growth. Offer opportunities for skill development and assign meaningful tasks aligned with the employee's interests. Implement Goal-Setting Theory by collaboratively setting SMART goals to boost accountability and achievement. Apply Expectancy Theory by ensuring the employee sees a clear link between effort, performance, and rewards. Regular feedback, recognition, and open communication can help rebuild trust and motivation, ultimately improving performance.

2- How can a teacher use motivation techniques to improve student engagement in a virtual classroom

Ans - Motivating Students in a Virtual Classroom

To enhance student engagement in a virtual setting, teachers can apply Self-Determination Theory, which emphasizes autonomy, competence, and relatedness. Allowing students to choose project topics promotes autonomy. Use frequent positive feedback and achievable challenges to build competence. Create interactive activities like group discussions or breakout rooms to foster relatedness and a sense of community. Behavioral Theory can also be used—reinforce participation with praise, badges, or extra credit. Incorporate gamification techniques, such as quizzes with instant feedback, to make learning more engaging. Applying ARCS Model (Attention, Relevance, Confidence, Satisfaction), teachers can maintain attention through multimedia content, make lessons relevant to students' lives, boost confidence through guided tasks, and offer satisfaction via rewards and recognition. These strategies, combined with consistent communication and empathy, help increase motivation and engagement in a virtual classroom environment.