

INTRODUCTION:

As a student, the interplay between hygiene factors and motivators significantly impacts my academic performance and overall satisfaction. This essay explores a personal experience where hygiene factors influenced my motivators, demonstrating the crucial relationship between these elements in Herzberg's Two-Factor Theory.

While working a part-time job at a nearby coffee shop, I witnessed firsthand how hygienic elements can have a significant impact on motivators. Numerous hygienic issues, such as a small workstation, erratic scheduling, and little breaks during lengthy shifts, defined the workplace. These circumstances made it difficult for me to be optimistic and concentrate on my work.

The poor hygiene factors negatively impacted my motivators. The sense of achievement I usually felt from serving customers efficiently was diminished due to the physical discomfort of the cramped space. Additionally, the erratic schedule made it difficult to plan my study time, reducing my ability to grow and take on more responsibilities at work.

These circumstances ultimately affected my job satisfaction. My performance suffered as a result of a combination of poor hygiene elements and weaker motivators, which also made me less enthusiastic about my profession. This encounter is consistent with Herzberg's hypothesis, which holds that although hygienic elements cannot provide happiness, their absence might result in discontent (Alshmemri et al., 2017).

CONCLUSION:

The significance of hygienic aspects in bolstering motivators and overall job happiness was brought to light by this experience. To establish a truly fulfilling work environment, firms need to address both hygienic factors and motivators, as Tan and Waheed (2011) recommend.

Knowing this relationship has increased my awareness of how crucial it is to strike a balance between these factors in both my academic and professional endeavors.

References:

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Tan, T. H., & Waheed, A. (2011). Herzberg's motivation-hygiene theory and job satisfaction in the Malaysian retail sector: The mediating effect of love of money. *Asian Academy of Management Journal*, 16(1), 73-94.

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