**MOTIFICATION MODELS**

As the manager of a popular coffee shop, I need to think about the theory that I should use to manage my employees. I can use Theory X or Theory Y for this purpose which I will discuss in the following paragraphs.

While maintaining the Theory X view about the employees, they will be completely dependent upon me that what roles I want to assign to them. Firstly, I will have a closer look at the works that they do and I’ll see that who can do certain tasks well and I will assign them accordingly like those who are good at communicating will work on front to interact with customers and the other one will work in the kitchen. Also, there are a lot of tasks like deep clean-up and I will make a list of all employees and write tasks for each person that they need to complete by the end of the week and have to sign and the supervisors will check their work. The people who are not doing their work accurately and timely will be punished by lowering the number of hours per week or if they are continuously not doing this then they will see reduction in their pay rate. Also, in this I will do a complete check on how employees are working whether they are completing their tasks on time or not and following the correct procedures.

On the other hand, while having Theory Y view about the workers, I will not be very responsible for the tasks that each one need to complete, rather I will set the reward that the person who will do most number of tasks and follow all the procedures accurately will get bonus or something similar to that and I will name that employee as the employee of the month and this will be changed very month. This will encourage workers to work on their best to do the tasks and I will not have to worry about all the works and this will reduce my stress regarding assigning tasks and all that as well.