Question 6

Herzberg’s 2 factor theory of motivation deals with work motivation and job satisfaction. 1 factor is motivators which include achievement and recognition, and the other factor is work conditions. Volunteers are motivated at Aprilfest by getting free t-shirts with the logo on them, which makes them stand out, so they get recognized. They also get told how they are benefiting the children, which gives them achievement. Security guards are employed to keep the volunteers safe. salavat always joins the celebrative breakfast, acknowledges their work and celebrates the success with the volunteers. There is also a whole team dedicated to supporting the volunteers, so they feel appreciated for giving their time.

Salavat recognizes the volunteers’ jobs can be repetitive and have set up outlets for people to express their frustration with other people and with their tasks. Salavat could try and move around volunteers, so they aren’t doing the same task for too long, and switch so they aren’t always with the same people. This would reduce the number of complaints of repetitive tasks and annoying co-workers. This would make the work conditions better for the volunteers which is a factor of the Herzberg’s 2 factor theory, where increasing work conditions decreases job dissatisfaction.