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Date: 4-2-2021  
Class: TE Comps

## Theories of Employee Motivation

### Assignment -1

1. Complete the worksheet given to you. (2 marks)

Ans.

Got a total of 127 score points from the worksheet which is mentioned below:

No	Statements	C.A	M.A	A.S.E	M.D	C.D
1	I feel I am a lazy person					✓
2	Days often go by without me having done a thing					✓
3	I like reading the biography of great people in order to learn how they overcome hurdles and achieved great things in life	✓				
4	I plan ahead what subjects to study during my free time			✓		
5	When I come to know that somebody like me, have achieved something great, I am motivated to do the something in a better way.	✓				
6	Most people who know me say that I am hard working and ambitious.		✓			
7	I go on postponing what I should be studying today.				✓	
8	I take a lot of time to get started to the task of study					✓
9	Most evenings I kick back and relax rather than prepare for the next day's school work			✓		
10	Sometimes, I forget to do my homework					✓
11	I never leave a task/assignment, I start unfinished		✓			

12	I enjoy working with people who score at my level or lower, rather than with those who are smarter and more hardworking than me.			✓		
13	I dislike failing in my school examinations due to unprepared ness		✓			
14	I always work very hard to be among the best students in my school.		✓			
15	I find myself just taking life as it comes without planning				✓	
16	I aim at reaching the highest level in Education.		✓			
17	When I grow up, I want to do something which others have not done	✓				
18	I am basically a competitive person and I compete just for the sake of competing					✓
19	I believe that success in life has less to do with hard work and more to do with luck and being in the right place at the right time.				✓	
20	I enjoy reading all kinds of books including those that are not part of our school syllabus.	✓				
21	I enjoy reading all kinds of books including those that are not part of our school syllabus.				✓	
22	I prefer to use my time for doing something else rather than trying to perfect something that I have already completed.			✓		
23	I enjoy spending most of my time alone concentrating on my school work		✓			
24	I always try to stand out from the rest of my class in oneway or the other			✓		
25	I will go ahead with my plans only if I am sure that other people will approve of it.				✓	
26	I get restless and annoyed when I feel I am wasting time			✓		

27	It is not a good idea to be always above others in achievement, because that may make them feel bad about themselves					✓
28	I like to be the best student in my class.		✓			
29	I enjoy finishing my school assignments even when they are difficult and time consuming			✓		
30	I enjoy making friends with the most intelligent student in my class so as to keep up my standards of performances.			✓		
31	I like when people say in front of others that I am doing well in school				✓	
32	would like to deal with difficult situations, so that the blame or praise for its results come to me alone.			✓		

**2. In all enterprises whether private or state owned, motivation plays a key role in driving employees towards achieving their goals, organizational goals and to a certain extent the dreams of their nation.**

**Scenario:**

As organizations are forced to shift to Work from Home situations amidst the pandemic, and organizations are faced with multiple challenges.

**Your task:**

**Keeping in mind various motivational theories studied, which motivational theory/theories do you think is best for describing human behavior in the workplace.**

**Ans.**

1. One of the best theories of motivation in the workplace is Three-Dimensional Theory of Attribution of all the types of approaches to motivation in workplaces, this is probably the most famous.
2. Attribution Theory explains how we attach meaning to our own, and other people's, behaviour. There are a number of theories about attribution.
3. Bernard Weiner's Three-Dimensional theory of attribution assumes that people try to determine why we do what we do. According to Weiner, the reasons we attribute to our behaviour can influence how we behave in the future.

**Based on that, suggest how you would construct a work environment in a changed scenario of work from home to keep employees motivated and productive maintaining work life balance considerations. (Answer should not be more than 300 words) 3 Marks**

**Ans.**

Achieving a healthy work-life balance requires managing our professional and personal life in sustainable ways that keep our energy flowing, our minds and bodies healthy and our whole selves happy and content. It means giving due attention to all of the things that enrich and fulfil us including work and career, health and fitness, family and relationships, spirituality, community service, hobbies and passions, intellectual stimulation, rest and recreation. Many of the employed individuals could have experienced work-family conflict while working from home during the changed scenario at home at the time of lockdown. Some tips for staying productive, alleviating stress, and avoiding burnout on your work-from-home journey are:

**1. Create a Schedule and Set Boundaries:** When your work hours have a beginning and an end, you can more easily set boundaries with your family, co-workers, and manager.

**2. Give Yourself Breaks:** Spend ten minutes reflecting on a meeting, take a 15-minute break with your family or a roommate, or go for a quick walk around the block. And don't be tempted to look at your phone or answer an email during this time. You'll feel refreshed and reconnected with the world around you.

**3. Recreate the Watercooler:** Schedule 10 minutes per day to chat with co-workers (via Slack, Zoom, or any other real-time communication tool) about non-work stuff.

**4. Get Fresh Air:** Show that breathing fresh air leads to better decision making, higher test scores, and improved information processing and it's a wonderful way to support your wellness.

**5. Make Time for Yourself:** Setting aside time to take care of yourself will bring balance to your day and give you the energy and focus to tackle the next task with your mind refreshed. Prioritize exercise, hobbies.

**6. Take Time Off:** This makes it even more important to check out for a day or two when you can to give your brain a rest. You'll come back from your time off feeling refreshed and ready to take on work challenges.

**7. Keep News to a Minimum:** It's good to stay informed on the current state of things, but try not to make each of your daily "inputs" a news update.

**8. Ask for Support:** There may be times when taking breaks and having the best laid plans to take care of yourself are still not enough. It's normal to be nervous about the state of things right now like your family, your health, and the economy.