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## CHAPTER # 06 =

### "MOTIVATION"

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=> CONTENT'S =

- 1) What is motivation?
- 2) Motivating employees.
- 3) Suggestions for motivating employees.
- 4) Contemporary issues in motivation.
- 5) Contemporary theories of motivation.

=> "SOLUTION" =

- 1) What is motivation?

The result of interaction between a person and a situation, is said to be called Motivation.

- 2) Motivating Employees =

The process by which a person efforts and energizes and directs towards attaining a goal.

=> There are three main aspects of this motivation of employees =

- 1) Energizing =

Boosting up the power of an employee.

## 2) Direction giving =

Directing, giving commands or giving guidelines to the employees.

## 3) Sustaining an employee -

(Strengthning up, cheer-up)

Supporting employee for making his efforts continuous.

⇒ Way's to support / sustain an employee =

- ① Giving good salaries to employee's.
- ② Giving job satisfaction by giving benefits to employees.

⇒ (Bonuses + health benefit + education scholarships for child of employee's).

These benefits will make employees achieve goals for himself and so will be for the organization.

## 3) Suggestions for motivating employees =

As same as sustaining an employee mention the methods (Ref. Sustaining an

employees).

=> Giving Bonuses, giving health benefits, education facilities etc.

#### 4) Contemporary issues in motivation=

##### i) Nature of Employee=

Organizations manager should first understand the mood/nature of an employee, his skills, interest in what they want from their jobs, his personal needs.

##### ii) Finding dependable talents=

Organisation should first find or opt out the nature of an employee and then appoint him/her on a dependable job.

##### iii) Empowerment in problem solving=

Managerial staff should help the employee staff to find out or solve the problem they are having in their jobs.

iv) Feeling undervalued and insecure-

Employees feel insecure about their jobs and feel unappreciated because they are not appreciated for the good work they have been doing.

v) Toxic team members-

High toxicity between employees take place because of improper appreciation for their hardwork they will produce obstacles for each other.

vi) Lack of training-

Employees not been trained well for the new task or relevant thing will produce difficulty for the employees to do their jobs.

## 5) Contemporary theories of motivation=

### ① Job design Theory=

The way tasks are combined to form a proper job is called job design theory.

→ Main aspects of Job design theory-

#### Job Rotation=

Shifting the job of an employee between two or more tasks is called Job rotation.

#### Job Enlargement=

It refers to horizontal expansion of a job by adding more tasks.

#### Job Enrichment=

This is a process in which organization redesign the tasks or shift the task of two employees to know their capability of doing work.

by appreciating or punishing someone.

You can reward someone for changing to a positive behaviour and punish to prevent bad behaviour.

This theory ignores factor such as / needs, Ogoods and expectations.

#### 4) Equity Theory-

The theory of equity was presented by John Stacey Adams in 1963, known as "Adams theory".

This theory is based on the fairness or equality between two individuals.

It states as, "If someone identifies an un-equality between him/her and another employee, he will change the order of work to make situation fair in his/her eyes".

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② Goal setting theory =  
This theory states "Setting up some goals and try to achieve them".

This will make employee accept difficult tasks and get better outcome.

→ Main aspects of goal setting theory =

i) Goals achieving =

Achieving some goals by setting some targets will give more motivation to employee.

Setting goals to achieve them will motivate employees to perform better.

③ Reinforcement Theory =

This theory will define the process of encouraging, appreciating someone to achieve the goals.

The behaviour of person will depend on result either positive / negative.

You can change the behaviour of someone

## ⑤ Expectancy Theory -

The theory of expectancy, known as Vroom's theory, was presented by Victor Vroom's in 1960's.

which states as "Individual act when they expect positive results from their actions".

This theory also states that a person motivates himself/herself on the basis of the capabilities, instrumentality and expectancy.

→ "Valence/capability \* instrumentality \*  
Expectancy".