How a manager could better engage individuals at work

* Managers need to set specific goals, but make sure they are fully understood and achievable by the employees (Goal Setting Theory)
* Herbergz’s Motivation- Hygiene Theory
  + 0 dissatisfaction job
  + Note that it is not tailored to specific persons, takes into consideration only average.
  + Also based on the assumption that happy & satisfied workers produce more.
* Job Enrichment & Enlargement are two very important aspects that contribute towards the employee’s satisfaction
  + Give more control over what work they are doing
  + Allow their involvement in planning
* Happiness & Stress & Satisfaction and their influence on productivity
  + Flexible working and its effects on happiness
* The stress that can be induced by the extensive use of ICT – “technostress”
  + People need human interaction
* Make sure there are rewards for increased performance
  + Individuals act based on the expectation of the outcome (Expectancy Theory)
* Adjust the system to make it equitable (Equity Theorem)

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