**Motivation**

Basic concept of Motivation, Theories of Motivation – Maslow, Herzberg’s Two Factor Theory, ERG, McClelland , Equity and Vroom’s Expectancy Theory

Motivation is the word derived from the word ’motive’ which means needs, desires, wants or drives within the individuals. It is the process of stimulating people to actions to accomplish the goals. In the work goal context the psychological factors stimulating the people’s behaviour can be -

* desire for money
* success
* recognition
* job-satisfaction
* team work, etc

One of the most important functions of management is to create willingness amongst the employees to perform in the best of their abilities. Therefore the [role of a leader](https://www.managementstudyguide.com/role_of_a_leader.htm) is to arouse interest in performance of employees in their jobs. The process of motivation consists of three stages:-

1. A felt need or drive
2. A stimulus in which needs have to be aroused
3. When needs are satisfied, the satisfaction or accomplishment of goals.

Therefore, we can say that motivation is a psychological phenomenon which means needs and wants of the individuals have to be tackled by framing an incentive plan.

**Meaning of motivation**

Motivation is an inspiration that helps to use the employees’ knowledge and skill for the growth and development of the organization. It is an act of persuading the people who work in the organization. It is defines as the psychological process that hell to increase the will to do work. It is the process of inspiring people from which the people can use their ability. It is an important function of management. The employees who are engaged in the organization must be motivated. Without motivation, their ability and skill can’t be used properly. Every employee has the capacity to do work. It is the process that helps the employee to explore their talent.

*“The concept of motivation is mainly psychological. It relates to those factors or forces operating with the individual employee or subordinate which impel him to act or not to act in certain ways.”*

–**Delton e. McFarland**

**Motivation - important**

Motivation is a very important for an organization because of the following benefits it provides:

1. **Puts human resources into action**

Every concern requires physical, financial and human resources to accomplish the goals. It is through motivation that the human resources can be utilized by making full use of it. This can be done by building willingness in employees to work. This will help the enterprise in securing best possible utilization of resources.

1. **Improves level of efficiency of employees**

The level of a subordinate or a employee does not only depend upon his qualifications and abilities. For getting best of his work performance, the gap between ability and willingness has to be filled which helps in improving the level of performance of subordinates. This will result into-

* 1. Increase in productivity,
  2. Reducing cost of operations, and
  3. Improving overall efficiency.

1. **Leads to achievement of organizational goals**

The goals of an enterprise can be achieved only when the following factors take place :-

* 1. There is best possible utilization of resources,
  2. There is a co-operative work environment,
  3. The employees are goal-directed and they act in a purposive manner,
  4. Goals can be achieved if co-ordination and co-operation takes place simultaneously which can be effectively done through motivation.

1. **Builds friendly relationship**

Motivation is an important factor which brings employees satisfaction. This can be done by keeping into mind and framing an incentive plan for the benefit of the employees. This could initiate the following things:

* 1. Monetary and non-monetary incentives,
  2. Promotion opportunities for employees,
  3. Disincentives for inefficient employees.

In order to build a cordial, friendly atmosphere in a concern, the above steps should be taken by a manager. This would help in:

* 1. Effective co-operation which brings stability,
  2. Industrial dispute and unrest in employees will reduce,
  3. The employees will be adaptable to the changes and there will be no resistance to the change,
  4. This will help in providing a smooth and sound concern in which individual interests will coincide with the organizational interests,
  5. This will result in profit maximization through increased productivity.

1. **Leads to stability of work force**

Stability of workforce is very important from the point of view of reputation and goodwill of a concern. The employees can remain loyal to the enterprise only when they have a feeling of participation in the management. The skills and efficiency of employees will always be of advantage to employees as well as employees. This will lead to a good public image in the market which will attract competent and qualified people into a concern. As it is said, “Old is gold” which suffices with the role of motivation here, the older the people, more the experience and their adjustment into a concern which can be of benefit to the enterprise.

From the above discussion, we can say that motivation is an internal feeling which can be understood only by manager since he is in close contact with the employees. Needs, wants and desires are inter-related and they are the driving force to act. These needs can be understood by the manager and he can frame motivation plans accordingly. We can say that motivation therefore is a continuous process since motivation process is based on needs which are unlimited. The process has to be continued throughout.

We can summarize by saying that motivation is important both to an individual and a business. **Motivation is important to an individual as:**

1. Motivation will help him achieve his personal goals.
2. If an individual is motivated, he will have job satisfaction.
3. Motivation will help in self-development of individual.
4. An individual would always gain by working with a dynamic team.

Similarly, **motivation is important to a business as:**

1. The more motivated the employees are, the more empowered the team is.
2. The more is the team work and individual employee contribution, more profitable and successful is the business.
3. During period of amendments, there will be more adaptability and creativity.
4. Motivation will lead to an optimistic and challenging attitude at work place.

Motivation can be further divided into two different types.

* [Intrinsic Motivation](https://www.psychestudy.com/general/motivation-emotion/intrinsic-motivation)
* [Extrinsic Motivation](https://www.psychestudy.com/general/motivation-emotion/extrinsic-motivation)

Both kinds of motivation take part equally in a day-to-day life of an individual, and there are basic similarities and differences between the two. Let’s first discuss the differences.

Intrinsic and Extrinsic motivation are completely in contrast with each other in the manner they work. In short, intrinsic motivation refers to getting motivated from the inside or self-motivation. On the other hand, extrinsic motivation refers to the motivation caused because of exterior factors. In this article, we are going to discuss about **Intrinsic Motivation.**

The act of being motivated by internal factors to perform certain actions and behavior is called **intrinsic motivation**. In other words, intrinsic motivation means doing something just because you want to. There is neither pressure nor any sort of reward for your actions, but you still do them because you want to or you believe it’s the right thing to do.

### Intrinsic Motivation

Intrinsic motivation means that the individual's motivational stimuli are coming from within. The individual has the desire to perform a specific task, because its results are in accordance with his belief system or fulfills a desire and therefore importance is attached to it.

Our deep-rooted desires have the highest motivational power. Below are some examples:

* **Acceptance:** We all need to feel that we, as well as our decisions, are accepted by our co-workers.
* **Curiosity:** We all have the desire to be in the know.
* **Honor:** We all need to respect the rules and to be ethical.
* **Independence:** We all need to feel we are unique.
* **Order:** We all need to be organized.
* **Power:** We all have the desire to be able to have influence.
* **Social contact:** We all need to have some social interactions.
* **Social Status:** We all have the desire to feel important.

### Extrinsic Motivation

Extrinsic motivation means that the individual's motivational stimuli are coming from outside. In other words, our desires to perform a task are controlled by an outside source. Note that even though the stimuli are coming from outside, the result of performing the task will still be rewarding for the individual performing the task.

Extrinsic motivation is external in nature. The most well-known and the most debated motivation is money. Below are some other examples:

* Employee of the month award
* Benefit package
* Bonuses
* Organized activities

## **Differences between Intrinsic Motivation and Extrinsic Motivation**

| **Intrinsic Motivation** | **Extrinsic Motivation** |
| --- | --- |
| The act of being motivated by internal factors to perform certain actions and behavior is called Intrinsic Motivation. | Whenever an individual performs an action or behavior because the individual is affected by the eternal factors such as rewards or punishments, such form of motivation is called Extrinsic Motivation. |
| There is neither pressure nor any sort of reward for the actions you perform due to intrinsic motivation. | You get rewarded as promised for the actions you perform due to extrinsic motivation. |
| The needs or causes that lead to intrinsic motivation are:   * Autonomy: the need to have complete control over one’s own life. * Relatedness: the need to maintain companionship or connection with others. * Competence: the need to do be the best and/or succeed. | The needs or causes that lead to extrinsic motivation (and not limited to) are:   * Money * Praise * Competition * Threat of a punishment |
| Intrinsic incentives are hard to figure. In a class or workplace, different individuals will/might require different approaches. | Extrinsic incentives can be used to motivate a whole group, thus increasing productivity in workplace or creating a better learning environment in classrooms. |
| Fostering intrinsic motivation can be a lengthy process, requiring special treatment. | Extrinsic Motivation often occur instantly as soon as the subject understands the perks of performing certain actions. |
| Intrinsic Motivation lasts for longer periods and often leads to higher level of success. | Extrinsic Motivation might only occur for limited period of time, and the individual stops performing actions after the punishment or reward is applied. |
| **Example 1:** A student attends guitar classes because he wanted to. Whether he was inspired by some rockstars or just enjoyed the idea of playing in front of a crowd, this sort of motivation is classified as intrinsic motivation.  In the above example, there is a higher chance for a student to carry on playing guitar and reach stardom in the years to come. | **Example 1:** A student attends guitar classes because his parents promise to double his allowance money.  In the above example, the chances of the student learning guitar efficiently is quite low, as the student only seeks an excuse to quit. Additionally, the student is most likely to give up playing guitar if the allowance money isn’t doubled as promised. |
| **Example 2:** A group of students might not all get intrinsically motivated, which could hamper class productivity. | **Example 2:** A group of students could be persuaded with the promise of rewards, or even motivated under the fear of punishment. Regardless of the matter of motivation, the whole class would perform well increasing the overall productivity. |
| Intrinsic Motivation Vs Extrinsic Motivation | |

**Motivation Theories**

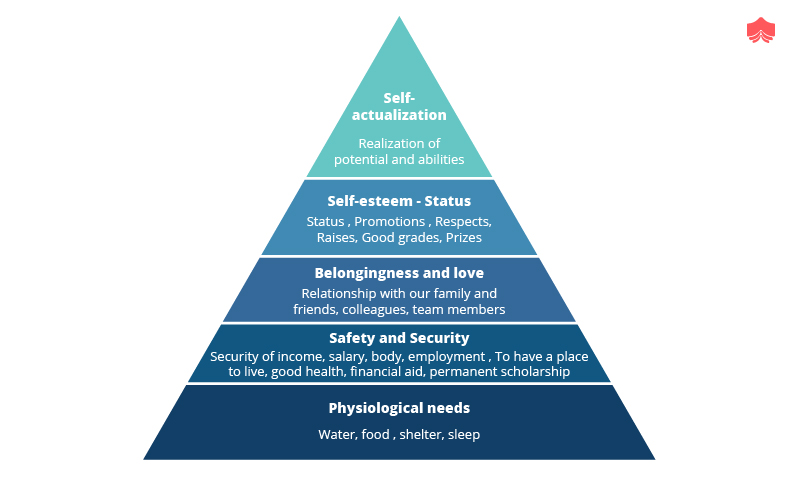
Motivation is a state-of-mind, filled with energy and enthusiasm, which drives a person to work in a certain way to achieve desired goals. Motivation is a force which pushes a person to work with high level of commitment and focus even if things are against him. Motivation translates into a certain kind of human behaviour.

It is important to ensure that every team member in an organization is motivated. Various psychologists have studied human behaviour and have formalized their findings in the form various motivation theories. These motivation theories provide great understanding on how people behave and what motivates them.

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**1. Maslow’s hierarchy of needs**

Abraham Maslow postulated that a person will be motivated when his needs are fulfilled. The need starts from the lowest level basic needs and keeps moving up as a lower level need is fulfilled. Below is the hierarchy of needs:

* Physiological:  Physical survival necessities such as food, water, and shelter.
* Safety:  Protection from threats, deprivation, and other dangers.
* Social (belongingness and love):  The need for association, affiliation, friendship, and so on.
* Self-esteem:  The need for respect and recognition.
* Self-actualization:  The opportunity for personal development, learning, and fun/creative/challenging work.  Self-actualization is the highest level need  to which a human being can aspire.

The leader will have to understand the specific need of every individual in the team and accordingly work to help fulfil their needs.

in order to better understand what the Maslow hierarchy is all about, here are the needs that are described on each level of the pyramid:

Maslow Motivation Scale**1st Physiological Needs**

The first level contains the most basic needs. These are physiological needs that the individual is required to satisfy in order to survive. Such needs are water, sleep, food, shelter and clothes.

**2nd Safety Needs**

On the second level of Maslow's Hierarchy of Needs Pyramid are the safety needs. These are not as demanding as the needs on the first level of the pyramid but they too are essential for the individual's survival. Such needs are health, safety against accidents and illnesses and financial security.

**3rd Social Needs**

The need for belongingness and acceptance are on the third level of the hierarchy pyramid. This level is represented by the social needs of an individual and although these needs are not essential for the individual's survival, they play a major part in the individual's life. Not satisfying the need for friendship, intimacy and supportive family will more than likely cause the individual to regress into feelings of loneliness, anxiety and depression.

**4th Self-Esteem**

The fourth level of the pyramid is represented by the need of belonging. If not satisfied, this need causes the individual to suffer from an inferiority complex. In order to gain self-respect, people usually engage in activities that give them a sense of contribution.

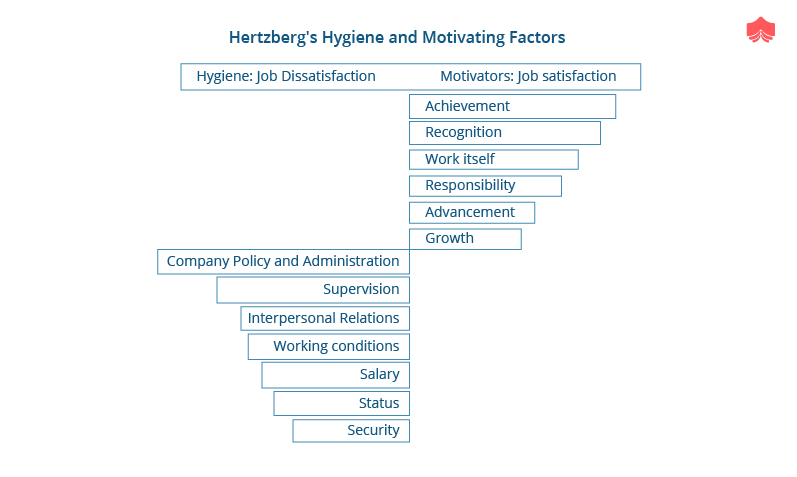
**5th Self-Actualization**

On the fifth level, the need for self-actualization is on highest level of Maslow's Hierarchy of Needs Pyramid. This level can be identified with the concern for personal growth and fulfillment with a disregard for the criticisms of others.

So according to Maslow's Hierarchy of Needs, an individual can only reach his full potential once he has met all the needs from each level of the pyramid. Motivation can be achieved by moving up the levels of the pyramid and overcoming the needs that come along the way.

**2. Hertzberg’s two factor theory**

Hertzberg classified the needs into two broad categories namely hygiene factors and motivating factors.



Hygiene factors are needed to make sure that an employee is not dissatisfied. Motivation factors are needed for ensuring employee's satisfaction and employee’s motivation for higher performance. Mere presence of hygiene factors does not guarantee  motivation, and presence of motivation factors in the absence of hygiene factors also does not work.

**3. McClelland’s theory of needs**

McClelland affirms that we all have three motivating drivers, and it does not depend on our gender or age. One of these drives will be dominant in our behaviour. The dominant drive depends on our life experiences.

The three motivators are:

* **Achievement**: a need to accomplish and demonstrate own competence People with a high need for achievement prefer tasks that provide for personal responsibility and results based on their own efforts.  They also prefer quick acknowledgement of their progress.
* **Affiliation**: a need for love, belonging and social acceptance People with a high need for affiliation are motivated by being liked and accepted by others.  They tend to participate in social gatherings and may be uncomfortable with conflict.
* **Power**: a need for control own work or the work of others People with a high need for power desire situations in which they exercise power and influence over others.  They aspire for positions with status and authority and tend to be more concerned about their level of influence than about effective work performance.

**4. Vroom’s theory of expectancy**

Victor Vroom stated that people will be highly productive and motivated if two conditions are met:  1) people believe it is likely that their efforts will lead to successful results and 2) those people also believe they will be rewarded for their success.

People will be motivated to exert a high level of effort when they believe there are relationships between the efforts they put forth, the performance they achieve, and the outcomes/ rewards they receive.

## **What is Vroom's Expectancy Theory?**

Vroom's expectancy theory**separates effort, performance and outcomes,** while Maslow and Herzberg focus on the relationship between internal needs and the resulting effort expended to fulfil them.

**Vroom's expectancy theory assumes that behaviour results from conscious choices among alternatives whose purpose it is to maximise pleasure and to minimise pain.**

* Vroom realised that an employee's performance is based on individual factors such as personality, skills, knowledge, ex perience and abilities.
* He stated that effort, performance and motivation are linked in a person's motivation.
* He uses the variables [Expectancy](https://www.businessballs.com/improving-workplace-performance/vrooms-expectancy-theory/#expectancy), [Instrumentality](https://www.businessballs.com/improving-workplace-performance/vrooms-expectancy-theory/#instrumentality)and [Valence](https://www.businessballs.com/improving-workplace-performance/vrooms-expectancy-theory/#valence)to account for this.

## **Expectancy**

**Expectancy**is the idea that**increasing the amount of effort will increase performance**(if I work harder then I will perform better).

This is affected by:

1. Having the right resources available (e.g. raw materials, time)
2. Having the right skills to do the job
3. Having the necessary support to get the job done (e.g. supervisor support, or correct information on the job)

## **Instrumentality**

**Instrumentality**is the idea that i**f you perform better, then the outcome will be achieved** (If I perform well, there I will achieve the desired outcome).

 This is affected by:

1. A clear understanding of the relationship between performance and outcomes – e.g. the rules of the reward 'game'
2. Trust in the people who will take the decisions on who gets what outcome
3. Transparency of the process that decides who gets what outcome

## **Valence**

**Valence**is the **perceived value the employee puts on the outcome**. For the valence to be positive, the person must prefer attaining the outcome than not attaining it. (If someone is mainly motivated by money, he or she might not value offers of additional time off).

The three elements are important behind choosing one element over another because they are clearly defined:

* Effort-performance expectancy (E-->P expectancy) and performance-outcome expectancy (P-->O expectancy).

1. **E-->P expectancy:**our assessment of the probability that our efforts will lead to the required performance level.
2. **P-->O expectancy:**our assessment of the probability that our successful performance will lead to certain outcomes.

Vroom's expectancy theory works on perceptions, so even if a motivation tactic works with most people in the organisation, it doesn't mean that it will work for everybody.

## **Application of Vroom's Theory of Expectancy**

Vroom's theory can equally apply to any situation where someone does something because they expect a certain outcome.

**For example:**

* People recycle paper because they believe it's important to conserve resources and take a stand on environmental issues (valence),
* they believe that the more effort they put into recycling the more paper people, in general, will recycle (expectancy)
* and they believe that the more paper recycled the fewer resources will be used (instrumentality).

Vroom's expectancy theory of motivation is **not about self-interest in rewards but about the associations people make towards expected outcomes and the contribution they feel they can make towards those outcomes.**

## ERG motivation theory Alderfer

Clayton P. Alderfer's **ERG theory** from 1969 condenses Maslow's five human needs into three categories: **Existence**, **Relatedness** and **Growth**.

1. **Existence Needs**  
   Include all material and physiological desires (e.g., food, water, air, clothing, safety, physical love and affection). Maslow's first two levels.
2. **Relatedness Needs**  
   Encompass social and external esteem; relationships with significant others like family, friends, co-workers and employers . This also means to be recognized and feel secure as part of a group or family. Maslow's third and fourth levels.
3. **Growth Needs**  
   Internal esteem and self actualization; these impel a person to make creative or productive effects on himself and the environment (e.g., to progress toward one's ideal self). Maslow's fourth and fifth levels. This includes desires to be creative and productive, and to complete meaningful tasks.

Even though the priority of these needs differ from person to person, Alberger's ERG theory prioritises in terms of the categories' concreteness. **Existence needs** are the most concrete, and easiest to verify. **Relatedness needs** are less concrete than existence needs, which depend on a relationship between two or more people. Finally, **growth needs** are the least concrete in that their specific objectives depend on the uniqueness of each person.

**McGregor’s theory X and theory Y**

Douglas McGregor formulated two distinct views of human being based on participation of workers. The first is basically negative, labelled as Theory X, and the other is basically positive, labelled as Theory Y. Both kinds of people exist. Based on their nature they need to be managed accordingly.

* **Theory X**:  The traditional view of the work force holds that workers are inherently lazy, self-centred, and lacking ambition.  Therefore, an appropriate management style is strong, top-down control.
* **Theory** Y:  This view postulates that workers are inherently motivated and eager to accept responsibility.  An appropriate management style is to focus on creating a productive work environment coupled with positive rewards and reinforcement.

## Theory X

According to McGregor, Theory X management assumes the following:

* Work is inherently distasteful to most people, and they will attempt to avoid work whenever possible.
* Most people are not ambitious, have little desire for responsibility, and prefer to be directed.
* Most people have little aptitude for creativity in solving organizational problems.
* Motivation occurs only at the physiological and security levels of Maslow’s hierarchy of needs.
* Most people are self-centered. As a result, they must be closely controlled and often coerced to achieve organizational objectives.
* Most people resist change.
* Most people are gullible and unintelligent.

Essentially, Theory X assumes that the primary source of employee motivation is monetary, with security as a strong second. Under Theory X, one can take a hard or soft approach to getting results.

The hard approach to motivation relies on coercion, implicit threats, micromanagement, and tight controls— essentially an environment of command and control. The soft approach, however, is to be permissive and seek harmony in the hopes that, in return, employees will cooperate when asked. However, neither of these extremes is optimal. The hard approach results in hostility, purposely low output, and extreme union demands. The soft approach results in a growing desire for greater reward in exchange for diminished work output.

It might seem that the optimal approach to human resource management would lie somewhere between these extremes. However, McGregor asserts that neither approach is appropriate, since the basic assumptions of Theory X are incorrect.

Drawing on Maslow’s hierarchy of needs, McGregor argues that a need, once satisfied, no longer motivates. The company uses monetary rewards and benefits to satisfy employees’ lower-level needs. Once those needs have been satisfied, the motivation disappears. Theory X management hinders the satisfaction of higher-level needs because it doesn’t acknowledge that those needs are relevant in the workplace. As a result, the only way that employees can attempt to meet higher-level needs at work is to seek more compensation, so, predictably, they focus on monetary rewards. While money may not be the most effective way to self-fulfillment, it may be the only way available. People will use work to satisfy their lower needs and seek to satisfy their higher needs during their leisure time. However, employees can be most productive when their work goals align with their higher-level needs.

McGregor makes the point that a command-and-control environment is not effective because it relies on lower needs for motivation, but in modern society those needs are mostly satisfied and thus are no longer motivating. In this situation, one would expect employees to dislike their work, avoid responsibility, have no interest in organizational goals, resist change, etc.—creating, in effect, a self-fulfilling prophecy. To McGregor, a steady supply of motivation seemed more likely to occur under Theory Y management.

## Theory Y

The higher-level needs of esteem and self-actualization are ongoing needs that, for most people, are never completely satisfied. As such, it is these higher-level needs through which employees can best be motivated.

In strong contrast to Theory X, Theory Y management makes the following assumptions:

* Work can be as natural as play if the conditions are favorable.
* People will be self-directed and creative to meet their work and organizational objectives if they are committed to them.
* People will be committed to their quality and productivity objectives if rewards are in place that address higher needs such as self-fulfillment.
* The capacity for creativity spreads throughout organizations.
* Most people can handle responsibility because creativity and ingenuity are common in the population.
* Under these conditions, people will seek responsibility.

Under these assumptions, there is an opportunity to align personal goals with organizational goals by using the employee’s own need for fulfillment as the motivator. McGregor stressed that Theory Y management does not imply a soft approach.

McGregor recognized that some people may not have reached the level of maturity assumed by Theory Y and may initially need tighter controls that can be relaxed as the employee develops.

If Theory Y holds true, an organization can apply the following principles of scientific management to improve employee motivation:

* **Decentralization and delegation**: If firms decentralize control and reduce the number of levels of management, managers will have more subordinates and consequently need to delegate some responsibility and decision making to them.
* **Job enlargement**: Broadening the scope of an employee’s job adds variety and opportunities to satisfy ego needs.
* **Participative management**: Consulting employees in the decision-making process taps their creative capacity and provides them with some control over their work environment.
* **Performance appraisals**: Having the employee set objectives and participate in the process of self-evaluation increases engagement and dedication.

If properly implemented, such an environment can increase and continually fuel motivation as employees work to satisfy their higher-level personal needs through their jobs.

## **What is the equity theory of motivation?**

The equity theory of motivation is the idea that what an individual receives for their work has a direct effect on their motivation. When applied to the workplace, it means an individual will generally aim to create a balance between what they give to the organization compared to what they get in return.

Understanding the role of equity theory in professional environments can be helpful when you want to ensure that your team feels properly motivated and appreciated for their work. When you offer fair compensation for your team’s contributions, they may maintain higher levels of motivation. This can have a positive effect on factors such as teamwork, job commitment and communication.

## Components of the equity theory of motivation

The equity theory contains two primary components: inputs and outcomes. It is a team member’s perception of these two factors that can influence their motivation levels.

### Inputs

An input is a contribution one makes in order to receive a reward. Different inputs can include time commitments, daily job responsibilities, loyalty to an organization and enthusiasm for one’s work.

An employee will often distinguish between inputs they consider controllable and not controllable. Examples of controllable inputs include communication and attendance, while uncontrollable inputs could be job training and seniority.

### Outcomes

An outcome, or output, is the compensation that an individual receives as a direct result of the input they provide.

Outcomes can include hard factors such as:

* Salary and pay raises
* Job security
* Benefits like healthcare or vacation time

There are also less tangible outcomes:

* Praise from coworkers
* Improved reputation
* Pride in one’s work

The value of the outcome should ideally result from the importance placed on the input. For example, a college graduate may believe that their degree should return better job opportunities.

**Related:**[**Intrinsic vs. Extrinsic Motivation**](https://www.indeed.com/career-advice/career-development/intrinsic-extrinsic-motivation?from=careeradvice-US)

## Factors that affect equity theory

The theory of equity includes factors known as referents and moderating variables. These elements can influence an employee’s perception of what is fair.

### Referent groups

Referents are comparisons that an employee can make to form their evaluation about an outcome they receive. The four primary comparisons are:

* **Self-inside:** Includes the experience an employee had when they were in a different position in their current organization.
* **Self-outside:** Encompasses the employee’s experience in other positions outside of the company.
* **Other-inside:** Involves a comparison to another employee’s inputs and outcomes in the same company.
* **Other-outside:** Consists of a comparison to employees in a similar position outside of the current company.

An employee may use one of these four referents to determine how fairly their employer treats them. For example, one of your team members may have come from a company that didn’t recognize their work. If you consistently praise that individual when they exceed their goals, they will likely make a self-outside comparison to conclude that they are currently receiving fairer outcomes for their work.

### Moderating variables

Moderating variables such as someone’s education and experience level can also have a direct effect on their perception of fairness. For example, those with higher education levels may have connected with a larger number of people in their field, which could prompt them to make other-outside comparisons. Employees who have more experience in their field or company are more likely to make internal comparisons, while others with less experience will more often rely on personal knowledge.

**Related:**[**Using Performance Management in the Workplace**](https://www.indeed.com/career-advice/career-development/performance-management-system)

## How to apply the equity theory of motivation in the workplace

Equity theory can help you gain a better understanding of the different factors that influence your team’s motivation levels. If you want to apply the equity theory in your workplace, consider the following tips:

### 1. Ensure a fair balance among team members

Since many employees make work contributions based on what they think they will receive, you can benefit your entire team by setting standards for fairness and equality. Make sure all team members receive the same compensation for equal amounts of work. You can also hold regular team meetings to guarantee everyone feels valued for their efforts.

### 2. Make sure you offer comparable compensation

Your team members may make different comparisons for inside and outside of the workplace. If an employee sees that they are receiving similar outcomes to others in their field with the same amount of experience, they will be more likely to stay satisfied in their position. When setting compensation standards, consider researching external positions for information about salary, benefits and incentives. Try to use like items so employees feel more comfortable with their roles.

### 3. Know what your team values

Your team members will likely place different values on certain inputs and outcomes. Some may put a higher value on education, skills and training, while others may feel that their time and effort should receive a greater reward. When you show your team you appreciate their contributions fairly, you can help them stay motivated and happy in the workplace. It may be helpful to ask individual members what motivates them to form an actionable plan.

**Conclusion**

Motivation is the state of mind which pushes all human being to perform things with the highest spirit and with positivity. The leader will have to ensure that every individual in the team and the organization is motivated. The various motivation theories helps in understanding what will motivate people.