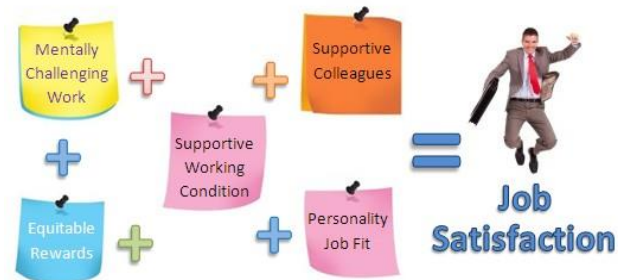


Greed is not the greatest motivator

Motivation and values in the workplace

Over the past few weeks we have been discussing different motivators and values that pertain to a work environment. While at first, I

thought that money was the biggest motivator, I was proven to be wrong. There are many other attributes to a

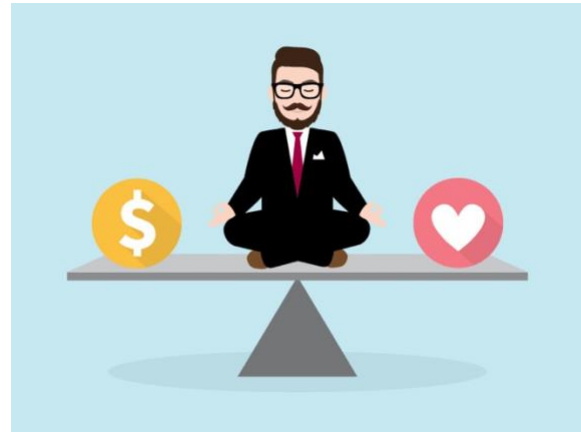


job/organization that will affect the overall state of the employees view of the company. Many people look at work as something that gets in the way of their day, studies have shown that people only see their job as a means to an end, a.k.a., just the company that signs their paychecks. However, there are many individuals that take pride in their workplace, they want to give their all to this goal, service, or product that their company provides. While this can be a value instilled in an individual from birth, it is often the result of a proper organizational structure and management system. employees whose values are listened to and who feels comfortable and engaged in their workplace environment are more likely to produce better work.

Why money isn't everything

Studies have shown that employees who are unsatisfied with their job are usually compensated well for the work they are doing. In fact, compensation only affects an individual's happiness for a total of 3 months until their original state of happiness returns them

back to homeostasis. The old-fashioned way of organizational behavior was to simply overpay employees to counter-balance the terrible work-environment and values of the company. While that used to work for previous generations of workers, this generation doesn't only care about money, in fact, this generation has been shown to take



lower-paying jobs when the overall benefits and environment are shown to be better than a comparable job that has significantly more compensational advantages. These overall benefits include, a work-life balance, better family-health-care-plans, retirement match, work-from-home-days, more vacation, flexible commute hours, and many other factors. In short, the new generation of workers wants to be able to live a productive life outside of their job, rather than be a slave to their work with lots of money in the bank.

Conclusion

In summation, over the past month I've learned about the various factors that attribute to an employee's happiness at their organization. In short, there are various items that must be accounted for to make sure an organization's employees are at their optimal level of happiness. These factors can include money; however, this new generation of workers seems to care less about monetary possessions and more about the work-life balance that a company can offer. That is why today, companies have made a conscious effort to improve and express the work-life balance opportunities that they offer for their employees. This is done to show that an organization is not only concerned about the well-being of the employee, they are concerned

with the overall happiness of that employee, because as studies have shown, happiness and satisfaction help improve productivity in the workplace.