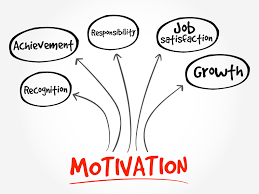
Motivation in the Workplace

**What is Motivation and How Does it Occur in Employees**

A close up of text on a white background

Description automatically generatedEvery person wants to be validated in some shape or form, whether it’s by the approval of their peers, validation from a higher authority (whether that be a supervisor, teacher, relative, mentor, etc.), or simply just thank you from someone they did a favor for, everyone craves some sort of recognition. Simultaneously, employers/organizations seek to motivate their workers by doing similar actions to these for one simple reason, a motivated employee is high producer of good work. Typically, companies offer incentives to help their employees feel that sense of acknowledgement that they’re longing for, however, incentives such as higher pay, or certain spiffs cannot meet the needs of every employee that works for an organization. That’s why it’s important to understand that people are vastly different, and many people won’t feel the same sense of acknowledgement that others do by simply increasing their pay or giving them appraisal at a company town hall meeting. However, according to Maslow’s motivation theories, there are constant factors that naturally occur in every individual and supersede each other as the needs become fulfilled with the highest being self-actualization (which an organization cannot help with).

**Why an Organization Wants to Motivate Employees**

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Description automatically generatedWhile it is obvious that the happier someone is, the easier they are to work with, there are also many underlying factors that cause organizations to want to make their employees happy and satisfied with the work they are doing. Research shows that employees who are happy are more effective and usually take less Paid Time Off (PTO), less sick days, and overall work harder and longer hours than employees who are unhappy with the current state of their job. Not only does this increase productivity in the workplace, having motivated and satisfied employees literally saves the company money (refer back to the PTO statement) and improves the quality of work being done. In summary, having motivated and satisfied employees is beneficial for both the employer and their employees in order to increase productivity, decrease absenteeism, and improve overall performance of the organization.

**Overall Summary of Motivation Causes and Effects**

In summation, motivation is a great indicator of how well an organization is currently doing, as well as how good they can be doing in the future. For example, if an organization is doing well at the moment, but you can tell that motivation is at a low point, then you can certainly expect the organizations performance to decrease in the near future. On the opposite side, if an organizations performance is mediocre, but they have just gone through a major management shift and the overall motivation is high, then you can expect an increase in performance and productivity in the workplace.