

A silhouette of a person standing on a dark, rocky outcrop, raising both arms in a celebratory gesture. The person is wearing a light-colored tank top and dark leggings. The background is a vibrant sunset sky with streaks of orange, pink, and purple. Bare tree branches are visible on the left side of the frame. A horizontal white bar with a thin purple line above and below it is positioned behind the text.

Motivation

Maslow's Hierarchy (1 of 3)





Program Objectives (1 of 2)

- ◉ Understand past, present and future concepts/trends.
- ◉ Develop employee desire to strive for excellence.
- ◉ Understand how you influence employees with your leadership style.
- ◉ Use feedback more precisely, linking it to performance.



Program Objectives (2 of 2)

- ◉ Learn how to offer criticism in a way that ensures that it is heard.
- ◉ Apply models and methods for measurable results.
- ◉ Problem-solve, and practice what you learn.

Definition of Motivation

Motivation:

- ⦿ The act or process of stimulating to action or providing an incentive or motive, especially for an act.



McGregor's Theory X

- ⊙ People inherently dislike work and will avoid it if they can.
- ⊙ People must be coerced, controlled, directed, and threatened in order to make them work.
- ⊙ The average human being prefers to be directed, wishes to avoid responsibility, and has relatively little ambition.





Achievement Motivation Theory

- ⊙ McClelland, et al. stated that achievement motivation, or the need for achievement comes from internal and external factors.
- ⊙ Highly motivated people have three different needs: achievement, affiliation, and power.
- ⊙ Most people have a mix of these needs.



Hackman and Oldham (2 of 3)

- ◎ Hackman and Oldham also identify five core job dimensions:
 1. Skill variety – different job activities that require a variety of skills and talents
 2. Task identity – the completion of an identifiable project
 3. Task significance – the responsibility for a task that significantly and positively affects other people




Praise Or
Recognition



What Is Most Preferred In Jobs?

- ◉ Important and Meaningful Work 50%
- ◉ High Income 24%
- ◉ Chances for Advancement 16%
- ◉ Job Security 6%
- ◉ Short Work Hours 4%

- Source: National Opinion Research Center Surveys, University of Chicago.



Five Types of Rewards

- ◉ Monetary rewards
- ◉ Indirect financial rewards (benefits)
- ◉ Satisfying work content
- ◉ Affiliation with an admirable organization
- ◉ Long-term career opportunities

Two Types of Motivation (3 of 3)

Extrinsic Motivation

- ⦿ Motivation from the outside, often from rewards
- ⦿ If the employee perceives the possibility of achieving other goals through accomplishing the task, you can expect the quality of their performance to be inferior.



Five Categories that Account for All Human Behavior






30 Ways To Motivate (1 of 8)

1. Use appropriate methods of reinforcement.
2. Eliminate unnecessary threats or punishment.
3. Make certain that accomplishments are adequately recognized.
4. Provide people with flexibility and choice.

Ways To Boost Efficiency





Download "**Motivation**" PowerPoint presentation at **ReadySetPresent.com**

160 slides include: 6 points on MacGregor's theories X and Y, 3 slides on Maslow's hierarchy, 7 points on Alderfer's ERG theory, 13 points on the motivator-hygiene theory, 3 points on the achievement motivation theory, 10 points on Hackman and Oldham's theory, 5 points on the expectancy theory, 2 points on the equity theory, 2 points on the goal setting theory, 15 points on what employees want, 10 motivating factors, 10 employee rewards, 6 points on a supportive environment, 8 points on positive feedback, 4 steps for giving praise, 7 points on analyzing and solving performance problems, 6 points on coaching interview steps, 7 principles of planning, 4 characteristics of a good plan, 5 points on S.M.A.R.T. objectives, 5 management functions, 4 points on managerial power, 5 points on what is most preferred in jobs, 4 reasons employees don't do what you want, 5 types of rewards, 9 points on incentives, 5 points on 2 types of motivation, 22 points on principles for enriching jobs, 13 points on a pay plan to motivate, 9 points on the structure of human motivation, 24 points on the 5 categories that account for all human behavior, 4 steps to solve motivational problems, 6 points on informal recognition ideas, 5 points on the M.A.G.I.C. formula, 11 ways to motivate today, 9 cautions for incentive programs, 9 motivation program ironies, 9 action motivators, 9 points on employees who love their work, 5 motivation factors, 4 maintenance factors, 30 ways to motivate, 10 ways to boost efficiency, 16 action steps and much more.

Royalty Free - Use Them Over and Over Again.

Updated & Expanded 2013
Now: more content, graphics, and diagrams