MOTIVATION CAN BE DEFINED AS THE PATTERN OF FACTORS THAT INITIATE, DIRECT AND SUSTAIN HUMAN BEHAVIOUR OVER TIME

SELF-MOTIVATION IS TAKING OWNERSHIP AND RESPONSIBILITY FOR YOUR OWN FEELINGS, THOUGHTS, AND BEHAVIOUR
Motivation

- Worker performance depends on
  - Motivation
  - Ability
  - Work environment
- Motivation is the set of forces that compel behavior
- Money may serve as a psychological & financial motivator
Motivation and Money

- Taylor’s scientific management (1911)
  - Workers are motivated mainly by money
  - Suggested piece-rate system

- Maslow’s theory (1943)
  - People are motivated by hierarchy of needs, which includes money

- Herzberg (1959)
  - Money either dissatisfies or is neutral in its effect
Maslow’s Hierarchy of Needs

- Self-Actualization
  - Use of abilities
  - Self-fulfillment
- Ego
  - Self Respect
- Social
  - Group Interaction
  - Job Status
- Safety
  - Physical Safety
  - Job Security
- Physiology
  - Food
  - Shelter
Herzberg’s Motivation/Hygiene Factors

Job Dissatisfiers
(Hygiene)

♦ Company policies and administration
♦ Supervision - technical
♦ Working conditions
♦ Interpersonal relations - supervision
♦ Status
♦ Job security
♦ Salary

Job Satisfiers
(Motivators)

♦ Achievement
♦ Recognition
♦ Advancement
♦ Work itself
♦ Responsibility
♦ Personal growth
ROLE OF MOTIVATION IN PERFORMANCE

PERFORMANCE = RESOURCES X TECHNOLOGY X WILLINGNESS (MOTIVATION)

- MUTUAL RESPECT & MUTUAL TRUST
- QUALITY OF INFORMATION
- QUALITY OF RELATIONSHIP
- QUALITY OF PROMISE
- EFFECTIVE & EFFICIENT MANAGEMENT
- INDIVIDUAL’S ATTITUDE
MOTIVATION FOR HIGHER PRODUCTIVITY INTEGRATED MODEL

STEP-1

VALENCE

STEP-2

DESIRE TO PERFORM

STEP-3

EXPECTANCY

STEP-4

ABILITY

STEP-5

PERFORMANCE

ROLE PERCEPTION

EFFORT

INSTRUMENTALITY

REWARD
VALENCE

IS THE PREFERENCE THAT A PERSON HAS FOR A PARTICULAR OUTCOME

INSTRUMENTALITY

IS THE SUBJECTIVE BELIEF THAT A PERSON HAS ABOUT THE RELATIONSHIP BETWEEN PERFORMING AN ACT AND RECEIVING AN OUTCOME

EXPECTANCY

IS THE SET OF BELIEFS REGARDING THE LINK BETWEEN MAKING AN EFFORT AND ACTUALLY PERFORMING WELL
ABILITY

IS THE SET OF PHYSICAL, PSYCHO MENTAL, COGNITIVE SOCIAL AND MORAL CAPABILITIES AN INDIVIDUAL BRINGS TO A SITUATION.

ROLE PERCEPTION

WE PEOPLE'S BELIEFS ABOUT WHAT THEY ARE SUPPOSED TO BE ACCOMPLISHING ON THE JOB AND HOW.

EQUITY

IS THE PERCEIVED STANDARD WHEREBY INDIVIDUAL /GROUPS OUGHT TO RECEIVE OUTCOME (REWARDS) CONSISTENT WITH THE QUANTITY AND QUALITY OF RESULTS THEY PRODUCE
## FACTORS OF MOTIVATION

### ECONOMIC -
1. Salary
2. Bonus
3. Fringe Benefits
4. L.T.C.
5. Reimbursement of Education Fee
6. Any other benefits which can be computed in terms on many ECT

### NON-ECONOMIC -
1. Job Satisfaction
2. Good Management Policy
3. Promotional Opportunity
4. Recognition and Rewards
5. Good Working Env.
6. Any other extra curricular activities ECT
HOW TO BE SELF MOTIVATED

1. DEVELOP POSITIVE SELF ESTEEM
2. DEVELOP UNDERSTANDING/CREATIVE
3. DIFFERENTIATIVE BETWEEN NEEDS AND GREEDS
4. ALWAYS BE OPTIMISTIC
5. RESPECT AUTHORITY
6. ALWAYS DEVELOP DESIRE TO LEARN/UPDATE KNOWLEDGE
7. THE WINNING EDGE: STRUGGLE
8. ACCEPT RESPONSIBILITY
HOW TO MOTIVATE YOUR SUBORDINATES

1. RECOGNISE YOUR SUBORDINATE
2. MAKE SUBORDINATE FEEL IMPORTANT
3. SHOW CONFIDENCE IN SUBORDINATES
4. GUIDE RATHER DIRECT
5. SET A GOOD EXAMPLE
6. LISTEN SUBORDINATE’S THEIR PROBLEMS
7. PARTICIPATE AND INVOLVE YOUR SUBORDINATES
8. TRAIN AND COUNSEL YOUR SUBORDINATES
TOP TEN MOTIVATORS

1. THANK PERSONALLY, TIMELY, OFTEN & SINCERELY
2. TAKE TIME TO MEET AND LISTEN TO STAFF
3. PROVIDE FEEDBACK
4. ENCOURAGE NEW IDEAS AND INITIATIVE
5. EXPLAIN HOW EMPLOYEE FITS INTO ORGANIZATION'S PLANS
6. INVOLVE EMPLOYEES IN DECISIONS
7. PROVIDE OWNERSHIP IN THEIR WORK
8. RECOGNIZE, REWARD, AND PROMOTE, BASED ON PERFORMANCE
9. GIVE CHANCE TO LEARN NEW SKILLS
10. CELEBRATE SUCCESSES!