

Motivation and applied performance practices - dissertation example



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The analysis of the case represents a scenario about crucial HR management issues. This case is largely an effect of employee motivation and employee stress management. This is largely reflected from the behaviour of Wendy who is largely de motivated following the spate of events and resorts to unusual behaviour with colleagues as a result of de motivation. The level of dissatisfaction is also analysed from the fact that the employee takes long leaves and also aims to leave the organization. Critical Analysis The issues highlighted in the case can be analysed using the framework of the Exit Voice Loyalty Neglect Model. This model distinguishes employee behaviour into two kinds namely a constructive and a destructive type. It also shows two forms of action namely passive and passive response (Harvey & Wenzel, 2001, p. 41). In this case Wendy shows a destructive and active response in behaviour while Tanya shows a constructive and passive response. The response shown by Wendy largely implies negative effects on an organization whereas the opposite is reflected from the response shown by Tanya. The behaviour of the employee is largely an outcome of employee motivation and job satisfaction. Theoretically it has been stated that employee satisfaction is strongly correlated with motivation levels (Andrews & Johnson, 2002, p. 152). In this case Wendy as largely de motivated following the promotion of Tanya that led to de motivation ultimately leading to dissatisfaction from the job. Stress Management It is very clear from the

case that Tanya is suffering from stress following the state of events unfolded in the organization. Possible stress management techniques would include continuing with the passive response and ensuring that the issue does not spread over to the other employees. Tanya must not divulge negative details to the other employees and should have a one on one conversation with Wendy. If things do not take shape the matter must be reported to the top management so that a congenial environment is present at the hospital. References Andrews, D. H. & Johnson, K. R. (2002). Revolutionizing IT: the art of using information technology effectively. John Wiley and Sons. Harvey, J. H. & Wenzel, A. (2001). Close romantic relationships: maintenance and enhancement.