

# Discussion and respond - dissertation example



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## Discussion and Respond

Discussion and Respond. There are certain theories and motivational techniques which are used to increase employee productivity and efficiency. A number of theories and types of motivational techniques as well as leadership ideas are developed in this regard. These theories are not limited to a single researcher or scholars who present a full and complete form which may be helpful in motivating and directing people of different regions and cultures but involve different perspectives which may or may not fit to different organizations in the same manner. The company which I work for uses John Adair's model of Action Centered Leadership. This model motivates the team as a whole to perform their task and achieve targets. This model encourages the achievement of goals as the only aim for the team and further enhances individual and team performance by creating new opportunities as they achieve their targets appropriately. Teams are formed and directed towards a goal as per their performance and individualistic performance is weighed against what is expected of individuals in their capacity as a part of the team. Herzberg's theory or the motivation-hygiene theory is based on two factors which increase satisfaction of employees at the workplace on one hand and reduce the chances of dissatisfaction on the other. These factors motivate the employees to work and continue their relationship with the organization. This theory can be applied to my personal and recent experience with a local firm which is an owner managed small size corporation. The company provides challenging work, motivational incentives like bonuses and proper performance appraisals which provide a positive encouragement to all of us in continuing our jobs with full devotion

and efficiency. The incentives both financial and non-financial act as a force which encourages us to perform better than our past and the challenging tasks and targets enable us to work harder. However, the hygienic factors defined by Herzberg are quite low in our firm. The work conditions, safety management and policies on termination are acting as hurdles for the employees. The company does not provide job security to an appropriate level. The lack of safety procedures result in frequent accidents when handling the machinery and so on. These factors which are harmful for the employees and their health are creating chaos in our minds. We face regular difficulties due to the absence of safety procedures leading the staff turnover to be high. .