

Motivation case study

Law



Organisational Behaviour Question The real issue presented by Chief Robert Jackson, in chapter 6 of Organizational Behaviour, is that of highlighting the factors that influence the decisions people make with regard to their behaviour. It explores what determines the way that people act in a defined manner towards an aspect related to work situations. It delves into what makes people behave towards each other and how these relationships affect their behaviour. This chapter investigates and explains factors that influence and determine effort intensity in the work place and the direction of an individual's activities towards achieving a personal goal. It also looks into factors that influence an individual's persistence in achieving a goal (Parikh, 2010). The situation that is depicted in this chapter is an insight into what entails motivation in the workplace. This chapter is about motivation, in the workplace, and what drives this aspect among individuals.

Question # 2

Laissez-faire leader is characterized by a scenario where the heads of departments and managers leave their employees to work on their without any interference. In this leadership style, the leaders provide the resources and tools needed and leave the employees to set up their own completion timelines. Leaders are available for consultations with various groups pertaining different projects, but they do not contribute to the realisation of these projects. This leadership style is commonly referred to as hands off style of leadership (Parikh, 2011). It is suitable where the workforce is composed of highly skilled and professional individuals who do not need guidance. In an organisation where the labour force is not highly skilled, these individuals do not know how to run projects independently without supervision. This leadership style is prone to reduced productivity especially where the workforce is not skilled and professional. This is because

employees are not able to set deadlines and meet these deadlines in time. Hands-off leadership style is beneficial to organisations that rely on the employee creativity. This is because the no interference policy of this style creates room for expression of creativity without any limiting directives from the leadership.

Question # 3 Older employees, in the workplace, are typically motivated, by the firm's commitment , to achieving objectives seen by older workers as addressing their interests. Showing older employees that they their experience is valuable to the organisation, keeps them motivated. Older employees can be tasked with showing younger members of the workforce how things are done. When older employees are actively involved in the running of an organisation, their experience and advice can act as an invaluable asset to the firm. This also acts as a motivational boost to their self-esteem, which translates to increased productivity on their part.

Question # 4 Younger workers are typically motivated by workplace tasks that challenge their abilities and intrigue their curiosities. Younger workers are quickly bored tasks that involve routine processes because they like adventurous endeavours that interests and challenges their abilities. This inspires them to perform better than they are required in order for them to experience a sense of fulfilment by realizing their full potential. Putting younger workers in amusing situations makes them perceive even mundane tasks as engrossing and worth their attention.

Question # 5 Veterans and new employees can be equally motivated, by an organisation striving to create different workplace situations that suit all the needs of the employees and the organisation. By creating different and stimulating situations in the workplace ensures that all employees see their delegated duties as an opportunity to realize their full potential and a way of advancement. An <https://assignbuster.com/motivation-case-study-essay-samples/>

organisation should ensure that the wages it pays its workers is a direct reflection of their efforts. This motivates employees to work harder for better pay and benefits. Leadership in organisation is also a critical factor in determining the motivational level of their workers. Question # 6 According to Abraham Maslow, the dynamics of motivation in the workplace is based on his theory of hierarchy of needs. This theory states that a workers motivation is influenced by the desire to satisfy needs and by providing opportunities to realize these needs employers can motivate their employees. According to David McGregor, the dynamics in workplace motivation depend on the leadership that is practiced in that firm. The nature of business conducted by an organisation contributes to the leadership style adopted by a firm. This is because when a firm is involved in activities that require a lot of unskilled labour, it asks for an authoritarian style of leadership or the X-theory. If the workforce involved is composed mainly of highly skilled and professional employees, the style of leadership can be based on the Y-theory. The X-theory derives its motivation from workers' efforts in trying to avoid punishment and responsibility. Y-theory derives its motivation from a worker's efforts in trying to gain responsibility and rewards for achieving their goals and targets (Miner, 2011). Question # 7 The expectancy theory states that employees' performance is aimed at realizing their overall best interests in the workplace. This translates to the fact that employees will work hard to achieve a goal if it presents the opportunity of satisfying a need. In the role of a police chief, I would motivate my officers to work hard by ensuring that their efforts are rewarded. I would base this reward scheme on the various interests and needs exhibited by respective officers. This would boost their motivational levels because their efforts would see the

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realization of their needs. Question # 8 Job enrichment entails improving the job environment for both the employees and leadership in a firm. This involves increasing the scope of duties and responsibilities for workers, which allows them to utilize their abilities fully to their maximum potential. When employees' duties and responsibilities are expanded, it acts as a boost to their motivation because they see it as a recognition and appreciation of their efforts and abilities (Griffin & Moorehead, 2011). References Parikh, M. (2011). Organisational Behaviour. Tata McGraw-Hill Education. Miner, J. B. (2011). Organizational Behaviour 6: Integrated Theory Development and the Role of the Unconscious. M. E. Sharpe. Griffin, R. W. & Moorehead, G. (2011). Organizational Behaviour. 10th Edition. London: Cengage Learning.