

Nibm assignment



Motivation is the result of the interaction of the individual and the situation.

Motivation is the “ the processes that account for an individual’s intensity, direction, and persistence of effort toward attaining a goal” (Robbins 2003).

Intensity is concerned with how hard a person tries. This is the element most of us focus on when we talk about motivation. Direction is the orientation that benefits the organization. And Persistence is a measure of how long a person can maintain his/her effort. Motivated individuals stay with a task long enough to achieve their goal.

Motivational Tips Certain tips, which may be important in this regard, are as follows: Avoid underpayment. Avoid overpayment. Give people a voice in decisions affecting them. Explain outcomes thoroughly using a socially sensitive manner. Special Issues in Motivation Some of the special issues in motivation are issued below. Motivating Professionals The professional employees likely to seek more [http://ash-Jesus. Bloodspot. In/](http://ash-Jesus.Bloodspot.In/) 2/21 intrinsic satisfaction from their work than blue-collar employees.

They generally have strong and long-term commitment to their field of expertise are perhaps more loyal to their profession than to their employer. They need to regularly update their knowledge, and their commitment to their profession. Therefore, extrinsic factors such as money and promotions would be low on their priority list. Rather, job challenge tends to be ranked high. They like to tackle problems and find solutions. Managerial

Implications: • Provide them with ongoing challenging projects. ~ Give them autonomy to follow their interests and allow them to structure their work. ~

Reward them with educational opportunities. ~ Also reward them with recognition. Motivating temporary Workers Temporary workers may be

motivated if: opportunity They are provided with permanent job The opportunity for training is provided to them Motivating Low-skilled Service Workers One of the most challenging managerial tasks in to motivate low-skilled workers who are involved in repetitive physical work, where higher education and skills are not required. For this category of people, flexible work schedules and higher pay package may be proved effective motivational factors.

Leadership Your Leadership Development and Skill? This book provides you what to do and exactly how to do it in order to unleash your employees' full potential. Each how to is actually one of many easy to learn, easy to perform leadership skills. 3/21 Your Leadership Style? Don't worry about your leadership style, personality, looks or charisma. My managers and proved that actions are what count, and carrying out the actions specified by the leadership skills outlined in my book will make you an exceptional manager of people.

Motivate Employees -or- Unleash Their Motivations? We also proved that self-motivation is the key to success. It opens all doors. You know that your best people are self-motivated self-starters. How about a workplace where self-motivation is the norm? The tools to achieve this seemingly lofty goal are easy-to-learn leadership skills. You will also be preventing De-motivation and all its fearsome consequences. In truth, there's no limit to what employees can accomplish once your leadership skill unleashes the power of their own motivations.

Your benefits from these leadership skills, proven in my 34 years of managing people: most employees become highly motivated and highly committed lower costs of turnover, training, absenteeism, sickness a highly ethical, values-based Couture with high morale higher level of creativity and lower costs enable you to beat your competition change, conflict, diversity and ethics problems disappear your stress from managing people turns to satisfaction an ability to turnaround a management disaster 30 to 300% productivity gains per employee!

To learn about the huge difference between companies who unleash employee motivation and those who don't, I suggest you read the bestseller 4/21 Good to Great by Jim Collins. Good to Great describes utopia. My book provides the tools to get you there. The leadership skill set in the book comprehensively covers the subject of managing people, from A to Z. It includes how to effectively deal with stress and 22 problematic workplace conditions and behaviors such as bosses, bureaucracy, negative attitudes and personality clashes.

Whether you manage one person or thousands, these clearly defined leadership skills are your script for achieving excellence. In addition, its leadership skills are backed up by say-to-understand leadership theory which makes so much common sense that you will wonder why you didn't think of it yourself. The "law of gravity" is no more certain than the 20+ principles or "laws of leadership theory" presented in the book. Steps To Improving Leadership Skills Work through the following steps to ensure that you use PEE and school sport to make a real difference to pupils' leadership skills in your school.

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The PEE and school sport strategies you use will be most effective when they form part of a whole school approach to improving leadership skills. All staff, helpers and pupils need to know ND understand what leadership roles, responsibilities and skills are expected of pupils. 5/21 Posted by Ash at 1: 49 AM i Seem Assignment- PRINCIPAL AND PRACTICES OF MANAGEMENT How will you influence people to strive willingly for group objectives in your organization (target based industry)?

Apply interpersonal influence through communication process towards attaining your personalized goals? Intrinsic and Extrinsic Motivation Intrinsic motivation comes from rewards inherent to a task or activity itself – the enjoyment of a puzzle or the love of playing. This form of motivation has been tidied by social and educational psychologists since the early asses. Research has found that it is usually associated with high educational achievement and enjoyment by students.

Intrinsic motivation has been explained by Frizz Hider’s attribution theory, Bandanna’s work on self-efficacy, and Ryan and Decides cognitive evaluation theory. Students are likely to be intrinsically motivated if they: attribute their educational results to internal factors that they can control (e. G. The amount of effort they put believe they can be effective agents in reaching desired goals (i. E. The results are not determined by luck), are interested in mastering a topic, rather than just rote-learning to achieve good grades.

Extrinsic motivation comes from outside of the performer. Money is the most obvious example, but coercion and threat of punishment are also common extrinsic motivations. 6/21 In sports, the crowd may cheer on the performer,

which may motivate him or her to do well. Trophies are also extrinsic incentives. Competition is in general extrinsic because it encourages the performer to win and beat others, not to enjoy the intrinsic rewards of the activity.

Social psychological research has indicated that extrinsic rewards can lead to over justification and a subsequent reduction in intrinsic motivation. In one study demonstrating this effect, children who expected to be (and were) rewarded with a ribbon and a gold star for drawing pictures spent less time playing with the drawing materials in subsequent observations than children who were assigned to an unexpected reward condition and to children who received no extrinsic reward.

Self-Control The self-control of motivation is increasingly understood as a subset of emotional intelligence; a person may be highly intelligent according to a more noncreative definition (as measured by many intelligence tests), yet unmotivated to dedicate this intelligence to certain tasks. Yale school of management professor vector broom's " expectancy theory" provides an account of when people will decide whether to exert self control to pursue a particular goal.

Drives and desires can be described as a deficiency or need that activates behavior that is aimed at a goal or an incentive. These are thought to originate within the individual and may not require external stimuli to encourage the behavior. Basic drives could be sparked by deficiencies such as hunger, which motivates a errors to seek food; whereas more subtle

drives might be the desire for praise and approval, which motivates a person to behave in a manner pleasing to others.