

Personal and team effectiveness – motivation



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Personal and Team Effectiveness is a big topic and I, personally think that motivation is very important in the business world. I think it is a must to provide motivation for the workers. If the workers are more motivated to complete the task, it can increase the productivity and effectiveness of the company. This is the reason why we all want to motivate our workers to exert their best effort. Not only in the business world, is motivation everywhere.

Parents always motivate their children to study hard by offering small presents. For example, I remember when I was young, my parents often rewarded me by visiting Ocean Park if I achieved good results in the exams. This worked and I was motivated to study harder and harder as I really wanted to go to Ocean Park. It is the same in the business world. If we want to motivate the employees to improve their performance, we have to give them some rewards.

For example, the Incentive Compensation Program implemented in some companies has good effects. In this program, workers who have excellent performance can be rewarded a certain amount of bonus. Apart from bonus, I think good welfare systems, good working environment, good relationship with colleagues are ways to motivate the workers. All the above motivation we have talked about is extrinsic. It is provided by the third party, i. e. comes from outside of the individual.

Besides extrinsic motivation, intrinsic motivation is also a way to motivate the workers. This refers to motivation that is driven by an interest or enjoyment in the task itself, and exists within the individual rather than relying on any external source. In fact, people who are intrinsically motivated

are more likely to improve their skills, and hence the performance. In my childhood, apart from my parents' reward systems, I was also motivated by myself.

I liked Mathematics so I put much effort on it and did a lot of Mathematics exercise. This was due to my own interest. In the workplace, if the workers enjoy the task, they will exert their best effort in order to achieve excellent. No matter it is about studies or careers, intrinsic motivation is important. To conclude, motivation is everywhere in the world. If we want to achieve better results, it is a must for us to think about what motivation can be applied. If people are more motivated, they perform much better.