

Mgt230. leadership and organization

Business



Leadership and Organization Leadership and Organization A) Although many people pursue s with promising and lucrative financial returns, some students opt to major in certain careers that do not necessary pay well. Meaning, upon a successful completion of their studies, they land into jobs, but do not get high salaries because money is not their motivating factor (Maehr, 2010). These careers include education, theological studies and social work. According to a research conducted by the National Center for Education Statistics, a graduate teacher, theologian and social worker earns an average salary of \$33, 800, \$32, 500 and \$32, 200 respectively. The motivating factor of teachers is that education is a call and gives them an opportunity to impart knowledge to the society. On the other hand, theologians consider their profession as a God’s call. Thus, they are interested in serving God. Meanwhile, the social worker is motivated to serve the vulnerable, disabled, poor and disadvantaged people in the society. This is what motivates people to pursue these courses even if they do not offer attractive remuneration packages.

B)

Abraham Maslow’s Hierarchy of Needs theory can be effectively applied in the motivation of employees in a workplace. Employees, just like any other human being, have needs that need to be satisfied in a progressive manner beginning from the most basic to those that are not. Having said this, I would like to say that safety, belonging, esteem and actualization needs are most closely linked to the notion that pay is actually a good motivator. This is due to the fact that their satisfaction motivates people to continue working hard to satisfy higher needs (Carver, 2012).

However, I would like to state that physiological needs can be closely

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associated to the claim that pay is not a good motivator. Since it is the most basic, employees will not have the urge of improving their productivity because they do not expect any increment in their salaries. After all, it is assured regardless of the level of productivity.

C)

According to Herzberg's Two-Factor theory, motivation of employees is determined by two factors: motivators and hygiene factors. Whereas motivators help in boosting the productivity of employees, the hygiene factors does exactly the opposite. Meaning, it does not motivate, but demoralizes the workers. So, the statement that pay is a good motivator is supported by the motivators (ShaCofer, 2012). As explained, pay is a true motivator because it motivates employees and enables them to improve their productivity. As a motivating factor, when employees are paid, they will feel motivated.

D)

Alfie Kohn holds the view that tying rewards does not necessarily lead to desired behaviors because, in his opinion, pay is not a motivating factor to the employees. He believes that even if pay is used as a reward, it can at times end up undermining the same process it is supposed to motivate. Besides, pay can not be used to offer long-term solution in the workplace. Its application can be rendered ineffective if not properly used to yield the expected results (Fishbein, 2007).

However, Kohn believes that pay can help in yielding improved performance if used to provide a short term solution in the workplace. In such a situation, employees will have to improve their productivity because they expect to be given the most desired incentive. These views make this theory to be a bit

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complex and contradictory.

References

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