

Motivation and management style assignment

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Motivation: General: In business, motivation is an initiative driver that forces, tempts, and guides individuals to devote themselves to work. In a tangible or intangible form, the motivation may be higher salaries, more employment benefits, better working environment, or key positions in the companies.

Motivation is usually exercised by the upper level upon the lower level within an entity to increase efficiencies and profits, or by the management to attract outstanding outsiders.

For example, Yahoo's offer of CEO position and significant amount of return might be the motivation for Marimbas Mayer to jump from Google to Yah.

Self-motivation: Self-motivation, different from the traditional motivation, is exercised by an individual to motivate him/herself to reach a goal. A strongly self-motivated individual usually performs the duty at maximum, and isn't readily influenced by frustration and sense failure. I personally believe that this type of employee is what the firms favor because of the active working attitude originated from self-motivation.

Management Styles: Autocratic Leadership (also known as transactional leadership): an autocratic manager usually makes decision upon his/her own view and rarely asks opinions from employees (or "followers"). This type leadership could be beneficiary in a fast-paced working circumstance or emergencies because the decisions must be made timely and quickly. An autocratic manager prefers to keep the entity the same without change and may motivate employees to trust his/her capability of making good decisions.

I think that under this type of management, the effectiveness and efficiency of the companies' operation may directly result from the management's decision making skills. Democratic Leadership: a democratic manager, as the opposite of an autocratic manager, prefers to include employees into the decision making process. Under this style of management, employees are motivated to grow interest in the companies' operation, success, and future. I believe that this style management may make decision process time-consuming because the decision must be made and united by multiple parties.

However, it may encourage employee's participation in the decision process more than autocratic style may do. Quiet Leadership: a quiet manager may allow his/her subordinates to make most of the sections. This managerial approach is effective and efficient when employees or subordinate groups are well trained and highly experienced. Under this type of management, employees are motivated to maximize their participation and Interest in the entitle operation and decision making process.

Transformational Leadership: The concept of transformational leadership was Introduced by James Macgregor Burns, a leadership expert and a presidential biographer. Generally, a that s/he has a positive vision of the future, and motivates employees to fully develop their roles in the firm. Simply, this type of leadership can inspire positive changes in those employees who follow the manager. Usually, a transformational manager is energetic, enthusiastic, and passionate. Consequently, such type of leadership may create a close bond between manager and employees.

Four components of transformational leadership is described as: Idealist influence: the leader serves as a role model for the followers. Inspirational motivation: the leader inspires and motivates employees. Intellectual stimulation: the leader encourages following employees to be creative. Individualized consideration: the leader demonstrates his/ her concern for the needs and feelings of following employees. 8 Personal Opinion: I prefer the combined style of autocratic and democratic.

Under this combined style, management would like to improve the leadership skill to produce better decisions, and employees would be willing to participate in the firm development. Thus, such style provides an environment for both management and employees to motivate each other. I also consider that quiet leadership contains a number of risks. First, under this dervish, decision groups consist of employees may grow excessive ambition since they are assigned management's decision power.

Once the ambition reaches certain levels, employee groups may either split the entity or leave the entity with a significant amount of human assets. Second, without direct decision making and operation, management's leadership skill may regress gradually. At last, unqualified, inexperienced employee groups may make bad decisions and weaken the operation of the entity. I think that transformational leadership emphasizes on leader's passion, or in other words, character's attributes (including moral, ethical value, public figure, and etc. Rather than the expertise and knowledge about one technique or profession. Different from democratic leadership, transformation leadership not only encourages employees to participate in decision making but also motivates employees to maximize their overall

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performance and satisfaction in the entity. The Aqua's President Mr.. Obama may be a typical transformational leaders. The ways he used to motivate the American people to " change" in 2008 and to concern the needs of mom citizens who live without medical insurance demonstrate how a transformational leader influences the followers.

However, I consider that autocratic (transactional) leadership may be a better type than transformational leadership when an entity is in the middle off crisis or an emergency. Usually, during a crisis or an emergency, an individual who has the absolute the decision power and the outstanding ability is expected to turn the tide and save the situation. Thus, an autocratic leadership provides the opportunity for that individual to exercise the skill.