

Company motivational profile paper

Psychology



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Motivational Strategies s Motivational Strategies Primarily, the goal of every organization is to be as productive as possible and increase its returns. Whereas some entities achieve this objective, others fail. There are various answers to the causes of this distinction. Some of the most conspicuous factors are motivation and motivational strategies. Motivation is a vital aspect in any organization as it propels the employees to work relatively harder and yield desirable outputs. There are several aspects of motivational strategies that can be employed for the efficacy of Microsoft as an organization.

Potential Improvements

A lot ought to be done to brand Microsoft a thriving hub for business. There is a need to empower the employees (Perez, 2014). Empowerment encompasses the granting of individuals in an enterprise the autonomy, trust, authority and encouragement to carry out tasks. It is aimed at unshackling of the employee in order to regard the job as the worker's responsibility. In an attempt to transform Microsoft into an economic hub through empowerment, old and bureaucratic ideas could be replaced with corporate 'intrapreneurship' (Perez, 2014). This includes the employees being encouraged to seek new ideas and to be given a favorable medium to promote them.

Redesigning jobs is another significant aspect of potential improvements at Microsoft. Often, employees report to work daily and encounter the same routine in their jobs (Perez, 2014). This condition is widely referred to as burn-out. Ideal managers can rectify this by attempting to improve such condition to eliminate the feeling of boredom among workers. The concept of job designing is broad and demands an equally vast knowledge (Perez, <https://assignbuster.com/company-motivational-profile-paper/>

2014). It could be done through job rotation, enlargement and enrichment. If these are applied, employees are bound to be enthusiastic with their jobs. Hence, they are well motivated.

Recommendations

There are several deficiencies that emanate at Microsoft. There have existed complaints with regards to remuneration and gender equity during promotions of personnel (Perez, 2014). Microsoft Company seeks to redress these problems with the following mitigation measures. The company plans to increase the wages of all its employees by 15% and include other benefits (Perez, 2014). All workers are expected to be entitled to hardship allowances and not as previously. The unit is also expected to promote women by ensuring that their representation is beefed up from the junior most level to the executive.

Microsoft intends to be an ideal corporation that respects and values its workers. This will be enhanced by scrutinizing and applying the potential improvements and recommendations as parts of the larger motivational strategies.

References

Perez, C. (2014). Motivational Strategies, Conditional Welfare and Distributive Justice (All theses and dissertations). Washington University in St. Louis