

Motivation ; empowerment process

[Sociology](#), [Empowerment](#)



The Bank of Muscat applies many concepts of the motivational theories within its organization. The Herzberg's two factor theory states hygiene and motivating factors. As far as these factors are concerned, a lot of effort is put so that it is ensured that employees get the basic form of every component which any employee deserves working in any organization. Salary packages are presented to the employee before selecting them on the job. The work environment has been made very clean and airy, with lots of walking space and opportunities for interaction with colleagues.

Open-door policy within the organization has ensured that there is transparency. As far as motivating factors are concerned, training sessions are kept for the employees once annually so that they are kept abreast as to the changing trends in management and the world financial situation so that their general knowledge can be updated and they can serve the organization well. At the end of every fiscal year, promotions and increments are given to deserving employees.

The reward system ensures that non performance considerations are also rewarded. As far as the equity theory is concerned, it is an integral part of the Bank of Muscat and its motivational agenda for employees. The Bank makes sure that the workers who are paid high are also made to work equally and thus, they are entrusted with more responsibilities. They are made accountable, thus it is not only the benefits that they are reaping in terms of a high salary. Rather, it is the risks that they accept too.

Therefore, it is made sure that there is equity in the input to output ratio of any given employee so that there is no dissatisfaction among employees when they compare their packages with each other. Soft HRM - Rewarding

System As far as application of the above model to the Bank of Muscat is concerned, it has ample financial and material rewards set out for its employees in its reward systems. The bosses are trained and asked to make sure that they also praise and recognize their employees on a personal level.

The company also holds annual conferences which are especially meant to recognize the work that has been done by the employees and which deserves praise. Thus, organization-wide recognition is given to that individual. As far as the psychic reward is concerned, the organization tries to motivate the employee intrinsically so that it ultimately leads to intrinsic psychic self-granted rewards. Bank of Muscat ensures that such work is given to an individual which gives him a sense of meaningfulness, sense of choice, sense of competence and sense of progress while working.

For this, Bank of Muscat ensures that the caliber of an individual is taken into consideration before allotting him an assignment or job to be done. The reward norm existent in the Bank of Muscat is that of equity reward norm, where every employee gets what he deserved and what he contributed towards the organization of the success. Bank of Muscat has certain SMARTgoalsfor every fiscal year that they enter. Therefore, they are measurable and specific. Since every employee is accountable for his own work, it is easy to relate as to who performed and who did not.

Therefore, the equity reward norm works best for the Bank of Muscat. Like any other bank, a right balance between all the three distribution criteria is kept in the Bank of Muscat and the desired outcomes are also the same as the general model of organizational reward systems states. CONCLUSION AND RECOMMENDATIONS The goal of this assignment was to analyze the <https://assignbuster.com/motivation-empowerment-process/>

effect of motivation and rewarding systems on employee's performance and ultimately on the organization's success. These two components form the basis for effective and efficient human resource management.

The literature review was first discussed so that the effect of motivation and motivation systems can be deduced as far as employees at Bank Muscat are concerned. The assignment will also help Bank Muscat to find out the significance of maintaining a healthy human resources management team for an organization. Some of the recommendations for the soft HRM topic, rewarding system are that praise, recognition and non cash awards should be tied to specific results rather than generalizations.

This will only increase the confusion among employees as to what action of their leads to such outcomes. Moreover, two way communications should be encouraged so that if there are any problems with the incentive plan which has been designed by the management of Bank Muscat, then they are conveyed by the employees on an early stage and are rectified. As far as the hard HRM, motivation is concerned, intelligent companies use the techniques of job design so as to have maximum retention of their good and capable employees.

And so as to maximise job satisfaction and motivation to do different tasks. Using job design is practically improving the productivity and satisfaction of workers by applying the motivational theories that have been discussed earlier. There are five types of job design tools. The first one is job simplification where the purpose is to improve the effectiveness of the employee in doing the task by simplifying what has to be done. The number

of tasks that one single employee does are reduced so that he can specialise in doing that single or limited number of tasks.

(Linlin, 2006) The next tool is the job rotation. This is to take care of the monotony that results when a certain employee keeps on performing the same task over and over again. In job rotation, an employee is rotated in different departments of an organization or work tasks in a certain process or business activity in the organization. It provides variety to the employee and stimulates him to perform better. (Millson, 2007) The third is the job enlargement, which is quite the opposite of job simplification.

Here, the job is not simplified, rather it is enlarged. A number of different tasks are combined to become one large challenging job task to be done. This provides excitement and sense of responsibility to the individual. (Delaney, 1996) The fourth one is job enrichment, where many high level motivators are used to persuade the individual to perform the job in an efficient manner. The job is achievement oriented and also incorporates recognition for the employee if he performs it well.

The last tool is job characteristics model, which focuses on work redesign, that is the job is altered so that the employee's work experience increases and so does his productivity. (Trott, 2008)

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