

Name essay example

[Sociology](#), [Community](#)



‘ Instructor’s name’

‘ Subject’

Mentor Question Responses

Response to question 1(motivation)

The mentor response showcases how the extrinsic and intrinsic motivational factors together provide the required impetus. Here we see how extrinsic factors, such as salary and bonus, coupled with intrinsic factors, such as pride and sense of accomplishment, works together to keep a team and the individual group member motivated. The group member found joy in seeing his plan work, and each member of the group took pride in competing with each other and outclassing their colleagues. They also were happy for each other’s success and that is crucial in a group environment. However, he elucidates that the 30% bonus they received was one of the main takeaways from their effort on the black Friday week. So, though he dismisses that money is not a motivator, it does play an important role in bringing out results. Thus, there is a perfect trade-off between the extrinsic and intrinsic factors in this case.

Response to question 2 (Power and Influence)

The influence style reflected in this mentor response is pulling (participation and trust). The mentor here uses self-disclosure, and encourages others to follow his example. The mentor answer clearly depicts how using the power of a ‘ boss’ is not always the effective strategy, to extract the required performance form subordinates. It elaborates how, by making the group members understand the task at hand and the necessity of it, a leader can

derive the desired outcome. He says effective manager is not the one who uses his position and power to extract blind obedience from his group. Rather, a good leader would live by example and guide his followers towards the goal. However, he says this approach may not suit all type of personalities, and with some people you need a more authoritative approach. Thus, like any aspect of the managerial science, power and authority is also a function which should be shaped and modified to fit into different organizational needs.

Works Cited

Bauer and Erdogan. Organizational Behavior. Edition 1. 1. New York, 2010. Print.