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Introduction

“ Motivation” is a term that is often used in association with human resource management in several organizations. Motivation can be defined as the processes that account for an individual’s intensity, direction, and persistence of effort towards attaining a goal (Cooper, 2000). It is extremely important for a human resource manager to ensure that the employees in the organization are highly motivated as it has a direct impact on their performance at work. It is extremely important that the work force of an organization be motivated in order to ensure that they are satisfied and provide their services to the organization for a longer duration (Cooper, 2000).

Organization motivation plan

The organization motivation plan is focused on ensuring job satisfaction based on ensuring the usage of motivation theories that can help the members of the organization understand the common vision and also contribute to it effectively. It is important that the employees are appreciated and told that their services are invaluable to the organization, in order to ensure that they keep working with the same levels of enthusiasm and efforts (Leone 2008). The organization motivation plan is to ensure the utilization of motivation methods through the formation of teams and enabling members work together. The plan is to use the equity theory and the expectancy theory in order to motivate employees in the organization. 2 methods to motivate all of the employees in the organization and rating Motivation can be defined as the processes that account for an individual’s

intensity, direction, and persistence of effort towards attaining a goal.

The equity theory of motivation given by Adams in the year 1963, is based on evaluation of efforts as inputs and evaluation of rewards as outputs. It deals with the consideration of referent others which form the basis of self evaluation (Leone, 2008).

The expectancy theory of motivation that was given by Victor Vroom focuses on factors like valence, instrumentality and expectancy as the basis for measuring and understanding motivation (Leone, 2008). This theory forms the basis for understanding the relationship between these three factors and its role in the process of effort, performance and outcome. These are the basis on which employees in the organization are to be motivated as this can help create effective balance in the expectations of the organization and the needs of the organization or its goals. In this way it is beneficial to the organization to achieve the support of the work force of the organization.

It can be inferred from these theories of motivation that it is very important that compensation and rewards be paid in proportion to the job done as well as the qualification and skills that they have acquired, on the job or off the job, including experience.

3 ways to motivate the minimum wage service worker and a motivation theory

3 ways in which it is possible to motivate the minimum wage service worker is through providing better compensation, training and facilities or safety at work. A motivation theory which should be used in this instance is the usage of carrot or stick theory where in compensation helps improve the levels of

motivation in the organization. Reward refers to the pay or return that is given to an employee for the work done by him or for his contribution to the organization. Compensation is an essential component of every work or job profile and it does provide motivation because it is possible for employees to fulfil their needs through this money (Cooper, A. , 2000).

The relevance of the individual worker in today's organizational context

In the present day organization, employees add value to the organization by contributing their skills, knowledge and efforts towards achieving the goals of the organization. In case of they being comfortable working in teams, they can create synergies and contribute better to the development of the organization. Human resources are an extremely essential aspect of an organization as their skills, talent, knowledge and efforts help the organization develop. Training is an extremely important element of the employee life cycle to any organization's human capital strategy and it does form an extremely important factor in achieving competencies and competitive advantages in case of a business (Smith, et. al., 2005). So, they are of high value to an organization.

Employee value is a concept of great importance in present times as well as in present day organizations as the human resources form an asset that can provide a competitive edge to the organization. It is important that in case of an organization, human resources be motivated and managed through value creation and protection of the interests of the internal stakeholders. Many employees' motivation needs to do with workplace psychology. Motivation is grounded on growth requirements.

Individual work to teamwork table

Recommendations and conclusion

It is recommended that the organization trains employees to work in teams and form better association with each of the employees in different departments, domains and organizations. This can help them operate effectively. In case of there being diversity in an organization, especially in present times of multinational organizations, it is important that the diversity be well managed and all of the members of the organization be presented with equal growth opportunities. Employees who can work in groups are of great advantage to the organization (Gibb, 2004).

Long term career with one organization is a belief of the past. People of the yester years believe to stick with one organization and make a career of long term duration. This provided a kind of security to their life and family. But if motivation levels are really high, it is possible that employees be retained in the organization and that they contribute to its growth. Competition is also another factor which gives rise to politics in an organization due to friction between employees. It leads to hostility between employees and causes political behaviour. Motivation helps avoid such conditions. Human Resource Planning not only forecasts the required type and number of employees but also establish the action plan for all functions of human resource of management. Motivation should be made an essential part of this process so that employees are retained and talent is preserved in an organization. This helps create better work environment, better work forces and better contribution to the organization.

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