

# Mgt wk7 checkpoint

[Business](#), [Management](#)



Motivation Employee's motivation is important because it gets them to exert high degree of effort on their job thereby increasing company's productivity (Rue & Byars 2006).

Nurses in the paediatric ward in this metropolitan hospital are not motivated. First, the hospital use only the terms of employment as the basis of motivation to the nurses. The good salary, vacations, and insurance are the good terms that the hospital banks on to motivate its employees. Secondly, there is no growth in their careers in this company. The expectation of the nurses is to achieve other levels like supervisor or chief nurse according to their experience gained in this hospital. This is not the case since outsiders join the hospital for the higher positions. Thirdly, the hospital management does not know employees work. This is because evaluations are rare and when done they are based on complaints.

The complaints in this hospital even after paying the nurses well and the nurses do not seem to be bothered is a motivation problem. The supervisor must establish a period after which all nurses go through an evaluation giving each nurse a chance to contribute ideas to make work interesting and share their expectations. This will improve work conditions and make work interesting as their ideas are incorporated. Routine and boredom will no longer be part of their work.

In addition, evaluations give employees accurate and timely feedback to their work that they can work on to improve their performance. Secondly, a supervisor must look for a way to relate rewards to performance and provide valued rewards. Thirdly, supervisors must treat employees as individuals. The aspect of generalizing employee's needs is not good since it undermines

their unique natures and talents.

#### Reference

Rue, L & Byars, L (2006). *Supervision: Key Link to Productivity*. New York: McGraw-Hill. Print