

# Management

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



First and Management It is obvious that a satisfied employee is capable for more productive results, as satisfaction from one's job is the greatest motivator (Lussier, 2008). For some people such satisfaction can be called by the benefits and reward and recognition, other employees' motivation is affected by the achievements, feelings of power or affiliation. Maslow's hierarchy of needs can partially explain such impact as after fulfilling basic needs, a person strives to meet such needs as the one for achievement of certain goals or power to manage certain situation and people that will consequently bring satisfaction from the work. Eisenberger, Jones, Stinglhamber and Shanock (2005), explain the impact of need for achievement on motivation from the point of the opportunities for an employee to be able to increase positive mood and task interest at work, as well as organizational spontaneity.

Need for power within the working environment influences motivation in terms of person's satisfaction after one's will is listened and wants fulfilled by others. Such employees and often managers are motivated by the need to self-esteem and building their reputation (McClelland & Burhman, 2003). It may seem as a negative aspect to be motivated by power to manage situations and other people; however, for manager such need leads to setting clear targets and achievement of goals.

Unlike need for power, employees' need for affiliation appears from the desire to have a friendly environment within work and it is followed by motivation to effect team in a more supportive way. Greater level of affiliation ensures greater personal interaction and motivates employees to achievement of common goals in a friendly surrounding.

Works cited

Eisenberger, R., Jones, J., Stinglhamber, F. and Shanock, L. 2005. Flow experiences at work: for high need achievers alone? *Journal of Organizational Behavior*, 26, 755–775

Lussier, R. 2008. *Human relations in organizations: applications and skill building*, 7th ed., McGraw-Hill Comp.

McClelland, D. and Burhman, D. 2003. Power is the great motivator, *Harvard Business Review*, Web. 18 June, 2015.