

Workplace communication and content theories of motivation

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



Content theories of motivation that all individuals have certain needs and they have a drive towards satisfying those needs (Thompson, 1996, p. 9). The importance of these needs varies from one individual to another. For example: need to attain financial aims and objectives may be higher in certain individuals and maybe on the lower side for all individuals. Managers in health care settings have to realize the needs of the employees working in health care facilities and can motivate the employees by satisfying employee needs. Feedback is the most important factor of communication, without feedback the entire process of communication fails. In health care settings, managers can provide timely feedback to their subordinates to inform them how well they have performed. Employees feel the need to be recognized for their hard work and when they are appreciated for their hard work, they feel motivated. An employee works with the motive of earning good money, managers can provide this motive to employees and in return, they can get the job done. Job satisfaction refers to the contentment an employees gains after he has performed a job (Thompson, 1996, p. 5).