

# Research paper on motivational theories matrix

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



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## **Introduction**

Motivational theories were developed to explain sources of motivations for individuals. These theories were designed while studying the behaviour of workers and what made them work hard. These theories have different perspectives and do not even have the same conclusions. Some of these theories include the scientific management theory, human relations theory, the Maslow hierarchy of needs and the Herzberg approach.

## **Elton Mayo's Human Relations theory of motivation**

This theory of motivation was developed by Elton Mayo who lived between 1880 and 1949. This theory was introduced to check the scientific theory of management by introducing something that was not addressed in Taylor's theory. Primary research was conducted by Elton Mayo. The research was done the Hawthorne factory in Chicago's Western Electric Company. He studied two groups of employees under different working conditions. His

findings revealed that working conditions do not have a significant impact on employee performance.

## **Motivations**

The most important thing was good communication and coordination by the managers as was done at the Hawthorne through consultation. Feedback from managers and employees boosted the working relationship resulting in better performance and outcomes. Secondly, the involvement of managers in employees' welfare boosted employee productivity because they felt appreciated. Lastly, the success of this theory is based on team work. Employees working in groups are more coordinated and efficient compared to those who work on their own.

## **Related research findings**

Related research findings on the role of human relations in organizations have indicated that human relations are very important. Good communication helps maintain order and a good working relationship between employees and managers. Communication increases productivity because instructions are followed and there is minimal time wastage. Managers who care about their employees motivate their employees since the employees feel appreciated and valued. Finally, team work boosts confidence among employees hence; there will be high productivity and motivation.

## **Impact of the theory in the 21st century**

Elton Mayo theory of motivation is important in the current century because human resource has become the focal point of productivity. Organizations

need to develop efficient communication systems within their organizations to ensure order, protocol and timely access to information. Managers should also become involved in the organizational affairs such as working conditions and employee working life. This will make employees feel appreciated by the organization hence; it motivates them. Organizations should also encourage the working in teams. Working as a team ensures that employees understand each other, complement one another and motivate each other.

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