

# Employee motivation term paper sample

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



Employee motivation is a crucial element in the overall performance of any organization. Without motivated employees, morale, productivity, product and service delivery, and profits will be affected substantially. Due to the nature of the current business environment, remaining competitive means a lot for the survival of organizations. In addition to other strategies, investing in ways of motivating the workforce is one of the strategic techniques that most organizations are employing to maintain their competitiveness in the market (Sims, 2007). In most cases, factors motivating individuals and teams vary from one organization to another, a very important element that should be noted by human resource managers. Whereas other people are motivated by professional development opportunities, a sense of accomplishment, or flexible schedules, others are motivated by money. Thus, the key to attaining human resource advantage that could contribute to success in the competitive environment is to understand what factors motivate the workforce of the particular organization (Randhawa, 2007). As a manager, I will use various strategies in motivating my subordinate. Such strategies include using democratic approach in my management style, leading by example, building trust and clear communication with my subordinate, and empowering them.

Democratic style of management is essential in teamwork activities and development of properly working teams in the business. It enables the workers to set their own goals for their respective teams, which are in line with the objectives of the organization. It enables the employees to dictate their own success through supervision by the leader, where the leader provides direction when the employees are off the track (Messmer, 2001). It

facilitates the development of skills among the workers enabling them to use their own creativity and innovations in providing solutions to the running of the organization day to day operations. Therefore, with this style of management, I strongly believe that I would be in a position to motivate my subordinate. This would instill a sense of belonging among the subordinate, which could motivate them to offer more to the organization (Messmer, 2001).

Secondly, it is evident that leading by example would be a vital strategy in enhancing the motivation of my subordinate. In this case, the manager is at the forefront in showing his employees on how things are done, and always being there for them at the times of ups and downs. By leading through example, the manager creates enthusiasm and stimulates employees to put more effort in their work. Besides, the manager adopts the trait of being mindful of how he/she behaves, what he/she does, what he/she says, and how he/she says it (Lauby, 2005). Setting a good example is likely to create a good relationship between the employees and the manager, making them to go an extra mile in supporting the goals of the organization. Therefore, the same strategy could work for me, in my managerial position, in motivating my followers to not only attain the predetermined organizational goals and objectives, but also attaining the same at the personal level.

Thirdly, building trust and clear communication with my subordinate would also be one of my motivational strategies as a manager. One of the strengths of this strategy is that it promotes the confidence of the employees, empowering them to speak free without fearing of the consequences. Nurturing open and candid communication between the

employees would lead to realization of better understanding not only the expectations, but also job performance. Undoubtedly, understanding the importance of communication in relation to employee motivation is of great significance because minor errors in communication are likely to cause dissatisfaction (Messmer, 2001).

Communication enhances motivation in various ways, but mainly through distribution of information and promoting relationships within the workplace. With regard to distribution of information, it is imperative for a manager to distribute certain information, which could be relevant to the employees, in a timely manner; unless such information is classified. For instance, information on any changes within the company should be communicated to the employees. Rumors will always create confusion and divert the attention of the workforce, and it is the responsibility of the manager to clarify such rumor to his team members (Robinson, 2001). In addition to being a sign of respect to the employees, distribution of such information would deal with the possibility of their more being affected. Communication is also important in enhancing good relationships within the workplace. Clear and honest communication facilitates and strengthens the relationship between the managers and their employees, as well as between the employees themselves, and this would have an impact on their productivity in general. In my case, would initiate the culture of holding meetings with the subordinate regularly, where we can discuss and share any information that could promote our working relationship (Lauby, 2005).

Managers could also motivate their employees through proactive coaches, and this is another factor that I believe I would be including in my strategy

on employee motivation. With regard to this, leaders and managers guide their employees towards developing the right skills to undertake their duties efficiently. Particularly, the manager should show interest on new employees to offer them any assistance, in terms of explaining their roles and responsibilities within the group (Lauby, 2005). Giving feedback and inspiration would motivate employee to work towards improving their performances. Undoubtedly, a similar approach could augment the other motivation elements that I would be utilizing (Messmer, 2001).

Lastly, empowerment is yet another motivation tool that could make significant impact on my subordinate as far as their motivation is concerned. Empowerment is associated with giving the workforce autonomy, trust, authority, and encouragement to complete a task. It is intended liberate the employees and make a job the employees' responsibility. Through empowering my subordinate, I will be propagating intrapreneurships within the organization (Lauby, 2005). With intrapreneurship, the subordinates would be motivated to chase after new ideas and allowing them an opportunity and authority to promote such ideas. In addition to the above discussed motivational strategies, financial incentives and favorable working conditions could also argument my motivational tools. Financial incentive is the major motivational tools that most organizations use to encourage their employees to perform better, and such performance would be reflected in the overall organizational performance. It is evident that offering financial incentives might be challenging to achieve, especially because this falls outside my power as the human resource manager (Müller, 2010). However, I will use my position as the manager to sell the idea to the relevant

authorities to initiate the implementation of the same.

In conclusion, the workforce is one of the cornerstones on which success of any organization, be it for profit or not for profit, is based. Motivation of employees is a key factor, which requires close attention from the managers. As the manager, I would motivate my subordinate through following a democratic approach as my major management style. In addition, I would also by leading by example, initiating an environment that nurtures trust and clear communication, as well as empowering the subordinate. All these tools will enhance motivation of the subordinate, who would eventually develop a sense of belonging with the organization, and always give their best in their work.

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