

# [Motivating and rewarding employee performance](https://assignbuster.com/motivating-and-rewarding-employee-performance/)

Motivating and Rewarding Employee Performance \*Mars Model A model that outlines the four factors that influence an employee’s voluntary behavior and resulting preformance. The motivation, ability, role perceptions and situational factors. \*Motivation The forces within a person that affects his or her direction, intensity, and persistence of voluntary behavior. \*Ability Consists of both the natural aptitudes and learned capabilities required to succesfully complete a task. Role Perceptions Employees who feel engaged in their jobs not only have the necessary motivation and competencies to perform their work but also understand the specific tasks assigned to them. \*Situational Factors Include conditions beyond the employees immediate control that constrain or facilitate his or her behavior and performances. Motivating Employee: A Three-Part Process Part 1: Managing Motivation through Drives and Needs \*Drives Instinctive tendencies to seek particular goals or maintain internal stability. Needs Mostly conscious deficiencies that energize or trigger behaviors to satisfy your needs. \*Maslow’s Needs Hierarchy Theory A motivation theory of needs arranged in a hierarchy, whereby people are motivated to fulfill a higher need as a lower one becomes gratified. Four-Drive Theory A motivation theory based on the innate drives to acquire, bond, learn and defend that incorporates both emotions and rationality. \*Drive to Acquire This is to seek, take, control and retain o bjects and personal experiences. Drive to Bond This is to drive to form social relationship and develop mutual caring and commitments w/ others. \*Drive to Learn This is to drive to satisfy our curiosity, to know and understand ourselves and the environment around us. \*Drive to Defend This drive creates a “ fight-or-flight” response in the face of personal danger. Part 2: Managing Motivation through Goals, Expectations and Feedback \*Goal Setting and Feedback The process of motivating employees and clarifying their role perceptions by establishing performance objectives. Prepared by: Harieth Velasco