

Motivation and organizational culture



3 Motivation and Organizational Culture Tawny Christensen HCA 250 March 14, 2013 Darlene Tomlinson Motivation and Organizational Culture

Assignment In any given business or workplace environment the employees that work there should be the most valued assets. Research has shown that personnel who are happy and taken care of are much more productive than those who are not, therefore establishing a more pleasing work atmosphere. That being said, business leaders and managers alike play an extremely important role in workplace psychology.

According to our text, leadership is the process of leading a group and influencing its members to achieve common goals. All managers are leaders (Robbins, DeCenzo, and Coulter, 2011). In today's society more managers are leading through empowerment by allowing team members to be involved in the decision making process. More and more employees "are developing budgets, scheduling workloads, controlling inventories, solving quality problems, and engaging in similar activities that until very recently were viewed exclusively as part of the manager's job," (Robbins, DeCenzo, and Coulter, 2011).

As mentioned earlier, research has shown that employees who are pleased are far more beneficial than employees who are not. There are many things that managers can do to ensure that their employees feel valued, and remain satisfied. First of all, it is important that managers avoid using intimidation. To intimidate means to make nervous, or instill fear. In some cases an individual can take advantage of their title and turn in to an authoritarian. In a sense this means that the big guys squash the little guys. Employees