

Motivation and team

Business



There are four Theories of Motivation. They are Expectancy Theory, Goal Setting Theory, Equity Theory, and Job Enrichment Theory. Each could be used, individually or all could be used in combination, to help motivate employees to perform their Jobs to the best of their abilities to achieve the success they desire.

When employees are motivated and feel appreciated they tend to care more about their Jobs and become more productive, which In turn can help the business be more successful.

In the case duty of Two Men and A Truck and Mary Ellen Sheets the Expectancy Theory and the Job Enrichment Theory were used to motivate her to grow her business. Even though Mary Ellen Sheets started the company she knew that with hard work she could grow her business and make it successful. Mary Ellen Sheets also understood that if she applied herself and worked hard she would have the success she desired. Even though she made many mistakes she was motivated to continue on and make her business a success.

To create high performing teams Mary Ellen Sheets established Stick Men University where her franchise owners and movers could learn the basics such as answering phone calls to the final handshake after the move is completed.

There is also a two story house and a computer lab. In the two story house the movers are taught the proper ways to move, and In the computer lab franchise owners are taught to pay royalties electronically and communicate

with other franchise owners about what is working and what is not (Jones, 2007).

The University gave all employees and franchise owners consistency in what was expected as well the ability to communicate with other franchise owners. In the case study for Siemens and Klaus Killed the Expectancy Theory and the Goal Setting Theory are used. Killed was motivated and he helped motivate all of the workers to pull together to save their jobs.

By working hard and applying themselves they were able to grow Siemens Medical into Siemens most profitable business.

He had goals that required workers to work flexible shifts and also to work weekends to speed up production. Killed created high performing teams by emphasizing common goals and creating opportunities for joint gain. A common goal was to save the medical division of the company and make it successful. Many of the employees fought the changes but eventually pulled together and made the division profitable.

Creating opportunities for joint gain. Allowed the employees and the company to come up with ideas that allowed them to be more productive therefore saving their jobs. Motivation theories can be used to help motivate employees to become more productive. Also an employee that is motivated and challenged to perform better will usually be more invested in the company and be more willing to work harder to achieve the success they desire.