

Positive influence plan



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Assignment Week 1 I??“ A Plan for Positive InfluenceFatorma BolleyCourse:
Organizational Leadership LDR: 531Date: October 22, 2009Professor: Marian
GigliottiUniversity of Phoenix at PhiladelphiaIntroduction The intent of this
paper is to create a plan to increase employee??™s motivation, satisfaction
and performance.

To accomplish this goal, I want to first define and elaborate on the terms
motivation, satisfaction and performance, and discuss how I will use them to
create my plan for positive influence in the workplace. According to
Schermerhorn, motivation is the individual forces that account for direction,
level and persistence of a person??™s effort expended at work. (P4.) Robbins
and Judge defined job satisfaction as a positive feeling about one??™s job
resulting from an evaluation of its characteristics. Research indicates that
satisfaction level vary a lot depending on which facet of job satisfaction
you??™re talking about. I consider performance as a functional
effectiveness, or an outcome or and effort.

Performance is not a constant and it depends on the individual at task it can
turn out to be good or poor, but overall motivation and satisfaction can
enhance performance. The plan if executed properly for a learning team or a
given set of employees, it will assist in deriving positive influence, as a thrust
to increasing motivation and satisfaction, thus leading to high performance.
The Disc Platinum Behavior Assessment is intended assisted me in creating
this positive influence plan, since it somewhat reveals to me my strengths
and weaknesses. The survey tends to tell my style characteristics at work
and under stress or at my best, happy, etc., and offers strategies for
increasing personal effectiveness in my interpersonal relationships. In

conclusion this paper will sum up lessons learned in the process. Motivation

There are few factors to consider when attempting to motivate others.

Before I analyze any of those factors, let me reflect on the old saying, you can take the horse to the river but you can not make the horse to drink.

How does motivation leads to the horse drinking. Well, I will say you try to make the horse thirsty. Then, how do you make the horse thirsty That comes through your ability to inspire the horse, make the horse feel eager to drink, encourage the horse, push the horse to drink, stimulate the house, etc and all these factors are intended to influence the horse to drink. Any time an individual attempts to alter some aspect of behavior of another, thus leading to a change in situation, indicates that influence is in progress. Having said that, then how can I as a manager determines what leads to job satisfaction There are many motivational theories out there. I have intuitively selected Herzberg??™s two factor theory – motivation-hygiene theory to answer the question, what do people want from their jobs Herzberg??™s Two Theory factor states that there are certain factors in the workplace that drive job satisfaction while a set of factors cause dissatisfaction. Herzberg characterized the hygiene factor to be extrinsic elements such as quality of supervision, wages, company policies, physical working conditions, relations with others, job security bring about peace rather than motivation.

Herzberg suggested; if we want to motivate people, emphasize the intrinsic elements such as recognition, advancement, responsibility and achievement; the driver of our inner psyche that lead us to be happy about the job.

According to Herzberg, motivation-hygiene both together seem to drive satisfaction. When things are going well, people take credit themselves, and

on the contrary, the blame failure on the extrinsic factor. (Herzberg Ch. 6 p. 8??” 12). Satisfaction According to Robbins and Judge, the term job satisfaction can be defined as a positive feeling about one??™s job resulting from an evaluation of its characteristics.

If I have a high feeling about my job, it is an indication that I am satisfaction about my job. Right now, I really don??™t. However let me pretend for the sake of this paper that I do. The driving forces behind satisfaction, in my situation should be empowerment, involvement, fulfillment, joy, delight, happiness serenity, etc. Robbins considered job involvement to be a related factor to job performance, since involvement measures the degree to which people psychologically identify with their job which is a form of empowerment. (Robbins and Judge ch 3. p. 12).

Individual involvement in decision making is a sense of empowerment thus making them to feel important, this consequently leads to satisfaction. Vukmir, in defining Satisfaction in general said, patient satisfaction as benchmarked in emergency medicine; the patient satisfaction was an investigation performed by Trout who analyzed 16 studies to define significant methodologies variability and several dominant factors associated with satisfaction include providing patient information, interpersonal factors and perceived waiting times (Trout et al., 2000). They suggested “standardization” in future work, but most importantly defined overall patient satisfaction to occur when the patients “own expectations for treatment and care are met or exceeded”. (Vukmir 2006 o. 3). Performance In my effort to relate the early definitions and discussions of motivation and satisfaction to performance, has lead me with the connotative definition performance as,

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doing the right job the right way to get the right outcome. What drives high performance is motivation and satisfaction.

Even with the correct people with the correct skills and assigned to the correct task may not guarantee the desired outcome; the role of the leadership has an impact on performance. This is where influence comes in. In the journal, *The American Society of Training & Development*, Adams suggested that the effective use of influence is essential when training employees, and there are six categories of positive influence which should be considered including: mind-set, preparation, awareness, skills, stage management and models. He continued, trainers must adopt a positive and confident mind-set that inspires trust and shows respect for an individual who is being influenced; have knowledge of the subject matter, process to be followed, and person or group to be influenced; and constantly pay attention to procedure, content, and emotions involved in the influence interaction. (Adam, 1990 p. 1) Conclusion After having learned from the DISC Platinum Rule™ Behavior Style Assessment, that my behavior style is characterized as Steadiness Style (S Style), meaning I am warm, supportive; and nurturing individual. My description continued, as an excellent listener, devoted friend, and loyal employee, relaxed disposition and approachable. The ability to develop strong network of people who are willing to be mutually supportive and reliable.

I was finally described me as an excellent team player. And my sub-style per the graph as the Director (or Dd). This description is somewhat correct about me. These are all attributes of influence. This being the case, I can use my warm personality to influence others and promote motivation, satisfaction

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and performance. As The Director, my result orientation comes first, where I will speak my mind and arrive at conclusions based on facts generated from encouraging questions sharing opinions and listening. In attempting to achieve these goals I will be tactful and avoid creating any atmosphere where the employees become disgruntle.

Respect and accountability will be emphasized and feed back received verse versa, thus assisting employees and management to learn from the experience and take future corrective action if necessary. Motivation will be the thrust I will use to boost enthusiasm. In the creation of the positive influence, my over all goals will be targeting productivity. I will cultivate a team culture through effective communication and proactive influence attempts intended to have people committed to the organization??™s mission, goals and objectives. To do so I will link the employees underlying values and believes to that of the organization. How do I do this By making employees gain tangible benefits that will make them feel as owners of the organization, through awarding them tenure based shares (of stocks).

This is a sense of ownership and empowerment. Rendering the lessons learnt to be that motivation and performance are a function of positive influence, which is all characteristic of a good leader. BibliographyAdam, John D. (Jan 1990) Training and Development Journal, 44(n1) 1-5. Retrieve October 30, 2009, DOI: A8116728Ale, Tony. DISC Assessment, The Platinum Rule™ is a registered trademark of Tony Alessandra. ??? Used with permission.”
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