

Motivation theories used in organisations

[Psychology](#), [Motivation](#)



Motivation is an important factor to be considered when running an organisation as it has effect on the way in the productivity of the workers. A less motivated worker will be less productive than a motivated worker. In the following essay I have taken into account three examples of organisations which are Linn products, McDonalds and facebook. The essay focuses on how these organisations have successfully used motivation theories in their organisation. The organisation theories include Maslow's hierarchy of needs, the inner work life theory developed by Steven Kramer and Teresa Amabile and the expectancy theory by Edward Chace.

Linn products are a full service aluminium extruder, fabricator and anodizer. Working conditions are safe, clean and an organised environment with respectful people. Some of the benefits provided by this organisation are medical insurance, prescription insurance, Dental insurance, Vision insurance, long term disability insurance, life insurance, life insurance, paid vacations, paid holidays and profit sharing. Additional benefits such as tuition reimbursement program, short term disability program, life insurance, and disability benefits. This worker friendly manner of running the organisation leads to motivation.

According to Abraham Maslow motivation needs can be divided into a hierarchical levels which are physiological needs which involve the basic needs such as food, housing etc, safety needs which include both psychological (job satisfaction) and physical safety (safety equipment), love and belonging which involves a feeling of being part of the organisation and knowing that you are appreciated in the organisation, esteem needs such as

job perks such as company cars and self actualisation where the individual thinks only of the needs of the organisation on not of oneself.

From the above mentioned manner in which Linn products operates it can be seen that the safety needs both psychological and physical have been met as the organisation provides workers with access to proper healthcare as well as providing them with the necessary safety at work. The provision of paid holidays and profit sharing helps to meet the workers esteem needs. Also the fact that the organisation takes good care of its workers and provides them with many benefits it could be said a sense of love and belonging is created.

Since the workers are paid well they are also able to satisfy the first stage of needs which is physiological needs which means being able to have access to proper food, housing etc. The inner work life theory developed by Steven Kramer and Teresa Amabile states that our behaviour and performance at work are influenced by the interplay of our perceptions, emotions and motives. The provision of access to healthcare and paid holidays and a share in profit means that workers begin to get a feeling of happiness as they feel that by working for the organisation they are benefitting immensely.

Also the pleasant working environment helps to enhance this fact. The expectancy theory by Edward Chace States that individual motivation depends on the value of outcomes, the expectancy effort will lead to good performance, and the instrumentality of performance in producing valued outcomes. Once again the aspect of profit sharing comes into play because according to this theory it could be said that the fact that the workers have a chance of sharing the profit means that they would be motivated as they

know that their effort will lead to a valued outcome which in this case is a share in profits.

McDonalds the well known worldwide fast food franchise famous for its burgers too has strong implications of motivation taken into consideration. McDonald's takes into account the fact that most of its employees are working in order to gain things in life such as pay for college, earn and save money to buy a car etc therefore McDonalds provides privileges regardless of your position in the organisation.

Some of these privileges include competitive wages, free uniforms, discounted meals, flexible hours, healthcare benefits, paid holidays and educational assistance. The organisation goes on to provide workers with schedules that fit the way they live their life. McDonalds also provides a training program called restaurant operations leadership which gives workers the necessary training they need to climb the corporate ladder and even open up their own McDonalds restaurant.