

# Motivating employees in internship

Business, Human Resources



Motivating Employees in internship In the Korean American Chamber of Commerce I interned under the assistant operations director. That manager has been chosen for the assignment. That manager has motivated me significantly. Here in this assignment various factors related with the employee motivation will be discussed.

#### Answer 1

As far as my motivation is concerned, money is not the only motivating factor for me. Money is significantly important but it is not at all the ultimate motivating factor for me. Work life balance means, getting time off from my duties also motivates me significantly. It helps myself to keep motivated and dedicated towards the work. I believe money can buy most of the things but it certainly cannot buy everything (Nohria, Groysberg & Lee, 2008). Mental peace, leadership and behavioral approaches of the leaders also motivate me significantly. Leisure time or time off refreshes my mind and it thus motivates me. That is why I don't get enough motivations from money. To get motivations I need other things apart from the money. Only high money can't motivate me.

#### Answer 2

During the economic downturn managers can motivate people with the help of continuous persuasion. At that point of time generally subordinates feel that their career goals and objectives are beyond their reach. During that period of time managers should play a role of mentor where the managers should inspire the people for more hard works. In the context of economic downturn, managers lead by example. During the period of economic boom, employees often feel that they can easily reach towards their goals. Under

these circumstances employees generally take everything for granted. It results in to lots of mistakes from the side of the employee. In this circumstances managers should motivated their employees for further more excellence.

#### Answer 3

Diversity in the workforce is highly important for the motivational efforts. It always increases the environment of motivation. Diversity is a factor that creates a sense of unity in the organizational context. Diversity creates an environment of information sharing. With the information sharing employees in the organization can share their ideas among them. It allows them to increase their organizational knowledge (Burton, 2012). Diversity creates cultural bridges among the highly diverse workforce. Cultural bridge can motivate the workforce and creates suitable organizational environment. All the above discussions and arguments are clearly indicating that, diversity in the workforce affects motivation efforts in positive ways. That means diversity in workforce is highly required for carrying out motivational efforts.

#### Answer 4

Managers across the world do employee recognition in various ways. In some of the organizations managers measure the performance of the employee on weekly basis. At the end of the week highest performing employees are being recognized. Weekly performances are measured by the performances of day to day operations. End of the each month managers recognize the performance of employees in front of the whole team members of the organizations. It creates self-esteem for the particular employee. At the end of the year managers offers rewards and extra allocations to the employee

as the recognitions. All these small and large recognitions are significantly motivating for the employees.

#### References

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