

# Example of motivation in organizations essay

[Business](#), [Management](#)



Employees have necessities that are crucial for their survival. As such, managers need to consider these needs as they look for ways through which to motivate employees. Motivating employees is necessary for productivity of a business. Motivation has a psychological effect of influencing the way employees behave when they are in the business premises. It determines the level of effort that an employee puts at work and hence profitability of the business.

There are crucial employee needs that managers need to consider as they determine the incentives to use in order to motivate workers. These needs are can be classified into different classes depending on how crucial they are to the employee. Physiological needs are the most basic since they are required for survival of an individual. These needs include shelter, water and food. Safety needs refer to the need to live in a safe and stable environment which is necessary for all employees. Belonging needs are meant to give employees good characteristics of interaction in the society. Esteem needs appreciate capabilities of individuals, as well as their recognition in the in the workplace. Self-actualization are the last on the hierarchy of needs and they help individuals realize their full potential.

There are theories that have been developed by scholars to determine how employees can be motivated based on their needs. McClelland's needs for power, affiliation and achievement can be used to determine how workers can be motivated. The theory holds that employees need to achieve their goals, as well as have power in the organization (Jones & George, 2011). As such, managers should motivate employees by promoting them in the workplaces. Power comes along with promotion.

Herzberg's motivator-hygiene theory can also be used to determine how employees should be motivated. It holds that employees need motivator needs that come along with the nature of work that they do. Employees also need hygiene in the workplace. As such, managers should motivate employees by ensuring that they work under hygienic conditions. These conditions improves productivity of the employees and protects them from diseases that are associated with low hygiene.

In a nutshell, motivation is necessary for productivity of employees.

Managers should understand the needs of employees as they determine how best to motivate them. Herzberg's motivator-hygiene and McClelland's needs for power, affiliation and achievement theories can be used by managers to determine the best way to motivate employees.

## **References**

Jones, G. R., & George, J. M. (2011). Essentials of contemporary management. Boston: McGraw-Hill/Irwin.