

Employee motivation

[Science](#), [Social Science](#)



Employee Motivation Employee Motivation Nohria, N., Groysberg, B., & Lee, L.-E. (2008). Employee Motivation: Harvard Business Review, 78.

Summary

The article by Nohria, Groysberg and Lee (2008) provides an insight into human behavior that reflects managerial structures within organizational environments. The three authors discuss related matters of human behavior in comparison to the immediate effect on company performance.

The article Employee Motivation by Nohria, Groysberg and Lee (2008) is a projection of the authors' opinion with regards to organizational performance. The authors' intention in the article is to provide clarity on human effort within straining work environments. Additionally, the authors question a managerial responsibility to enhance employee motivation within a work environment. The subject context analyzes various environmental circumstances with close scrutiny on company performance. A discussion on the matter also tackles employee expectations and eventual outcomes in an organization. The authors use statistical data as indicators to the study presented. As such the article compares notes from various organizational settings.

The context presented has several credible viewpoints to concerning employee motivation factors. The authors argue employee motivation factors from a logical perspective. The authors say “ An organization as a whole clearly has to attend to the four fundamental emotional drives, but so must individual managers” (Nohria, Groysberg & Lee, 2008). According to this view managers have a responsibility to identify driving forces in the scope of employee motivation. However, the article has limitations to working

environments that have complex structures. The authors have failed to provide alternatives to extended institutions.

Conclusion

In my opinion, Employee Motivation by Nohria, Groysberg and Lee (2008) addresses significant issues that affect organizational performance. The approach used by the author is effective evidenced by the supported company analysis. Additional review of other related journals on the same topic would enrich the article effectively.

References

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