

Review of literature: summarize the relevant literature

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



Summary of Relevant Literature The purpose of many researches is to establish a problem in a society and provide solutions that are executable. However, in order to find out the core problem, researchers have to find relevant sources of information that can provide evidenced arguments. In most cases such sources are available from websites or print forms with proven credibility. In this regard, our group was set to find out how self-esteem affects productivity in different organizations. This called for use of resources with credible authors and relevant information concerning the topic. In this regard, this essay will summarize the relevant literature used to prove our position regarding self-esteem and productivity.

“ 5 Ways to Send Productivity through the Roof”

“ 5 Ways to Send Productivity through the Roof” is an article suggesting to managers methods that can improve employee productivity in their organization without necessarily incurring extra expenses. The author, Jeff Haden, has acquired enough experience as an employee and senior manger as well. Haden is knowledgeable about employee-manager relationships and factors affecting productivity because he worked his way up to become a manager of over 250 employees in a manufacturing industry from being a mere forklift driver.

The information presented by Haden supports the purpose of the article, which is to promote employee productivity in an organization. Haden suggests that employees work harder when they feel respected and appreciated by managers. On this basis, Haden suggests that managers should identify what makes different employees happy about their work. This is true because people are diverse and appreciate different things in their

lives. Therefore, self-esteem incentives motivate employees to work harder in their duties.

Additionally, Haden suggests that managers should remove 'worthless' tasks in the organization in order to motivate employees. This unlocks the creativity of employees since they do not have to follow what has always been done but they can devise effective means of accomplishing different tasks using methods comfortable to them.

Further, Haden suggests that managers should create good relation with employees by asking the employees on what ways they can be helped to perform their work effectively. This way, employees can feel that they are valued by the managers and therefore can work harder as a way of appreciating back to the managers. This can be done more effectively when managers get involved in work directly because they get an opportunity to interact with the employees and also evaluate work done.

Finally, Haden suggests that managers should streamline work expectations by eliminating additional instructions. This is true because many employees feel overwhelmed by being given greater expectations which at times do not constitute the primary objectives of their duties. Therefore, it is important for managers to define primary goals for employees in order to help them focus on the main objectives hence creating motivation because of having 'achievable' expectations.

Merriam-Webster

Merriam-Webster is an online dictionary that is used to provide definitions to English words. Our group used the dictionary to get the correct definition of self-esteem, which was defined as confidence and satisfaction in oneself.

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This relates to our topic of interest because confidence and satisfaction affects productivity among employees.

In conclusion, the two literature sources proved to be useful to the group discussion because we were able to identify ways in which self-esteem affects productivity of employees. Further, we were able to find out methods that can be used to boost employee self-esteem in order to promote increased productivity.