

Plan for positive influence Idr 531 assignment

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



Plan for Positive Influence University of Phoenix LDR 531 The evolving nature of the 21st century organization occasioned by the emergence of viral technology and its effect on human thinking and behavior has required the alignment of applicable methods and styles that are adaptive to current reality. This reality is goals set by business organizations and the methodology for achieving them. Behavioral science prescribes several mechanisms to increase employee motivation, job satisfaction and performance as means to achieving set objectives.

This plan clearly defines differences in attitude, personalities, emotions and values will be examined to create a behavioral plan that would increase motivation, satisfaction, and performance within an organization. Motivation, job satisfaction and performance are driven by: the employer and employees. Employers control the output provided to the employees and the employee bring morals, values, personal beliefs, education, and experience. Increasing employee motivation can increase job satisfaction and performance. Motivation refers to forces within an individual that account for the level, direction, and persistence of effort expended at work (Schermerhorn, Hunt, and Osborn, 1997). " Motivation is the key to creating an environment in which optimal performance is possible (com, 2010). It is the responsibility of the organization to develop employees in a way that maintains and increases motivation, job satisfaction, and performance.

The best way to begin this is through the selection process by offering candidates personality test or expanding the interview panel to include additional peers or leaders to provide feedback to ensure the company and <https://assignbuster.com/plan-for-positive-influence-ldr531-assignment/>

candidate are the right fit for one another. The organization has a responsibility to provide new employees with a clear view of what he or she needs to perform in his or her role, provide an avenue for employees to communicate respectively with managers, leaders and peers and explain the pay and benefits provided for the job performed.

Managers will work with employees on a regular basis to set and redefine goals as necessary. The vast differences employees bring to an organization require managers to maintain open communication with employees to maintain and increase organizational behavior. Maintaining positive correction and guidance provides employees with clearly defined expectations and a solid foundation. Once an employee is integrated into the organization, it is the responsibility of management and leaders to increase employee satisfaction, motivation, and performance.

When an employee receives praise and recognition, he or she becomes more productive he or she will not consider leaving the company, have fewer sick days, fewer accidents on-the-job, and will better serve the customer (Rath, 2004). A Gallup survey revealed 61% of American workers received no praise at work last year. The number one reason for an employee to leave there job is because he or she feels unappreciated (Eikenberry, 2009).

Verbal recognition is a very powerful tool to increase employee performance is through praising and complimenting an employee's hard work; it will not only will make an employee feel valued, but also it will help maintain a positive work environment. Last, verbal recognition can be altered to fit each individual need because one employee may require public recognition

whereas another prefers recognition privately. To maintain the foundation a manager should continue discussion with employees to help him or her understand and reach his or her goals and advance to the next.

In an effort to increase job satisfaction an organization must provide avenues that allow employees to analyze their career wants and needs. No two people will have the same expectations so conversing with peers about what they expect to gain from a current or future career may not be beneficial, as a result managers should regularly discuss career needs and goals with employees to ensure individual needs are met. Managers are to make all employees aware of the opportunities for profit sharing based on the achievement of goals. Verbal and monetary recognition will be used to reinforce good behavior, to motivate employees, which will increase their performance leading to additional recognition and job satisfaction. Clearly defined goals as they relate to the organization can motivate employees through goal setting. Goals challenge to employees to make them want to explore new technology, ideas, and gain insight from a diverse workplace. Additionally, giving employees more responsibility will make them believe they have contributed with a sense of higher importance. Without motivation in the workplace, a business will suffer from the lack of efficiency from employees.

Perhaps the most significant of increased employee motivation is that of increased productivity (com, 2010). Therefore, it is important that employers give their employees an opportunity to work hard for their reward to obtain a high level of performance, which is an essential

to the success of any business. To reinforce goals set and achieved company's use pay, benefits, promotions, and training to increase employee performance (Stringer, 2006). One of the most powerful tools to increase employee performance is through profit sharing.

In profit sharing, the company, in addition to giving employees wages they receive a share of the businesses net profit. France has used profit sharing since 1842 (Columbia, 2007). When employees are paid a part of the profit, they care about the profit. The following are some advantages of profit sharing: employees find ways to decrease expenses, they care about the success of the company, all employees work together toward goals that increase the company's profit, they feel part of the company, they understand the importance of the customer, and it decreases the distance between employer and employee (Shukla, 2009).

Last, employees can become motivated and have greater job satisfaction and performance when they see their management team resolves issues in a timely manner. Organization must have a program in place to address any issues or concerns of employees. Employees must have a clear understanding of their rights, who they report issues to and have a timeline for resolution.

Increasing the organizational behaviors of employees like: motivation, job satisfaction and comes from understanding the goals of an organization and creating a clear understanding of those goals to employees through recognition, pay, benefits, profit sharing, and valuing the employee. This plan is not the kind that can be put into place and left as is. To gain optimal

results from an organizational plan, it requires constant review and change to adapt to the changing economy, technology, organizational structure, and employees. References Columbia Electronic Encyclopedia, 2007. Columbia University Press.

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