

Organizational behavior paper

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



Organizational Behavior Organizational Behavior Motivating Employees

Organizational behavior identifies the impact individuals, groups, and structures have on human behavior within organizations. Motivation of workers is a significant facet of organizational behavior and a responsibility of management. Educational programs that show employees how to solve problems within the organization improves their performance through organizational behavior modification. Therefore, understanding not only how to organize resources and delegate tasks but also how to analyze behavior and motivate productivity (labor) is crucial for success in management. People often work because they have to and for money. To be a better manager, it is significant to understand what motivates employees to maximize output. Douglas Mc Gregor uses Theory X and Y to explain the human behavior in the workplace (The Wall Street Journal editors, 2015). In Theory X assumptions, human being has an inherent dislike for work and will evade if he can. Because of work dislike, most people must be coerced, directed, controlled and threatened to ensure they achieve organizational objectives. Besides, employees prefer to be directed, wish to avoid responsibility, have little ambition, and want security. However, in Theory Y assumptions, the expenses of mental and physical effort in work is as natural as rest and play. External influence or threat of punishment is not the only way of achieving effort toward organizational objectives. People have self-control and direction in meeting the objectives. Employees seek and accept responsibilities.

Therefore, the aim of management should not be to direct and control employees seeking to shun work, but instead make conditions that enable

people want to offer maximum effort. Rewarding employees for an achievement is an effective way to reinforce and share commitment rather than punishing them for failure. Giving responsibility enables employees to rise to challenge hence employee motivation influences organizational behavior thus productivity.

Reference

The Wall Street Journal editors (2015). Motivating Employees. The Wall Street Journal. Retrieved on June 21, 2015 from <http://guides.wsj.com/management/managing-your-people/how-to-motivate-employees/>