

Organizational management

Business, Management



Organization behavior al Affiliation) A number of motivation theories explain employee's behavioral actions. Below is an analysis of the motivation theories that explain the behavior of employees of Perfect Pizzeria.

The equity theory

The equity theory makes a comparison between the reward potential to the effort that is expected from the employees. The theory applies in situations where the employees recognize that the reward equals efforts. According to the equity theory, the employees consider their potential reward, in addition to, the reward of other workers as well. Inequity occurs in situations where an employee perceives the reward to be inferior compared to other employees sharing a common workload. A number of behaviors may crop up in case an employee feels he/she is treated unequally (Gayne & Deci, 2005). The equity theory further asserts that employees behave according to their perception. What the employer think is of no importance to an employee. The employer should ensure that any unpleasant outcomes of equity comparison are avoided when rewards are billed. Informed employers expect perceived negative inequities particularly when visible rewards such as promotions or bonuses are apportioned (Gayne & Deci, 2005). To manage equity concerns, the employers cautiously communicate the planned value of rewards being given and spell out the performance appraisals used in determining the allocation of rewards. In Perfect pizzeria, the employer who happens to be the operation manager applied the equity theory. All the employees are entitled to the same amount of reward. The manager's act of working beside the employees' served to show that all employees are equal and can work in any department because it enhances learning.

The expectancy theory

The expectancy theory asserts that an employee is motivated to put more effort when he or she deems the efforts will result in a good performance review. The review will result in a reward that will fulfill the set objectives. An employee is highly motivated if the level of expectancy is high and the reward is appealing. Therefore, employers who seek to motivate the employees should fortify employee's perception of their efforts as both feasible and valuable and make sure the rewards are attractive (Gayne & Deci, 2005). The operational manager of Perfect Pizzeria provides bonuses to the night managers on condition that the percentage of unsold food reduces. Each employee is entitled to free food after every six hours though it was later adjusted to 12 hours.

Reinforcement theory

The reinforcement theory analyzes the relationship between employee's behavioral action and the subsequent consequence (Gayne & Deci, 2005). It focuses on adapting an employee to the behavior expected in the workplace through the appropriate use of the following techniques.

Positive reinforcement involves strategies that reward the desired behavior. For instance, a bonus or a promotion serves to encourage the desired behavior. The bonus received by the night manager is a form of a positive reinforcement.

The technique of avoidance seeks to reveal to the employees the repercussion of improper behavior. An employee who behaves according to the guidelines of the workplace does not experience the repercussion. The technique can be used to explain the action of the managers of increasing

the time interval the employees received free food from the cafeteria.

The extinction technique explains a manager's non-responsive behavior to a subordinate. A practical example includes the failure of the night manager to write up a bill in an event the employee made a mistake.

Punishment is the last technique applied in the reinforcement theory; it exists in form of a threat, suspension, or a pay cut. It strives to lower the occurrence of improper behavior. Perfect Pizzeria manager punished the employees by increasing the time after which they could received free food from the cafeteria.

Conclusion

The theory of reinforcement is the most appropriate theory that explains the manager retaliatory measure of increasing the time interval. The retaliatory measure served as a punishment to the employee due their behaviors that resulted in food wastage.

Reference

Gagné, M., & Deci, E. L. (2005). Self-determination theory and work motivation. *Journal of Organizational behavior*, 26(4), 331-362.