

Employee portfolio motivational plan

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Timothy Stone Being a creative and innovative individual, it is understandable that Timothy has no problem interacting with people but prefers to work alone. As a result, it would be best to provide him with conditions that exploit his creativity and innovation. For example, he should be provided with ample space within the workplace, where he can feel bold enough to express his abilities. The most critical point is that he is satisfied with his work, meaning he has no major qualms about the workplace (Parrey, 2014). Timothy needs encouragement, patience, trust, and company in order to feel satisfied and be more productive. As a matter of fact, he is on the brink of being the ideal employee; he just needs that aspect of motivation. Since Timothy has different needs that are independent of each other but all need to be satisfied, the motivation theory that best explains his situation is Alderfer's ERG theory. For example, although he prefers to work alone, he aspires to be in a leadership position. At the same time, although he is socially inclined, he is not empathetic.

Elza Ramez

Elza needs attention, emotional support, and better working conditions. She is a very emotional person who tends to get frustrated quickly. This could explain why she has problems with her boss and her juniors. Elza needs to feel valued, understood, and trusted. Her superiors should seriously consider her emotional needs and work conditions in order to bring the best out of her because these appear to be her main areas of concern. The theory that best explains Elza's situation is Herzberg's two-factor theory, which identifies motivators and hygiene as the two aspects that cause workplace satisfaction

or dissatisfaction. While Elza is committed to her work and exhibits professionalism, her working conditions (hygiene factors) are suppressing her enthusiasm for work. Based on Herzberg's theory, Elza's situation embodies low hygiene and high motivation combination (Pinder, 2014). She can perform much better if she is provided with ideal working conditions and more emotional support. Elza also exhibits certain aspects of McClelland's motivation theory, specifically the achievement dimension. She wants to excel, prefers to work alone, and is extremely driven to accomplish tasks.

Emerick Peace

Emerick has all the qualities of any organization's ideal employee. However, he also has some weaknesses that need to be eliminated, although they are not so worrying as to affect his overall performance. This employee needs to be given more indoctrination in the organization's ethos so that he develops a better understanding of his surroundings (Jost, 2014). He also needs to be encouraged and supported in order to be more motivated. The potential is there; it just needs to be managed in the right way. Emerick's qualities represent all the three motivators that are central to McClelland's theory. He is motivated to achieve, wants to be in control, and also has a propensity to identify with the group. He wants to be affiliated with certain people, but is still motivated to be powerful and successful. He understands what he wants and where he wants to go, all he needs is support and guidance.

References

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