

# Mgt checkpoint wk9

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



Supervisors and Productivity Like all other employees who are vital assets of an organisation, a supervisor is another great asset. Supervisor's roles in an organisation give a direction to the company towards achieving productivity and effectiveness.

Since they interact with company employees every day, supervisors heavily determine employee's performance in their fields. This means that the most important thing that a supervisor can engage in to increase overall company productivity is to keep the employees focused and motivated. According to Rue and Byars, motivation is something that comes from the inside of an employee that makes them work hard. Although supervisors cannot give it to an employee, they can influence employees to be motivated by creating an environment that creates motivation on the side of an employee (2004).

To maintain a workforce that is motivated, Supervisors need to understand different needs of his subordinates and try to fulfil them. Therefore, supervisors must acquaint themselves with the need hierarchy theory that demands good wages for employees, pensions to cater for safety needs, friendly co-workers for social needs, promotions, recognition, and rewards for self-esteem needs and meaningful work for self-actualisation needs. In addition, a supervisor can do the following to maintain employee's motivation; make the work interesting, relate rewards to performance, provide valued rewards, treat employees as individuals, encourage employee's participation and cooperation, and give timely and accurate feedback.

Besides motivating the existing employees, supervisors must make the correct choices when selecting new staffs to join the company. An employee

who is properly orientated and trained is quite productive to the company. In addition, timely planning boosts productivity.

#### References

Rue, L. & Byars, L. (2004) " Supervision: Key Link to Productivity. India: McGraw-Hill Companies. Print.