

# Resposns to postings:translating motivation theories into organization strategies ...

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Response to postings February 6, Response to postings Response to Nate's post The argument on significance of organizational culture in influencing motivation is valid because developed culture shapes employees' values and attitude. Organizational structure and leadership style are however other organizational contexts that you could have considered. A participatory management structure, for example, promotes " trust, commitment, goals and objectives, and autonomy" besides its focus on employees' empowerment through training and communication (Roussel, 2013, p. 228). These factors establish a good environment for employees' sense of self worth and positive attitude into motivation. Leadership style is another organizational context that influence motivation and the transformational leadership style that empowers and motivate followers is an example. Even though your proposed motivational strategy is also rational, more target specific approaches such as bonuses, sponsored trainings and education, and promotions are alternative motivational strategies because of their utility effects on employees (Roussel, 2013).

Response to Stac's post

Your description of Pygmalion effect is comprehensive and simple, thereby facilitating an understanding of the theory. The description, however, omits the subconscious scope of the effect that may mediate leadership effects on motivation. A leader, upon realizing that a target is less motivated, may offer less input towards motivation than in a case of perceived motivated individuals (Lepsinger, 2010). Based on the subconscious concept, I would recommend impartiality in goal setting in order to optimize overall level of motivation through all the employees. This identifies spreading of risk

because while partiality may discourage the employees who are perceived to be lowly motivated, the rest of the employees may not meet their target and their number may be small. Analytical approach to strike a balance for motivating all of the employees would therefore yield better collective results.

#### References

Lepsinger, R. (2010). Closing the executing gap: How great leaders and their companies get results. Hoboken, NJ: John Wiley & Sons.

Roussel, L. (2013). Management and leadership for nurse administrators.

Sudbury, MA: Jones & Bartlett Publishers.