

Discussion questions: module 2 - organizational behavior



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Discussion Questions: Module 2 Discussion Questions: Module 2 The concept of motivation is no longer new in the field of business as it is being used all over the world by the managers in workplaces. Pinder (1998) puts forward that the most energizing force that can help the employees to work as per their standards is motivation. The energy that motivation provides to the workers helps them to boost their morale and hence produces better results. It is important for the managers to implement a motivational plan for the employees because some of the employees get demoralized easily. Employees are categorized into three broad spectrums known as self actualized employees, fence sitters and the third one are the most difficult to manage. Most of the workforce these days consists of employees who are fence sitters which mean that they can be motivated through skills and techniques. The managers should know the motivational techniques to boost up the morale of these fence sitters so they can perform up to their level (Ramasamy 2005). Motivating employees is considered to be of paramount importance in our organization. For this purpose our organization has approved of incentives for the employees so that they can work harder to achieve their goals. Performance based appraisals are one of these incentives used by our organization. These appraisals involve the encouragement of employees to actively take part in the discussions and decisions of the company. Although the employees are not given decision powers they still do have a part to play in the decisions. This motivates the employees to think that they are wanted by our organization. Similarly monetary rewards are also given out to the employees so that they can feel that their work is being appreciated by the organization. These incentives altogether help the employee to feel their need in the company. The <https://assignbuster.com/discussion-questions-module-2-organizational-behavior/>

employees tend to work harder to achieve the goals of the organization.

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