

Workplace communication and content theories of motivation

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First is existence within which we have psychological and safety needs, second is relatedness where we have social and esteem needs and finally is growth which encompasses esteem and self-actualization.

The two-factor theory by Herzberg explains how job enrichment and enlargement determines job design (Borkowski, 2008). Job enrichment emphasizes that to attain achievement one has to get rid of the negative factors while embracing positive ones. On the other hand, job enlargement opens doors for growth.

The components of job characteristics model (variety of skills, identification of task, the significance of the task, autonomy, and feedback) have a great impact on the psychological state, which in turn affect work outcomes (Stringfellow, 2012). It states that all the characteristics in combination form what is called Motivation Potential Score (MPS) which is applied in the determination of attitudes and behaviors of employees.

The three needs theory suggests that an individual's needs develop over time and are streamlined by the experiences that one goes through (Borkowski, 2008). The theory tries to explore the essence of experience and it brings about new insights that bring about success in management.

Moreover, with experience managers are able to balance between situations for greater achievements.

In conclusion, all the theories suggest that motivation has to start from within an individual. They also emphasize the essence of motivation in achieving one's own goals. Without motivation jobs are likely to be done

unsatisfactorily or not done at all, hence the need for management to embrace motivation in the workplaces (Borkowski, 2008).