

# Current or historical event analysis and human resource management



The paper "Current or Historical Event Analysis with Respect to Human Resource Management" is an excellent example of an essay on human resources. It is well presumed in the industry that the only thing that is constant in the present world is the word 'change'. The massive developments in the fields of information technology and the communication processes have changed the entire flow of the industry along with the terms of trade. The effects of globalization have made the world much smaller, just within the few clicks of the computer mouse. The changing terms of the business and the industry also have considerably affected the perceptions and aspirations of the professionals. The life of the workers and employees are much faster in the present days and it has affected the elements of the motivation of the employees.

#### The Issue

In order to ensure efficient performance of the team and that of the overall organization, it is really crucial that the team leaders or the project managers or those in charge of the group understand the matters of employee motivation. The leaders or those responsible for making things happen should know the exact factors that motivate the workforce to perform better.

There is little doubt that the sector of knowledge worker forms a considerable portion of the industry. And one of the most astonishing facts has been that the motivating factors of the industry that were perceived till date by the business leaders and the managers have been written off by a recent multiyear study as reported by the Harvard Business Review.

Prior to announcing the results of the multiyear study, the Harvard Business Review conducted a survey among more than 600 managers of more than <https://assignbuster.com/current-or-historical-event-analysis-human-resource-management/>

12 companies. The result of such survey had depicted that the factors like recognition, interpersonal support, incentives, clear and concise goals and assistance for making progress as the major features of the workplace to keep the human capital motivated, but a recent multiyear study has proved the entire set of the options generated from the survey as wrong. The multi-year study that has focused the day to day activities and various emotional and motivational considerations has concluded that not a single of the five factors contributed towards the motivation of the knowledgeable professionals. Rather, the most motivating factor for the employees has been the ' progress'. It is the progress of all and sundry, related to the work, which keeps them going. The resultant factor that has come up from the multiyear study does not give any regard for the traditionally perceived high motivating factors like recognition and incentives. Substantiating Facts

The journals published by the universities of repute like that of Hawaii University or Stanford University also substantiates the finding of the multiyear study of the Harvard Business Review. A report published by Hawaii University had observed that along with the incentives, the other important factors of the motivation includes that of affiliation and approval. Also, the report observed that to motivate a person and especially a student (who can also be considered as the knowledge professional), it is crucial that the goals are set by each student and the student is provided with the all-important feedback about the signs of progress made towards those goals. The report had rightly observed that often the environment can be utilized as a factor of motivation.

The other article has been from another university of global repute, Stanford University. The report emphasizes the factors of motivation with respect to <https://assignbuster.com/current-or-historical-event-analysis-human-resource-management/>

the present-day trend of the photo-sharing. The report depicts that the phenomenon of photo-sharing which has been hit among the members of various online communities that has been the part and parcel of social networking is also related with the aspects of progress made by members. Though apparently, it might occur that motivating factor among such act of photo sharing is motivated to earn recognition, both professionally and personally, but it is also true that such photo-sharing is also motivated by the factors of ' progress'. The youth and the knowledge professionals, the class of the society that is primarily involved with such activity try to inform the outer world about their present status and their progress toward the desired goal in lieu of photo sharing.

### Conclusion

It would definitely be wrong to write off the various traditional theories of motivation that have evolved over the period of time like that of the two-factor theory of Herzberg, Maslow's pyramid or the theories of McGregor and other others. But at the same time, the transitional shift of the employees from the traditional beliefs and expectations should also be noted. The ever-changing scenario and dynamics of business are expected to bring forward more such theories in due time.