

Motivation affects learning

Psychology, Motivation



Introduction

Motivating employees in an organization means helping them perform their work, compensating them for their labors, and solving problems that arise. Consequently, human resource management plays a central role in this especially since they are responsible for how people are treated in their own unique kind of organization. Effective managers are concerned about their employees.

It has been revealed that by applying techniques to motivation and training, people will be inspired to examine the incentive and recognition programs. These programs can improve employees' life. This way, proper reporting is done and the staff are not disillusioned. Managers provide reward programs promptly. It states that " When training is linked to a reward program, employees are motivated to absorb the content, and that translates it into improved performance. This paper looks into the different ways of motivation especially in the organizational aspects so that learning is facilitated and hastened.

Gellerman (1992) defines motivation as the " art of helping people to focus their minds and energies on doing their work as effectively as possible." The task is to motivate everyone, at all times, through every possible technique or approach available and apt for the situations. They need to enjoy themselves in the process. There are many questions that have to be answered, such as who are the people, what are their job tasks, how do they get paid, with whom do they work? Because of these varied and ever-changing elements in motivation, this is not a simple or easy task". The difficulty is that all people are different from one another in many ways;

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hence what might motivate one person does not necessarily work for another person – different strokes for different folks.

Effects of Good Relations with Employees

Good motivational techniques with the employees result in good service of the company because the employees feel good and satisfied and they deliver their service better than those who are not contented with their jobs. By providing good human relations with the employees, they will be highly satisfied and they will be more productive. The management that provides opportunities for the employees to grow and develop will be more successful as the employees will be challenged to do better.

Employees can also feel their value when they are motivated accordingly and when they are given programs that would make them feel they deserve the job responsibility. As a result, the workers will support the management more and in the end everybody benefits, the employees develop their potentials and gain high job satisfaction giving the management less problems and a higher productivity turnover, and in due course the business thrives. As part of your “welcome to our fastfoods business,” find out what their dreams are, how they think that business should work for the customers, what they hate, and what they like. Ask how they have used technology in the past.

The entrepreneur’s perception on subordinates will greatly affect decisions between the two dimensions they are going to emphasize. If they assume that their people are responsible and capable, there would be less control and leaders would put more reliance on their people. Otherwise there would

be a large amount of control on their workers. But more than the well-established organizational design and properly selected leadership style, Beer emphasized the importance of people because without the capabilities of these people, the goal of effective organization would be difficult to attain, or worse, would never be reached (Beer, Michael).

Organizational behavior's emphasis on people makes the management understand their employees more and make them committed in pursuing a common organizational goal of productivity and effectiveness. One of the strategies in building the performance of a worker is through motivation. People who are satisfied with their job are motivated to be more productive. In order for the manager to effectively motivate his employees, he must have knowledge on what determines their motivation.

Again, under the principle of cause and effect, and the studies on the behavior of organization, an effective leader could formulate a motivation technique that would fit into the needs of the workers and encourage them to be more productive. Understanding what moves workers to work more productively would make the decision of the leaders in coming up with a motivational technique more acceptable to the workers and in turn would give favorable results for the whole organization.

Businesses continue to succeed because of the value it places in their service and the clients. However, without its human resources, no one will be able to deliver its service. No technology can take the place of human resources. The employees are the most important resource in any way. Humans can adapt and improve, be taught and learn. Technology will

always be mere tools of humans, either using it to improve himself or to destroy himself.

Good management see their employees grow in the company and as persons of their own rights. They see them highly motivated to “ achieve their goals, gain positive perspective, have that power to change, build self esteem and capacity, manage their own development and help others with theirs.” (Goleman, 2005) Moreover, they appreciate the value of building a climate of honesty, openness and trust; understand what they want from work so they can be aligned with each other in terms of expectations and aspirations; encouraging others to do well and complimenting those who perform well and who work at best in an effective organization. (Goleman, 2005)

Importance of Employee Motivation and Training

People experience failure in one way or another. But if there is a positive consistency in one's life (that is, if one consistently learns from his mistakes and mature through them to bring harmony and balance in his life), one can, for the most part, avoid repeating the same mistakes. Time is the vehicle that allows one to make course corrections, and time allows him to recover and improve. High achievers will see the future as an endless opportunity because of all they can learn and accomplish – rather than seeing doom and disaster because of missed opportunities and “ what might have been” in the past.

Things are clarified and the process is checked if well understood. People are not left clueless about how things need to be done. Clearly, if the process is well understood, it stands a chance of being described and automated. A

chain of reactions and influences causes a very fast ripple effect and things are controlled early on especially if it is in connection with rumor mills. But, whether it is rumors racing through the company at warp speed or a change in how people relate to each other after reorganization, one cannot help but be conscious of the effect. What is important is that things are communicated well to everyone (Cheese and Thomas 2003).

Based on research on entrepreneurial and diversified businesses successful firms have competitive markets that have fast, high-quality, and widely supported strategic decision making processes. Indeed, the remarkable success of high performance teams is not the result of luck. It is the predictable outcome of intense concentration on values, proper motivation and strategies on cultivating what the German writer Goethe called “ the genius, power and magic” in ourselves.

We have been burdening managers for years with an impossible task, telling them they ought to motivate others single-handedly, when the most a manager can do for others is to jump-start them – inspire them. Real motivation catches internally, after the mission is clear. Peak performers draw productivity from deeper reserves that are inexhaustible – from the sources of motivation. You can tell people to value excellence. You can insist that they increase their productivity. You can emphasize the need for changing their behavior. You can attempt to train people and motivate them to upgrade their job skills and increase their effectiveness. But until an individual makes a personal commitment to achieving peak performance or makes that internal decision to excel, nothing much will happen (McClelland, D. 1955).

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