

Motivation is attracting essay sample

[Psychology](#), [Motivation](#)



1. Describe what is meant by motivation. What types of non-financial reward might a company use to motivate employees?

Motivation is attracting a person to do something because he/she wants to do it. No one has to force him/her. A motivated employee is dedicated to his/her work. He/she will work harder and do the work in a less period of time. They are focused to their work. Motivation is a passion for achievement for its own sake, not simply the ability to respond to whatever incentives a company offers, is the kind of motivation that is essential for leadership.

Giving or developing skills, care, knowledge, support to the employees are the types of non-financial reward might a company use to motivate them. It helps them to work more energetic, creative, loyalty in a company.

2. Describe the effects of an unmotivated workforce on a company. How does Tesco benefit from ensuring that its workforce is motivated?

An unmotivated workforce will be the opposite, being dissatisfied with its role in the work environment. This can negatively affect both the quality of the work as well as how efficiently employees carry out their jobs.

The Tesco become the largest British retailer and one of the world's leading retail outlets on three continents. Tesco's growth has resulted in a worldwide workforce of over 468, 000 employees because of their motivated employees.

3. Why is Taylor's theory not relevant to companies and employees in the 21st century?

Because Taylor's Theory was based on producing quantity. Taylor's theory is worked purely for money and not focusing in the motivation. The outcome was greater production but gave little opportunity, encouragement or time for employees to think for themselves or be creative in what they did.

4. Evaluate the four motivational theories in the study, demonstrating how each relates to Tesco.

* Taylor's Motivational Theory is related to Tesco by valuing their employees. Increased communications and be asked for ipinoins will help employees to be more motivated.

* Mayo Effect is related to Tesco by implementing a system of 360 degrees feedback which can developed their personal tools. It helps employees to know their behavior, strenghts and weaknesses.

* Maslow Theory is related to Tesco by giving the five basic needs of an employee to be motivated at work.

* Herzberg Theory is related to Tesco by showing that to truly motivate an employee a business needs to create conditions that make him/her feel fullfilled in the work palce. And also by paying attention to hygiene factors and by enabling satisfiers.

1. Describe what is meant by motivation. What types of Non-financial reward might a company use to motivate employees?

Motivation meant is attracting a person to do something because he or she wants to do it. Motivation may stem from personal interest such as keeping

safe or from external factors such as praise and reward and the factors of motivation are appreciation of hard work, a sense of achievement, responsibility and empowerment, opportunity for advancement, a sense of challenge and enjoyment.

The non-financial reward might a company use to motivate employees is giving a support, care and focus in the work. It is also important to create trust and respect. It has found that by valuing employees, providing realistic goals and an interesting environment for them to work in, it increases employees' motivation

2. Describe the effects of an unmotivated workforce on a company. How does Tesco benefit from ensuring that its workforce is motivated?

An unmotivated workforce will be the opposite of motivated. They have lesser concentration and more likely to make mistakes. They are also likely to show lesser loyalty to the company and have more absenteeism. They feel dissatisfied with its role in the work environment. This can negatively affect both the quality of the work as well as how efficiently employees carry out their jobs.

The Tesco benefits from ensuring that its workforce is motivated are that they become the largest British retailer and one of the world's leading retail outlets on three continents. Tesco's growth has resulted in a worldwide workforce of over 468, 000 employees and supported by the company in their various roles and at different levels – from customer assistants in stores

to department managers; from warehouse employees to office and logistics staff. In short, Tesco became successful.

3. Why is Taylor's theory not relevant to companies and employees in the 21st century?

Taylor's theory not relevant to the companies and employees in the 21st century became they train the people worked purely for money and not focusing in the motivation for the employees. They use financial motivation not emotional intelligence. The outcome was greater production but gave little opportunity, encouragement or time for employees to think for themselves or be creative in what they did.

4. Evaluate the four motivational theories in the study, demonstrating how each relates to Tesco.

Employee motivation is an important task for managers. Early motivational theory such as that to have greater motivation and have a stake in the company for which they work, as shown by Mayo. Maslow and Herzberg demonstrated that employees are motivated by many different factors. Tesco provides opportunities for its managers and staff to take a share and a greater interest in their own employment. Since every employee is an individual, with different needs and aspirations, the process of reviews and personal development plans allows recognition of their abilities and achievement, as well as potential development. This benefits the individual by providing career progression. It also benefits Tesco by ensuring the

business can deliver high levels of customer service through its skilled employees.

1. Describe what is meant by motivation. What types of non-financial reward might a company use to motivate employees?

On my review on the article it argues that motivation is an idea to attract a person to do something because of wants to do it which may stem from personal interest such as keeping safe or from external factors such as praise and reward.

These are some of the financial rewards that the company might use to motivate employees:

- appreciation of hard work
- a sense of achievement
- responsibility and empowerment
- opportunity for advancement
- a sense of challenge and enjoyment.

2. Describe the effects of an unmotivated workforce on a company. How does Tesco benefit from ensuring that its workforce is motivated?

On one hand, an unmotivated workforce in a company will induce the human resource expenses and therefore will strike a negative effect on the entity's operations. One example of it is delay due to absenteeism of an unmotivated

employee this activity will induce labour cost, extend time and adds a lot of overheads to the company. Certainly, these ideas will result into the decrease of quality and quantity of the products and services produced by the company.

On the other hand, due to motivated employees of Tesco they had produced net profits of around £3.4 billion. They have become the largest British retailer and one of the world's leading retail outlets on three continents.

3. Why is Taylor's theory not relevant to companies and employees in the 21st century?

This theory is not relevant to 21st century because it suggests that a person or an employee mainly works for the benefit of having money by producing work while industries during 21st century are focused on employees who have a wide range of ideas in innovations and developments which contradict the idea of Taylor's theory.

4. Evaluate the four motivational theories in the study, demonstrating how each relates to Tesco.

According to Taylor's motivational theory financial reward packages are one motivating factor. Every person will be motivated to reward, because every employee will give more effort to work for the reward that will come. For Maslow he discussed about "hierarchy of needs" and the basic needs. It relates to lifestyle outside of work. Hygiene factors, in contrast, created dissatisfaction if they were absent or inadequate. It relates to free or reduced rate health benefits to Tesco. And for Mayo the idea of the

programme is to 'Take People with You' and 'To Gain the Hearts and Minds of Others' in order to improve individuals and get things done efficiently. It relates to Tesco a motivated member of staff 'works in partnership with others to achieve individual and team objectives'.