

Increased motivation
is to reward
employees



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Motivation is a desire to accomplish a end and it is combined with the energy to work towards that end. ([hypertext transfer protocol: //www. unisanet. unisa. edu. au/motivation/Pages/What % 20is % 20Motivation. htm](http://www.unisanet.unisa.edu.au/motivation/Pages/What%20is%20Motivation.htm), 14 March 2011) . It is described as a psychological characteristic that arouses an being to action toward a coveted end. ([hypertext transfer protocol: //www. thefreedictionary. com/motivation](http://www.thefreedictionary.com/motivation), 14 March 2011) . Motivation can either be intrinsic or extrinsic. Intrinsic motive refers to motive that is driven by an involvement or enjoyment in the undertaking itself and it exists within single. ([hypertext transfer protocol: //en. wikipedia. org/wiki/Motivation](http://en.wikipedia.org/wiki/Motivation), 14 March 2011) . For illustration, a pupil may desire to acquire good class on assignment, but if the assignment does non involvement that pupil, so the possibility of good class is non plenty to keep that pupil motive to set any attempt into the undertaking. ([hypertext transfer protocol: //giftedkids. about. com/od/glossary/g/intrinsic. htm](http://giftedkids.about.com/od/glossary/g/intrinsic.htm), 14 March 2011) .

On the other manus, extrinsic motive is that which comes from outside an person. The motivation factors are external like waggess such as money or classs. For illustration, a pupil may dislike the assignment but the possibility of a good class will be plenty to maintain the pupil motivated in order for him or her to set forth the attempt to make good on undertaking. ([hypertext transfer protocol: //giftedkids. about. com/od/glossary/g/extrinsic. htm](http://giftedkids.about.com/od/glossary/g/extrinsic.htm), 14 March 2011) .

Motivation Acts of the Apostless as fuel. It 's true that a motor can non work without a fuel. In the same manner the employees can non work in an administration without motive. ([http: //www. financialcrisis2009. org/forum/Corporations/What-is-the-role-of-motivation-in-organisation-https://assignbuster.com/increased-motivation-is-to-reward-employees/](http://www.financialcrisis2009.org/forum/Corporations/What-is-the-role-of-motivation-in-organisation-https://assignbuster.com/increased-motivation-is-to-reward-employees/)

developement-208520. htm, 14 March 2011) . Motivation can be both positive and negative. Positive motive enables people to make their work in a best manner possible and besides helps them to better their public presentation at work. Better installations and wages are provided under positive motive. Negative motive puts major accent in commanding negative facets of work and looks to make a sense of fright in the heads of employee. It fundamentally means that if an employee fails to finish a given undertaking, he must be punished. ([hypertext transfer protocol: //www. openlearningworld. com/olw/courses/books/Motivation % 20Defined/Motivation % 20Defined/Positive % 20and % 20Negative % 20Motivation. html](http://www.openlearningworld.com/olw/courses/books/Motivation%20Defined/Motivation%20Defined/Positive%20and%20Negative%20Motivation.html), 14 March, 2011)

The key to organisational success is actuating others to make their best. Work motive is the thrust to fulfill a demand, finally comes from within an person. Work motive puts human resource into action, physiquies friendly relationship, and leads to stableness of work force. Work motive Acts of the Apostless as an of import instrument to both single and concern. It is of import to single as it will assist him to accomplish his personal ends, have high degree of occupation satisfaction. Motivation will besides take to self-development of an person and besides single would derive by working with dynamic squad. On the other manus, work motive is besides of import for concern houses because motive will take to an optimistic and ambitious attitude at work topographic point and besides more figure of single employee parts will move as net income and success for concern houses. ([hypertext transfer protocol: //www. managementstudyguide. com/importance_of_motivation. htm](http://www.managementstudyguide.com/importance_of_motivation.htm), 14 March 2011)

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In support of these, it is believed by many organisations that employee wages could move as a major inducement for work motive at the organisation. Employee wages covers how people are rewarded in conformity with their value to an organisation. It is about both fiscal and non-financial wages and embraces the schemes, policies, constructions and procedure used to develop and keep wages system. People value makes a considerable impact on the effectivity of the organisation and is the bosom of employment relationship. Integrated attacks to human resource direction would intend facets like larning and development or employee relation have to be considered together so that common reinforcing can be developed. It 's besides of import for the organisation to cognize that acquiring employee strategy wrong could hold negative impact on the working of the endeavor. For illustration, if an employee has completed a undertaking given to him by his director and he is anticipating addition in his wage from his foreman but alternatively boss greets him merely with a smiling. So this could hold a bad impact on employee and his attempt towards work bit by bit lessenings, which in bend causes jobs to organisation. Therefore, it has now become a regular pattern by major companies to put inordinate sum of money in doing their employee productive. (http://www.cipd.co.uk/NR/rdonlyres/DEA65372-D105-4A6B-A410-2C677F021155/0/employee_reward.pdf, 15 March 2011)

The biggest argument for an administration at the economic system degree is to develop high degree of work motive among its employees. For this, many administrations have adopted the inducement of honoring the employees in more figure of ways than a normal wage. It is a belief in many

administrations that employee wages schemes consequence in good degree of work motive from employees which inturn leads to immense part behind the success of the administration. Reward schemes at good degree convey immense benefit to the company or endeavor, like it helps to make a clime of healthy competition within the administration or sometimes if the wage among employee is limited, so it will make competition among the staff, which inturn creates self-perpetuating addition in consequences. It must besides be known by the administration wages strategy could besides hold negative impact on working of administration if the strategy is non implemented in a just and thoughtful manner. For illustration, if an administration plans that fillip would be given merely those employee who perform exceedly good in their undertaking, maintaining in head that this will actuate the employees to execute above mean degree but what might go on that employees who underperform would be obsessed by wage cut and this may farther demotivate them. (<http://www.aboutemployeebenefits.co.uk/advantages-disadvantages-incentive-schemes.html>, 15 March 2011)

Reward strategies could change from single to single depending on their undertaking public presentation. Reward incentives granted to employees good may depend on the type of occupations. In instance of extreme occupations, it is seen that employees do non anticipate excess inducements from their company, because the people associated with these occupations are paid really extremely, so they do n't demand their company or foreman for any more wagers. Employees in such occupations work for about 18 hours a twenty-four hours and there is other demand with what their

company attack to them, for illustration - 24/7 service to clients, frequent travel to different states which involves setting to different clip zones. But these people are normally classified as top gaining individual of society or community. For these persons their salary or pay Acts of the Apostles as a major fillip to them to maintain their motivational degree high. A study conducted by Sylvia Ann Hewlett and Carolyn Buck Luce (2006) suggest that people in utmost occupations enjoy their work and experience fulfilled by what they are rewarded. As stated in (Buchanan and Huczynski, 2010, p264)

On the other manus, people who consider their occupation boreout, needs to be given or told about the assorted wages schemes that the administration is looking to implement. The administration must besides look that employee themselves feel good on debut to new strategies. In the state of affairs of boreout occupations, the administration needs to come up with assorted incentive strategies for the employees, so that unchallenging and humdrum work turns disputing and interesting for the employees. For illustration, if a new gross revenues mark degree is planned by the company but no excess wage or wages is provided to employees so this undertaking would move as demotivation to them. But if the company director promises fillip or other honoring inducement, so employees would non waver to set excess attempt into it as they know that their excess attempt would inturn convey them more wagers and in this manner administration excessively benefits. As stated in (Buchanan and Huczynski, 2010, p265)

For an person to derive motive into work, it 's of import that the single acquires the features of self-actualization within himself. It means that an

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single work upto his full potency when executing a undertaking. This is the quality which every administration wants its employees to develop. As stated in (Buchanan and Huczynski, 2010, p268) . For implementing proper motive it is necessary that an endeavor program a procedure. Theories of motive that focal point on how picks are made with regard to ends are known as procedure theories. An administration needs to maintain theories of work motive in head when seting the wages strategy into action. There are two of import theory of motive which relates to honor strategies. First, the procedure theory of motive is equity theory. It means an single must have the wages equal to the sum of attempt put by him into his work. It is based on perceptual experience of just intervention. Therefore, this theory tells that employee wages should be merely and just to the sum of work put up by him. As mentioned in (Buchanan and Huczynski, 2010, p271) .

Second, the procedure theory of motive is expectancy. This theory holds a high place for work motive. It 's the procedure through which outcomes become desirable. But this could sometime be misunderstood. For illustration, an employee would hold worked twenty-four hours and dark in carry throughing a immense undertaking maintaining in head that his foreman would increase his wage on completion of undertaking. But it may go on that foreman delivers a few words of grasp to him instead than increasing his wage. So in this instance employee morale goes down as it was wholly non what he expected. This besides has a negative impact on his character and it inturn harms the administrations success. As published in (Buchanan and Huczynski, 2010, p273) . Therefore, it is of import for

administration to understand its employees and do them experience that their success depends on the administrations success.

It is true that there is no simple reply to the inquiry of how to actuate people. Money act as an of import inducement for employee motive, but it ever does non assist. It is of import for the organisation to cognize few of the pertinent theories bearing on human motive and it could be balanced by some of the practical factors like good working status, company trueness to employees etc, which could take to excellence. Motivation to success is overriding to employee success. The beginnings of motive are complex. Every organisation wants success to stand in the market or economic system. For this it adopts assorted methods, one of which is employee motive. It adopts different schemes to keep motive among its employees. ([hypertext transfer protocol: //www. usask. ca/education/coursework/802papers/Frith/Motivation. HTM](http://www.usask.ca/education/coursework/802papers/Frith/Motivation.HTM), 16 March 2011)

But this act may turn out to be useless if the leaders do non understand how to acknowledge and honor the persons who are under them. A good leader is ever required by the organisation so that he could utilize his ability to do his followings feel of import. In order to be a good leader, inspiration to follower is necessary. One of the major features required by leader is to carry through any promises made by him. For illustration, ne'er scheduling a meeting with the employees that the leader might non be able to go to. Failing to do promises bespeak a weak leader who does non lodge to his committedness. On the other manus, carry throughing a promise creates a positive Domino consequence. Therefore it is said, the motive to larn is personal and comes from within and single, but it can be affected by external factors. ([hypertext https://assignbuster.com/increased-motivation-is-to-reward-employees/](https://assignbuster.com/increased-motivation-is-to-reward-employees/)

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