

Discussion on
motivation enhancing
performance and role
of self management
and or...



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Discussion on Motivation Enhancing Performance and Role of Self

Management and Organizational Behavior Motivation Enhances Performance and Other Factors

Motivation is not a word, but a panacea to the employees to reach high goals and to improve the product of the company. The term motivation becomes one of the important duties of the employer or the entrepreneurs to improve the productivity. The roll of motivation is expanding according to the requirements of the entrepreneurs according to the changing scenarios of the industrial society. According to Charles C. Manz (1992) the self influence of the employee helps more than the reality in improving of self confidence and his capacity. In order to utilize the total man power of the company in proper way to improve the performance of the organization motivation helps them to reach their goals. So the self managed work terms are being implemented for the some of the past decades. The motivation and self management help the employee as well as the employer improving the organization. The former can be organized by the management and the later depends on employee. By self motivating employee should try to improve the productivity of the company. Hence the target should be to attain the goals of the company (Mitchell, T. R. 1973).

Goal setting is important for attaining and according to Rousseau DM (1997), the competitive environments translate into a new focus in organizational research. Hence organizational behavior is important in employee and employer relations thus managing the performance. The employee-employer relations need self management, discontinuous information processing, organization learning, organizational change as well as individual transitions.

The implementation of change for work-non work relations also adds to the <https://assignbuster.com/discussion-on-motivation-enhancing-performance-and-role-of-self-management-and-organizational-behavior/>

above-mentioned activities of organizational behavior. One of the important aspect is to extend the traditional concepts according to change to attain goals after their setting (Rousseau, D. M. 1997).

The challenges regarding goal attainment give rise to application of employee self-management through teams known as self-managing teams. These teams may result in self-influence, but it is limited and cannot be taken as granted in case of every employee as their standards differ. The organizational constraints also may result in different levels of self influence, which may not materialize according to expectations. Hence, it is evident that organizational behavior is also crucial in making self managing teams to create self influence in employees (Manz, C. C, 1992).

In the next step of goal attaining, the self influence of employees through self managing teams as well as organizational behavior can result in self leading. The self leading enables mastery in skills be reflected in performance of employees. Hence, the effects of mastery vs. performance may lead in performance goal orientation traits on multidimensional outcomes of training. The declarative knowledge, knowledge structure coherence, training performance and self efficacy are outcomes of training and self leading helps in materialization of the above-mentioned qualities in the employees (Gist, M. E. Bavetta, A. G, & Stevens C. K, 1990).

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