

Motivation in the workplace



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Motivation in Workplace Motivation in Workplace Submitted) Motivation in Workplace Since productivity is very essential in an organization, motivating staffs plays a very crucial role in its accomplishment. Motivation maintains the enthusiasm of staffs to give their best. In a workplace, motivation can be in the form of boosting morale of the employees, offering support, and staying energized. Motivation could also be understood through the application of theories and discussion of the pros and cons of financial incentives. Motivation through boosting morale among staffs improves performance (Peta et al. 2007). This could be done through praising the accomplishment of others, reminding them the reason for it. Praising may give them self worth and importance. As a result, they become much more inclined to listen and pay attention to assigned tasks. The “ no comparison” should also be observed. Although, other staffs are faster in their work and at the same time could deliver quality performance, they should not be compared to others. Another way to motivate is to offer support. This is especially true for newly hired staffs who are still adjusting to their work environment. In cases of difficulty in their tasks, let them understand that some tasks really need extra effort and skill but it could be possibly done. Lastly, staying excited and feel energized yourself will encourage others to do the same. This could be most applicable if others are looking up to you as this is likened to leading by example. As an employee, motivating others is not enough if you want to improve. For this reason, my strategy to stay motivated is to set a goal for my professional growth. Although, it could not be denied that financial matter is also a part of being motivated, achieving a higher position in a workplace serves a strong inspiration to give not only my best but also to acquire further education and related trainings to realize my

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goal. Such motive is further explained in the Locke's goal setting theory where it mentioned that specific and difficult goals could lead to a better performance. To be successful in such goal, a person has to establish a specific, measurable, achievable, realistic and time bounded goal. This is in contrast with Maslow's theory of motivation where he mentioned that before a person can achieve a higher goal such as fulfilling one's potentialities observed in a workplace, he has to satisfy his lower needs that constitute physiological, safety, love and belongingness, and esteem (Billings & Stokes, 1987). Being motivated is not confined to individual employees alone but more so for leaders of the organization. Sometimes they offer financial incentives either in the form of salary increment or bonus as a strategy. However, such approach has advantages and disadvantages. One advantage is that money is a significant motivator for employees who belong to the lower level to improve performance. Another is its importance to retain skilled workers until their retirement. Although this is applicable to some, it is not to others. Money is not important for employees who have met their financial needs like the managers and directors. It could also be a source of conflict, disappointment, and could lower morale. This is especially so when giving incentives are applicable to selected staffs only. Lastly, it might have a short term effect, once the money is stopped and so with the motivation. This only proves that giving financial incentive to motivate staffs depends on the purpose that lies ahead. The best way to motivate is to balance all aspects that contribute to the improvement and betterment of the organization and individual employees. Sources Cited Billings, D., & Stokes, L., (1987). Medical-surgical nursing. Mosby Company. Singapore. Peta, S., et

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