

Comparative analysis of two peer reviewed journals commerce essay



As said in the assignment we have to select a topic which is taken with two peered reviewed journal articles and making our own topic to understand the comparative analysis.

The topic we have selected is the “ The relationship between the employee’s retention and the employee’s motivation”.

Accordingly two articles we were selected “ Performance and Motivation” Prepared by Alfred W. Huf III, and “ Employee retention and turnover: Using Motivational Variables as a panacea.” By Michael O. Samuel and Crispen Chipunza.

The author of the first article says “ Performance and Motivation” the main aim of this article is to look at the link between Performance and motivation. This article is mainly aiming to the employees prospective and how they have performed while we have to uplift the quality of the life of them. Most of the cases in the article have shown that how we can keep the performance in a top level and getting the employee’s full utilization. Motivation is always following the rules of the leadership and if there is a proper leadership in the organization we can have top level motivation as well. And also this article discussed that how the employees motivated by having the “ Non-cashed rewards” and the “ cashed rewards”. This is more important that it also described that the few famous policy makers like Herzberg, Maslow, and Taylor have some contradictions and the author of this article shows and discussed the facts regarding this matter.

According to the authors of the Second article- “ Employee retention and turnover: Using Motivational Variables as a panacea” aims to emphasize a <https://assignbuster.com/comparative-analysis-of-two-peer-reviewed-journals-commerce-essay/>

research that will tell the story of why the people working in an organization and is leaving the organization.

It is described intrinsic and extrinsic factors that will influenced to the turnover of the employees in workplace. And for this they have chosen few organizations and they also have done a research regarding this. They have experiment the motivational factors that affect the turnover and the retention as well. So this is a research based article that will guide us to the important factors on motivation and the turnover or retention of an organisation. It is hard to keep the skilled employees in an organisation. We have to provide many incentives and many rewards to retain those people. So, the motivational factors which we have to consider are the most important factors in any kind of organization. In this article they have shown some theoretical and practical factors that influenced the employee's turnover and the retention. It is very hard for the mangers to retain their skilled employees into the organisation. We have to have a good plan to retain the employees where we have to work hard for it.

By this understanding also we can identify certain similarities and as well as the disparities of this two articles. Further this report will provide more specific analysis of these two articles.

Comparative Analysis:

From the first article " Performance and Motivation" there are mainly aiming to find out the link between the motivation and the performance within the large organizational behaviors. Which author describes that is really essential to improve at the Motivation and reduce the turnover in the

organization. But from the second article “ Employee retention and turnover: Using Motivational Variables as a panacea.” discuss about the motivational factors or the variables that will keep the workers in the organization. And also it is very important to keep the skilled workers bond to the organisation. So the two articles have the main similarity among the motivation and the retention of skilled workers.

In the first article it is discussed that the few case studies which will guide us to identify some factors that are important to understand the motivational factors in an organization. And also it describes the theoretical comparison as well.

The “ Non-cashed rewards” can be a vital part of employees motivation. The author of the first article describes that the non-cashed rewards such as flex time, goal based incentives, and the rewarding the employee of the month will motivate the employee rather than giving some amount of money to the workers. It is also said that communicating this among the employees is the most important part of motivation the people. So these kinds of motivational events may lead to the top performing employees in an organization.

In the incentive packages we must consider to give a merchandiser awards that are more effective than the top seller trips. According to the author we can have meetings after every week or month and decided that we can offer the merchandiser award. This is also in the same category of motivation by no-cashed rewards.

And also in this article the author has suggest some critical motivational factor that is the employees can show or suggest the changes they need
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while they performing well. This is very crucial that if an employee is trying to go somewhere else for better offer he can suggest that the need of his difficulty. And also people trying to perform well otherwise they may not have any chances to bargain the incentives. This is a kind of culture making by the employees that they need to perform well. And within this culture employer have not to worry about the employees turn over.

And there is one thing that arises in the article that the relationship between employer and employee is so important to the retention of employees. This can be done by having a conversation with the employee and the employer. The employer can ask the stories that the bad and the good situation from the employees of their life. So this will create a big bond between the two parties and the employee may unable to bargain incentives after this kind of conversation.

And finally we have seen some important motivational factor in the later part of the article. The motivating language speaks by the leader or the manger to the workers. This is the most influencing way that one can suggest for better motivation and high performance of working.

As we can see the above factors can be used as the motivational factors in an organization. So it is important to know the other well established factors in the second article to compare the linkage between the two articles.

We have found in the second article that the authors have stated the theoretical aspects of the motivation. The Herzberg has defined some motivational factors that can be taken in to consideration. These are the intrinsic variables he defined achievements, recognitions, advancements, <https://assignbuster.com/comparative-analysis-of-two-peer-reviewed-journals-commerce-essay/>

responsibility, work itself and the growth. These are some of the famous motivational factors that can be used to retain the employees.

However the article also stated that the extrinsic factors also may have some influenced on the workers retention and the turnover. The factors we have identified in the article are competitive salary, friendly working environment, better interpersonal relationship, and the most important job security.

This article is mainly bridging the literature of the motivational factors and the current practical knowledge and makes some model that will describe the entire story of why the employee's turnover and retention happens.

The second article found many practical factors that will directly effect the motivation and the retention of the employees. So we can find some extrinsic and intrinsic motivational factors that influence to the employee turnover and the retention.

It is found the following motivation variables have significant influence over the employee's motivation, retention and the turnover as well.

Training and development

Job security

Sense of belonging to the organisation

Interesting/ challenging work environment

Innovative thinking freedom

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Conclusion:

So as we have discussed in the study there are many motivational factors we can identify from the two articles. The major findings from the article No: 01 shows the theoretical aspects of how the motivation should be used to make better performance in an organization.

And the Article No: 02 shows us the practical approaches that will make the motivation to reduce the turn over and retain the skilled workers in an organization.

We can identify some important factors in the second article which are related to grow in the organisation. And also there are some factors that will be must there to retain the skilled workers and meantime we can make the employees more experience and well trained. According to the second article we found that some motivational factors are crucial for influencing the employee's decisions.

Training and development, competitive salary package and job security and recognition /rewards are the main motivational variables that will influence the worker capacity up and also better performance in the workplace as well.

In the first article is also shows us the motivational factors that will describe the factors which are related to the cases and getting the essence of that studies. We can find some motivational factors in the first article can be very important to the performance of the workers.