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Motivation within a creative environment A Siemens case study http://fastidiousness’s.

Co. UK/Siemens/motivational-within-a-creative-environment/ Introduction. HTML#executable 3 theories: Frederick Tailor’s Scientific Management Theory Mascots Need Hierarchy Theory Herrings Two-factor Theory (Satisfiers and dilatoriness) This case study focuses upon three different theories of motivation which Include Frederick Tailor’s Scientific Management Theory, Mascots Need Hierarchy Theory and Herrings Two-factor Theory (Satisfiers and dilatoriness) and uses these to

Illustrate how employees are motivated wealth an engineering environment at Siemens. Mason’s hierarchy of needs was first articulated In 1943 by Abraham Moscow which is often portrayed in the shape of a pyramid with the largest, most fundamental levels of needs at the bottom and the need for self-actualization at the top. With reference to the Siemens’ case study, it can be seem that the Mason’s hierarchy of needs can be used for recognition and developing people.

One important element for self-esteem is recognition of accomplishments.

Whenever you re recognized and praised for any accomplishment by someone whose opinion you hold in high regard, the self-esteem goes up, along with eagerness and enthusiasm to do even better on the Job. Therefore, Siemens runs schemes in which suggestions and projects for improvements are rewarded. Self-actualization is to develop or achieve employee’s full potential during working so that to make the ideal-self equals to actual-self. Self-actualization leads to better work and peak performance.

For example, engineering staff training helps engineers to extend their capabilities which ay lead to a progression up the career ladder as well as to meet the changing demands of the business’ global markets.

Frederick Herbert proposed Herbage’s Two-Factor Theory In sass. It states that there are certain factors In the workplace that causes job satisfaction, while a separate set of factors cause dissatisfaction. \* The first factor Is Motivators that give positive satisfaction, arising from Intrinsic conditions of the Job Itself and stimulate better performance such as recognition of achievements, opportunities for growth and development. Hygiene factors means the employee would be dissatisfied with the absent of \* the factors. These are extrinsic to the work Itself, and Include aspects such as \* salary, working conditions, company polices and Interpersonal relations. It can be concluded from Herbage’s theory that It Is Important for managers to achieve the balance of hygiene factors and motivators factors to stimulate higher levels of performance of employees.

With reference to the Siemens case, Siemens strengthening motivations by raising awareness of issues with employees and encourage their involvement to reduce dissatisfactions as well as creative