

# Motivation plan

Business



**ASSIGN  
BUSTER**

As an administrative assistant, my mentor maintains a system for accurate and complete service delivery in accordance with company regulations. Working at the General Manager's Office at PREPARE Networks, she improves the operational systems, processes, and policies in support of the organizations mission? specifically, support better management reporting, information flow and management, business process and organizational planning.

PREPARE Networks Is the Puerco Rice Electric Power Authority a public corporation that was founded in 1941; a subsidiary private many of PREPARE Holdings that has been providing highly reliable and robust, fiber optic infrastructure services to the telecommunication carriers in Puerco Rice, since 2004. At this company she also processes reports and completes third party billing. It is her responsibility to assist the General Manager of the company with the marketing and customer services.

Therefore, it is very important that she reflects motivation to achieve the organization goals, and that she feel satisfaction on her Job, so she can she may transmit those feelings to other employees In the company. While interviewing my mentor, I could identify with her at her work scenario.

One of the big challenges that she confronts at work is the employee's collaboration to exhibit and fulfill the company rules and requirements.

Another challenge that her work presents is the lack of communication from her boss and how he falls to express clearly his Job expectations. Also, there is a big volume of work that has versus the very short period of time that she has to complete it. Due to the fact that most of her work depends on others,

sometimes her work performance could seem effected. Most of the time, the work atmosphere is not very pleasant due to her close position to the General Manager.

According to “ Organizational Behavior” (Bibb to be high on motivating potential, Jobs must be high on at least one of the three factors that lead to experienced meaningfulness and high on both autonomy and feedback. If jobs score high on motivating potential, the model predicts motivation, performance, and satisfaction will improve and absence and turnover will be reduced. In my mentor’s work scenario If she had more autonomy she could be more comfortable In completing tasks on time without feeling pressured most of the time.

Also, by having feedback on what and how her supervisor is requesting to be done is being achieved his employees may feel more motivated to complete their tasks. By the General Manager utilizing Goals and Feedback, his employees should have firm, specific goals, and they should get feedback on how well they are faring In pursuit of those goals. Based on the individual characteristics of the learning team members, the redemption style is the dominance style.

The dominance style tends to demonstrate the urge to control and achieve. They have as a priority their goals and feel more comfortable when they are in charge of the situation. As goals, the dominance style usually focuses on productivity, results and control. Therefore, the goals. They tend to work fast, independently and to a decisive pace. In order to dominance style

achieves successfully the organizational goals it is very important to learn how to reduce conflict and increase harmony with others.

Therefore, it is necessary to express their ideas and instructions fully and clearly, making sure that everyone in the team understood the instructions. For that reason, it is recommended that the organization could provide motivation for the employees thru group orientations and communication policy. References Dry. Tony Alexandra/University of Phoenix. (2014). The DISC Platinum Rule – Behavioral Style Assessment.

Retrieved from Dry. Tony Alexandra/University of Phoenix, website Robbins, S. P. , & Judge, T. A.

(2013). Organizational Behavior (1 5th deed. ). : Prentice Hall.