

Motivation concept analysis



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Motivation Concepts Analysis PSY 320 human Motivation In my past I have experienced working for a management that used achievement motivation as a tool for motivation personnel. This attempt at motivation the workers worked to some degree.

Supervisors would select employees whom they felt performed admirably over a 4 month period and would select 5 of them to receive 250 dollars or 3 days off with pay, an excellent performance reward, and public recognition. This type of reward inspired to motivate many employees but everyone is not inspired by this method of motivation. Although it reached the majority of the employees, some were still not motivated and eventually failed because they were not motivated to perform better. I think that will or drive theories would have increased the number of employees who could have had a better impact on production. Personal satisfaction would have been increased primarily based on individual achievements and not by incentives such as rewards. In my second workplace situation at my current job this would not work simply because the upper management doesn't support nor provide funding for incentives used in attempting to motivate its employees.

Instead they give evaluations that show employees clearly how their performance is viewed by their supervisor. This may be a motivation tool however, it may be received either negatively if the employee is not performing to the standards of the company. My opinion is based on what I have heard. The Store Director mentioned in meetings about how good our pay and benefits are compared to Civilian companies.

I believe that the company being a government agency they have the attitude that anyone who works should be adequately motivated do solely because they are government employees. I can assume this is based on the fact that they can fill any position and can easily replace any employee who is not performing his or her assigned duties and are unable to be motivated. In today's environment of the workplace things have changed and one of them is that Government agencies are no longer way ahead of civilian companies in terms of financial support and accountability. In the past Government agencies had more than adequate funding provided to them and was not based on their performance but mainly because the services needed providing. Now that is no longer the case.

Government agencies have to account properly for every expenditure and perform according to standards. Government agencies no longer have the luxury not having to account for their failures. The gap between government agencies and civilian companies and how they do business has significantly narrowed. Government agencies can no longer simply rely on their status to keep employees motivated and performing within the company.

Government agencies and their employees need to implement several motivation theories. The company needs to do this in order to keep employees motivated and production at standards. Individuals would do best to use the will theory to maintain personal satisfaction along with drive theory. The equilibrium theory could also assist individuals if goal setting provides motivation for them.

The ramifications would be to risk failure as a business. If employees are not satisfied it would be difficult for them to be motivated on any level and the company could face losing good personnel which has a definite impact on production. A company has to be able to inspire motivation with its employees if the desire to keep people and not lose them to a company that does. In summary, finding and applying theories of motivation for their employees will definitely support any business.

Employees will strive to do better and even offer suggestions to help and even save money. Production and personal satisfaction will definitely be increased.