

Thoroughness and accuracy in representation of theory business essay



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This paper describes three of the motivation theories provided in chapter nine of the book Management. The Three theories described are the outlook theory, equity theory, and Maslow 's hierarchy of demands theory. The three theories will be explained as to how they motivate people, and who they are best suited to actuate. The theories will besides be applied to a fabricated company to demo how the theories could be applied to existent life state of affairss. The fabricated company is an car doing company that has many different types of employees. In the fabricated company there will be three different types of employees discussed, all necessitating different theories to assist actuate them. The three types of employees are the sales representative, the production workers and the administrative staff. The outlook theory will be applied to the sales representative. The equity theory will be applied to the administrative staff. Finally, Maslow 's hierarchy will be applied to the production workers.

Management Theory

There are many different people out at that place. Peoples have different demands and desires based on their age, faith, business and many other factors. Good direction will non cover with every employee the same. The thought is similar to a parent covering with their kids. The parent is non traveling to cover with his three twelvemonth old the same manner that he deals with his 12 twelvemonth old. The ground is simple ; the two kids need different things. They can non be treated precisely the same. This insinuates that a good director will detect what the demands of his employees are. He will non be able to actuate his employees until he knows their demands.

There are many different ways to actuate people and non all types of motive

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work on all types of people. Three of the motive theories are, the Expectancy theory, the Maslow 's hierarchy of demands theory, and the Equity theory. It is of import for directors to cognize this and to cognize how to utilize the types of motive schemes efficaciously. To better understand this construct, lets look at an organisation with three different types of workers: sales representative, production workers and Administrative staff.

The fictional organisation being looked at is an car manufacturer. The company 's name is CF (Car 's of the Future) . It is a company comparable to Subaru, or GM. It has many different places in the company. The company creates thoughts for new autos, produces them in workss, and so sells them in stores state broad. The people that have no experience using to work for CF by and large start out in the workss as production workers constructing the autos. They would so travel into gross revenues and so disposal over clip. The administrative section seems to be holding issues recently with acquiring things taken attention of on clip. The direction is seeking to calculate out what has slowed down the section so that they can acquire it back on path. The production section 's production has besides decreased. The director has had to put off a good sum of the section because of the jutting gross revenues for the undermentioned twelvemonth. He has noticed a alteration in a batch of the worker 's attitudes. They seem to be more withdrawn and the director needs some aid to acquire his squad back on path. The last subdivision of the company the sales representative are besides fighting. Their gross revenues on cars have decreased every month steadily dropping for the last five months. The company 's upper direction has had meetings of how they are traveling to travel frontward with the

company and how they can increase the production degrees with the productions workers administrative staff and sales representative.

The sales representative get an hourly payroll check, but make the bulk of their money on committee and fillips. The sales representative had plentifulness of motive a few months ago, but one time gross revenues kept on plummeting, they started being discouraged. The direction had been acknowledging all of the sales representative 's little accomplishments, but one time they were systematically run intoing these ends, the acknowledgment stopped and the gross revenues dropped. The direction should utilize the anticipation theory to increase motive. `` Motivational theory is based on cognitive psychological science. It proposes that people are motivated by their witting outlooks of what will go on if they do certain things, and are more productive when they believe their outlooks will be realized. `` (Business Dictionary) The job is that the workers have such low outlooks because the auto franchise has been so slow the last twosome of months that they already feel defeated. Even though they know if they sell a certain sum they will acquire a fillip, they are non seeking hard to sell because they feel that it is to decelerate that is impossible to of all time make that end. To increase the employees motive utilizing the Expectation theory, the direction needs to, `` systematically acknowledge employees achievements, directors can increase those employees ' perceptual experiences of the chance of obtaining a desired result if they have performed good " . (pg. 250) By increasing the outlooks of the employees, the gross revenues will travel up to a higher degree than they had been at with low outlooks.

The production workers are holding a tough clip with concentrating on their work. They all have been really disquieted about fring their occupations with the recent cutbacks. The emphasis has made them experience that their lives are unstable and that they do non hold any occupation security. To near a state of affairs like this, the direction should near the state of affairs utilizing Maslow 's Hierarchy of demands theory. The theory is defined on page 243 of Management as this, `` An person is motivated to fulfill the most basic demands first (such as physiological demands) and so, one time those are satisfied, travel to the following degree. " The 2nd degree of the pyramid above physiological is security. It is no admiration that the work forces are non concentrating on their relationships at work every bit much as they had in the yesteryear because they can non acquire past focussing on security. The directors have to concentrate on doing the workers feel secure at work. `` Security demands can be addressed by supplying occupation security, retirement benefits and a safe working environment. `` (MBA) By utilizing this thought, the directors could work out the jobs at work by making work contracts with the employees. The contracts could be biennial contracts that include giving the employees pensions if let travel at any point. The directors could besides hold a meeting for the staff allowing everyone know that there will be no more cutbacks with the staff, and that no 1 has to worry about fring their occupation. This will give the employees the security they are looking for, and assist them acquire back to how they behaved before at work.

The administrative staff 's trouble in acquiring things done has spawned from a bulk of the employees experiencing that they are being treated below the

belt. Apparently a twosome of the directors over the disposal section like to play favourites. For illustration, a group in the administrative section came up with a solution to some issues the company has been holding. When the whole administrative subdivision so came together the following twenty-four hours for a meeting, the director over the group gave recognition non to the full group, but instead to an person that he plays favorites with. The person was besides given a rise. The others were non. The disposal section has been holding issues acquiring things done as of late because of issues merely like this. The bulk of the employees feel that it does n't count how difficult they work because they will non be encouraged or recognized for their attempts of deficiency of either manner. When covering with this type of state of affairs, the directors should utilize the equity theory to actuate their employees. The equity theory is defined as the, `` Concept that people derive occupation satisfaction and motive by comparing their attempts (inputs) and income (end products) with those of the other people in the same or other houses. `` (Business Dictionary?) In the 3rd edition of Management on page 249, `` Equity theory provinces that people have a figure of ways to cut down their feelings that others are `` making better " than they are. One manner is to increase their results, such as acquiring a salary addition or obtaining a publicity " . By utilizing this theory in respects to the administrative section, all the direction has to make to increase inputs is to give the employees inducements to work harder.

In decision, to run a successful concern, employees have to be working hard. To maintain them working hard, it is direction 's occupation to happen ways to actuate them. No 1 wants to neglect. Peoples want the desire to travel to

work and be successful twenty-four hours in and twenty-four hours out. The three theories antecedently discussed are great ways to acquire them at that place. Not one of these theories will work for everyone, but everyone will fall into one of these theories.