

Motivation in workplace

Did you ever face questions???

- “Why doesn’t this person work?”
- Why does this colleague hate me?
- Why do I always get bad people to work with?

Definition of Motivation

The deriving force within individual by which they attempt to achieve some goal in order to full fill some needs or expectations.

Motivation is...

- Complex
- Psychological
- Physical
- Unique to each & every person
- Context specific
- Not fully understood

Nature of Motivation

- Intrinsic Motivation

- Behavior that is performed for its own sake

- Extrinsic Motivation

- Behavior that is performed to acquire material or social rewards or avoid punishments.

Motivation as a process

- It is a process by which a person's efforts are energized, directed and sustained towards attaining the goal.
 - Energy-A measure of intensity or drive
 - Direction- Towards personal or organizational goal.
 - Persistence-Exerting effort to achieve goal

Whom do we need to motivate in workplace

- Telling role: the subordinates
- Selling role: Equals and superiors

Qualities of Motivation

- **Energizes behavior**
- **Directs Behavior**
- **Enable persistence towards a goal.**

You can do it....



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Six C's of Motivation

- Challenges
- Choices
- Control
- Collaboration
- Consequences
- Constructive meaning

Different perspectives on Motivation

- Unmotivated people have good reasons for not putting their efforts to achieve goals: work challenges, children to care for etc.
- Motivated people use the same reasons as their motivators : I love challenges, I want to give best to my children so will work hard to achieve my goals.

Refusing to work is a problem or a symptom

- Lack of interest in the job
- Stubbornness
- Excessive fear of punishments
- Inappropriate recognition/rewards
- Conflicting demands of the superiors
- Lack of incentives/appraisals
- Relationship problems

Don't feel like working.....



Irony

I think the training is complete

De-motivators

- Lack of Recognition
- Lack of Direction or effective leadership
- Unfull filled promises by the superiors
- Denying a promotion
- Feeling of favoritism
- Asking people to do what you would not like to do your self?

Different strokes by different folks

- “Guptapragaya” means those who have undiscovered talent.
- “Suptapragaya” means those who are talented but No action
- “Luptapragya” means those who lost interest
- “Pradiptapragya” means those who are sharp and talented

Approach

- **Individualistic**

- One to one meeting, motivational counseling

- **Group**

- Performance based rewards(Monthly or quarterly)

- Star of the month award

- Motivational movie screening or team activity

Strategies for Increasing Motivation

- Ensure employees expectations for performance and behavior .
- Work to build quality relationships with employees,
- Break large tasks into a series of smaller goals,

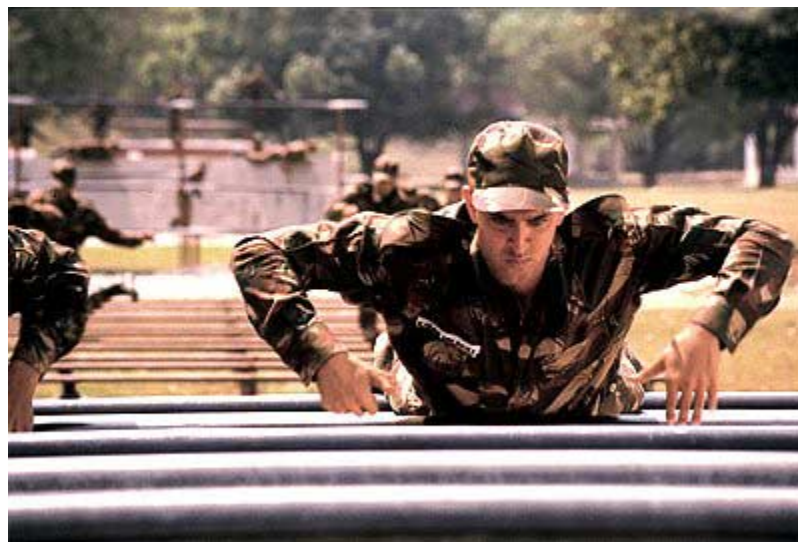
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Strategies(Cont.)

- Changes in the Environment can enhance motivation
 - Providing multiple opportunities
 - Adjust to individuals within groups
- Charismatic Leaders influence motivation
- Provide incentives, perks in terms of monetary and social rewards, recognition

Keep it Going.....



“Appreciation” an Art

“Appreciation can make a day .Even change a life. Your willingness to put it into words is all that is necessary.”

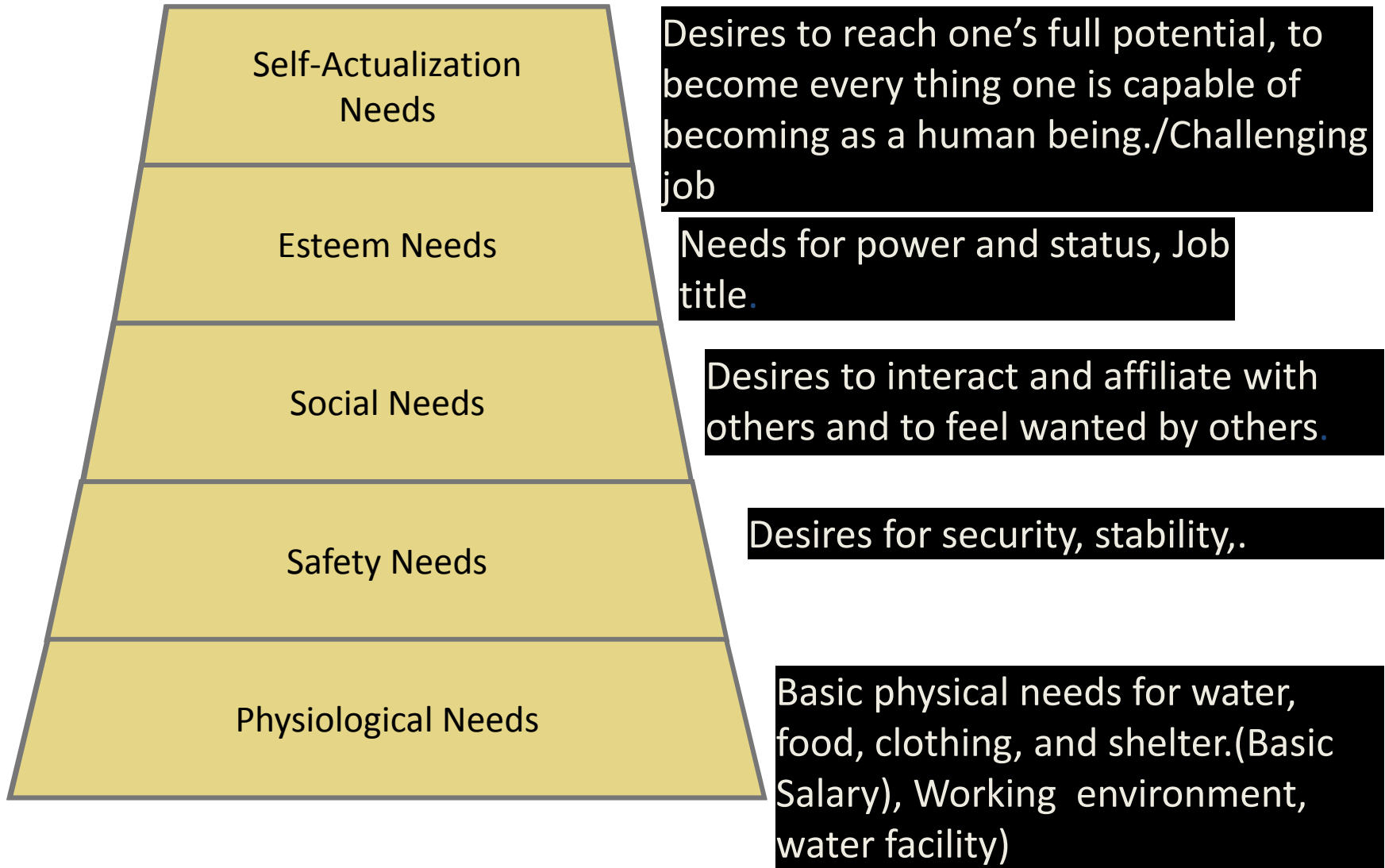
The 15 Motivators

- **Affiliation:** feeling proud to be part of the group or being associated with a great organization.
- **Self-Expression:** express yourself individually.
- **Achievement:** drive to accomplish challenging goals.
- **Security:** need for stability or reduction of uncertainty and stress.
- **Career Growth:** urge to grow and develop.
- **Job Satisfaction:** Comprehensive satisfaction
- **Status:** motivation to increase your standing through your accomplishments.

Motivators

- **Competition:** desire to excel in relation to other individuals or groups.
- **Recognition:** need for positive feedback and support from the groups.
- **Consideration:** preference for a friendly, supportive environment.
- **Purpose:** need for meaning and direction.
- **Autonomy:** need for more control over your working conditions.
- **Rewards:** motivation to earn significant rewards or wealth from your work.
- **Responsibility:** motivation to play a responsible role.
- **Personal Needs:** need to satisfy important outside-of-work priorities.

Maslow's Need Hierarchy



“Motivation is what gets you started.
Habit is what keeps you going.”

~ Jim Ryun

motivation

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Thank you