

MOTIVATION

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MOTIVATION

- Each person think and act like owners
- ESOS – Employee Stock Option Schemes
- Strategic Career Management (Self – Motivation)

Restructuring → Downsizing, merger low morals of continuing employees Drive-Motivators.



Motivators - things that induce one to perform.

Motivation - drive & effort to satisfy a want or goal.

CARROT & STICK THEORY

- Maslow's Hierarchy of Needs Theory
 - Physiological Needs
 - Safety Needs
 - Affiliation Needs
 - Esteem Needs
 - Need for self -actualization

CARROT & STICK THEORY Contd...

■ **Physiological needs**

- food, warmth, shelter, sleep

■ **Security needs**

- free of physical danger, losing a job, property, food, shelter

■ **Affiliation needs (Acceptance, Love, Belongingness)**

- work place amenities
- social needs satisfied & feeling of belongingness

CARROT & STICK THEORY Cont...

■ Esteem needs

- power, prestige, status, self-confidence

■ Self-actualisation needs

- become what one is capable of achieving/becoming
- maximize one's potential /accomplish

**Need - Once Satisfied loses its power as a motivator -
Hierarchy**

ERG THEORY

ERG THEORY (Alderfer)

- Existence Needs
- Relatedness Needs
- Growth Needs (Personal creativity/Productive influences)

People Move up and down the order – time /situation.

Two – Factor Theory of Motivation - Herzberg

Motivators - Challenging work → Satisfiers

Achievement
Growth in the
job
Responsibility
Advancement
Recognition

[Esteem &
Self actualisation needs]

Two – Factor Theory of Motivation – Herzberg Contd...

Maintenance — factors
(will not motivate but must be present)

Status



- Interpersonal-relations
- Quality of supervision
- Company policy & administration
- Working condition
- Job security
- Salary

Dissatisfiers / Hygiene factors.
(Affiliation, security, Physiological needs)

Three Needs – John W. Atkinson

Need for Achievement

- Power
- Affiliation (Telecommuting)

Balanced / one need stronger than other

People with high need to achieve (McClelland)

- take responsibility
- set difficult goals
- take calculated risks
- greatly value feedback

Three Needs – John W. Atkinson

Power

- Degree of control a person desires over his / her situation
- Related to how people deal with failure and success.

Motivator

- Fear of failure
- Fear of success

Match individual with job

High Achievement

- Challenging
- Satisfying
- Stimulating
- Complex
- Autonomy
- Variety
- Feedback-Welcomed

Match individual with job cont..

Low Achievement

- Stability
- Security
- Predictability
- Respond to - Consideration, Co- workers for social satisfaction.