

Motivation

By

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What is Motivation

- ☐ Results
- ☐ Behavior
- ☐ Action
- ☐ Motivation
- ☐ Drive
- ☐ Desire
- ☐ Dream

Motivation

- ❑ Self Motivation
- ❑ Motivating Others
- ❑ Motivational Skills
- ❑ Powerful Motivators
- ❑ Leaders as Motivators

Motivating Yourself

- Motivate yourself by giving yourself an agenda for work and life.
- See a dream.
- Give meaning to your life.
- Have a goal.
- Work hard on your self-esteem

Motivational Theories

Need theory of Maslow

- ☐ Basic Needs
- ☐ Social Needs
- ☐ Esteem Needs
- ☐ Self Actualization Needs

Motivational Theories- Theory X

Employees inherently dislike work and, whenever possible, will attempt to avoid it.

Since employees dislike work, they must be coerced, controlled or threatened with punishment to achieve goals.

Employees will avoid responsibilities and seek formal direction whenever possible.

Most workers place security above all other factors associated with work and will display little ambition

Motivational Theories- Theory Y

Employees can view work as being as natural as rest or play

People will exercise self-direction and self-control if they are committed to the objectives.

The ability to make innovative decisions is widely dispersed throughout the population and is not necessarily the sole province of those in management positions.

Who can motivate ?

Who can motivate?

- ☐ People with positive attitude
- ☐ People with high self esteem
- ☐ People with high confidence
- ☐ Achievers
- ☐ People who have high personal integrity
- ☐ Who can work hard
- ☐ People who are not insecure
- ☐ People who can trust themselves
- ☐ Who are learners

How to motivate?

Rewards as Motivation?

Rewards

- ☐ Monetary
- ☐ Non-Monetary
- ☐ Positive Language & Behavior

Language

- ☐ Positive language
- ☐ Talk of high expectations
- ☐ Show trust through language
- ☐ Critique
- ☐ Yes it's possible
- ☐ You can do it
- ☐ I see that spark in you
- ☐ You have that potential
- ☐ You can never get it wrong
- ☐ You can learn from it

Appreciation

- ☐ Why ?
- ☐ Advantages
- ☐ Feedback – Positive & Negative
- ☐ Recognizing Contribution

Give Credit

- ☐ How?
- ☐ Who does not give credit?
- ☐ What happens if you don't give credit to the deserving?
- ☐ Stealing Credit?

Listening

Delegate

- ☐ Trust
- ☐ Empower
- ☐ Authorize
- ☐ Independent Charge
- ☐ Pardon Mistakes
- ☐ Opportunity
- ☐ Teach
- ☐ Support
- ☐ Motivate

Motivating Employees

- ☐ Appreciate
- ☐ Recognize
- ☐ Listen
- ☐ Give support
- ☐ Use positive words
- ☐ Call by names
- ☐ Take interest in them and their issues
- ☐ Display trust by delegating
- ☐ Give opportunity
- ☐ Give effective feedback
- ☐ Critique
- ☐ Reward

Thanks
