

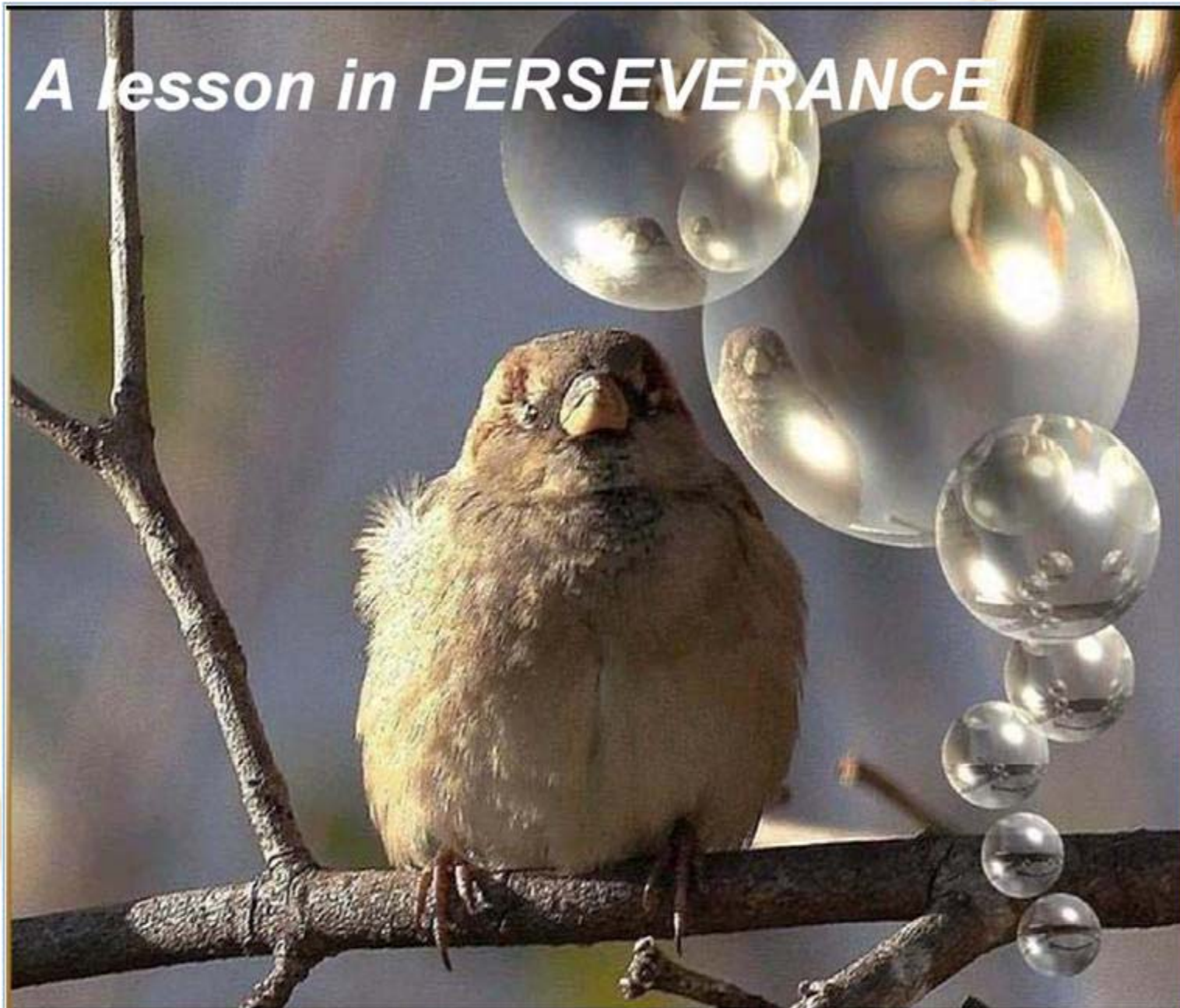


Motivation

-the force behind

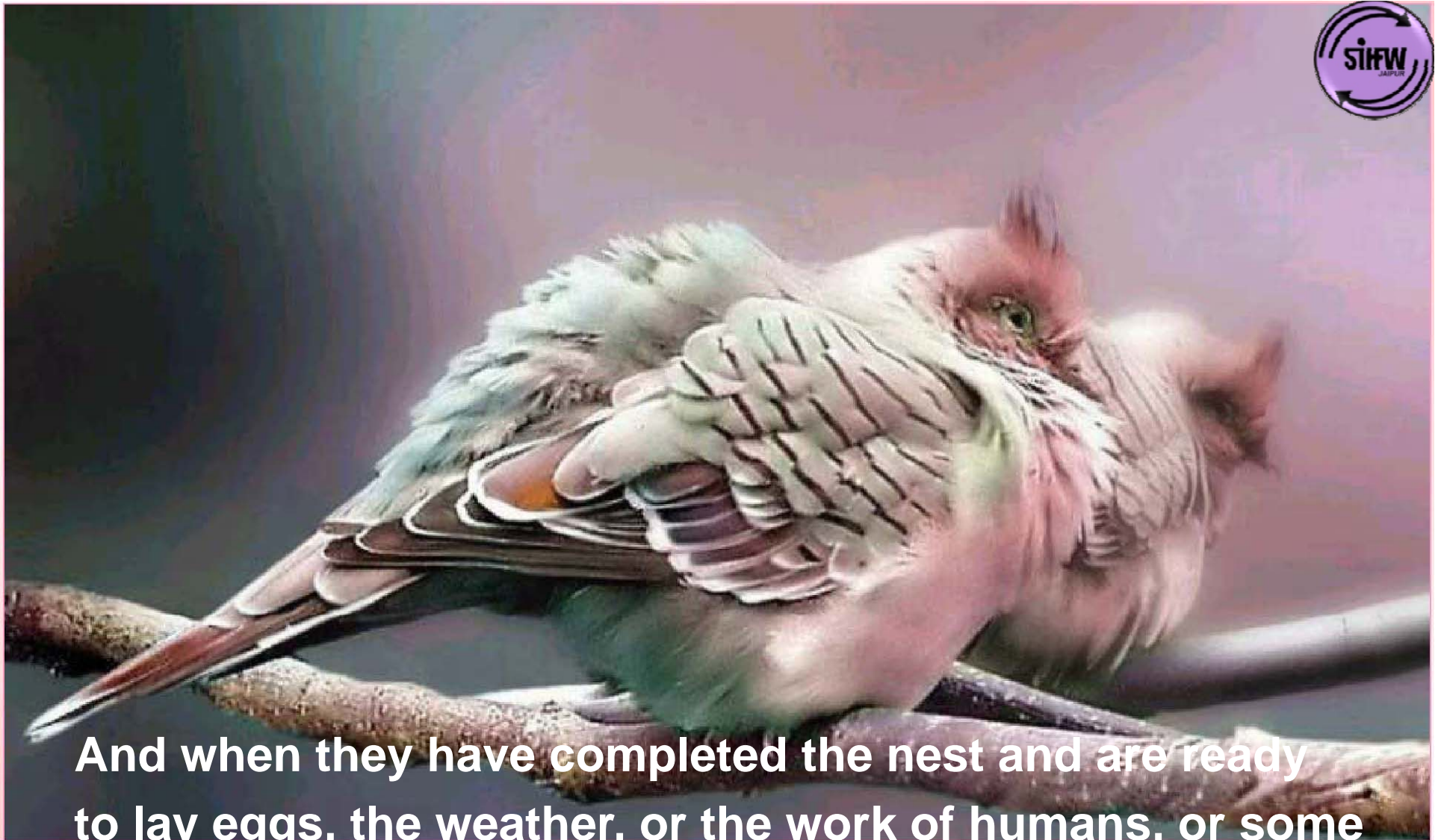


State Institute of Health & Family
Welfare, Jaipur





**For days and days they make their nests,
sometimes gathering materials brought from far away**



And when they have completed the nest and are ready to lay eggs, the weather, or the work of humans, or some animal, destroys it, and it falls to the ground, all that they have done with so much effort

Do they stop , bewildered and leave the work





No way. They start over building the nest again and again until they have eggs in the nest again.



**It hurts to go back to begin again...
Even so, the birds do not ever stop, they continue to
sing and build, and keep singing and building.....**



Do you sometimes get the feeling that your life, your work, is not what you had dreamed. Do you sometimes want to say “enough”, the effort is not worthwhile. It is all too much for me!

Are you tired of it all? Do you feel that the daily struggle is a waste of time, your trust has been betrayed, your goals not reached just as you were about to get them?

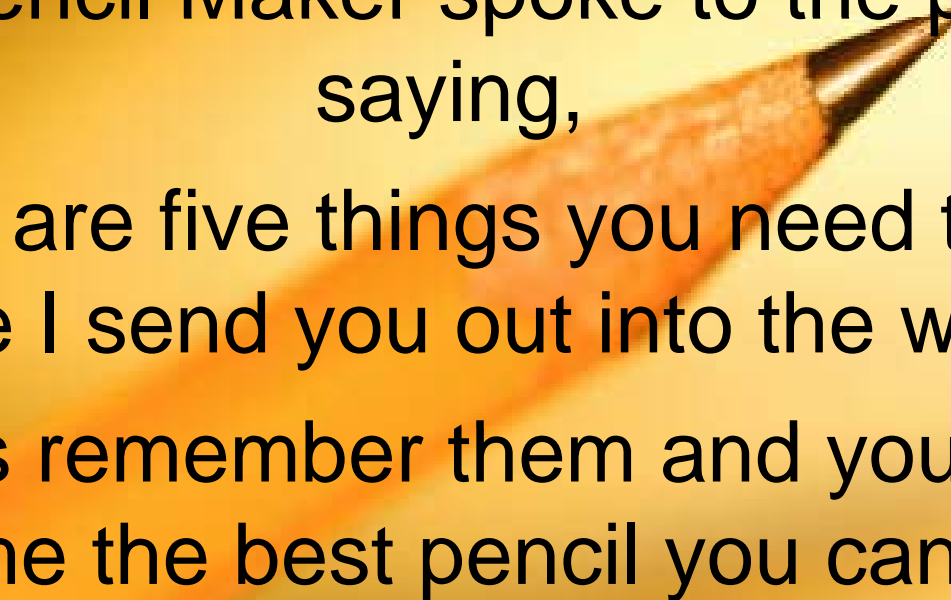




Yes !

**You lack motivation and
perseverance**

The Pencil Parable

A close-up, diagonal shot of a pencil with a wooden body and a metal ferrule, pointing towards the top right. The background is a soft, warm gradient of yellow and orange.


The Pencil Maker spoke to the pencil
saying,
"There are five things you need to know
before I send you out into the world.
Always remember them and you will
become the best pencil you can be."



First:

You will be able to do many great things, but only if you **allow yourself to be held in Someone's hand.**

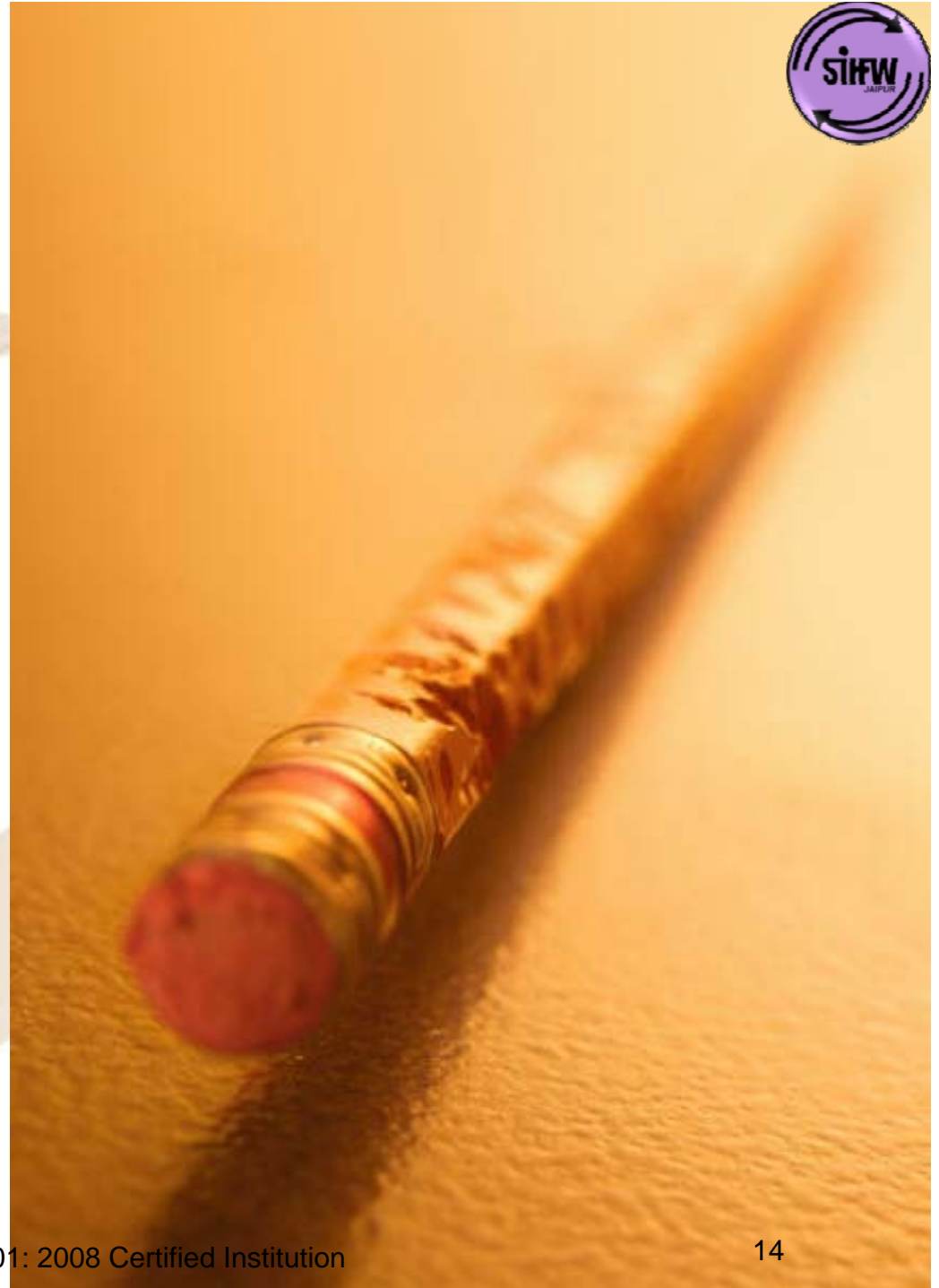
Second

A close-up photograph of a pencil being sharpened in a metal sharpener. The pencil is positioned diagonally, and the sharpener is in the foreground. Shavings are visible around the sharpener, and the background is a warm, golden-brown color. The text is overlaid on the right side of the image.

You will experience a **painful sharpening from time to time**, but this is required if you are to become a better pencil.

Third:

You have the ability to correct any mistakes you might make.





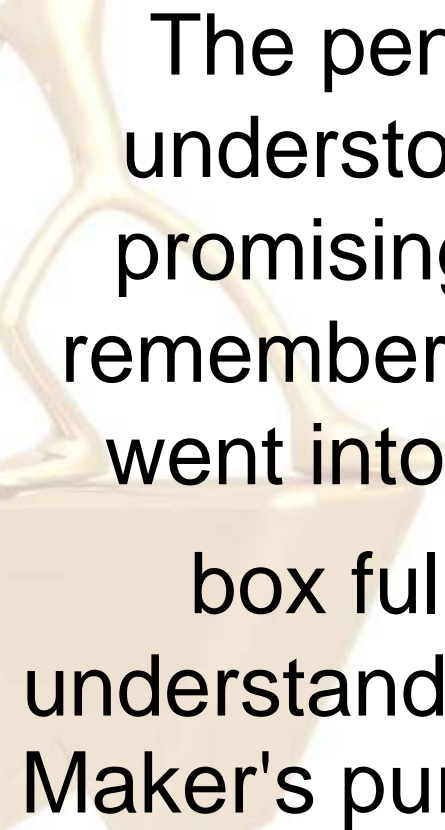
Fourth:

The most important part of you will always be what's inside.

Fifth:



No matter what the condition, you must continue to write. You must always leave a clear, legible mark no matter how difficult the situation.



The pencil understood,
promising to
remember, and
went into the
box fully
understanding its
Maker's purpose.



Everyone is like a pencil...
created by the Maker for a unique and special
purpose.

By understanding and remembering, let us proceed
with our life on this earth having a meaningful
purpose in our heart and a relationship with God
daily.

You are Made to do Great Things; but be prepared &
Motivated



Motivation ?

The psychological forces within a person that determine:

- 1) Direction of behavior in an organization;
- 2) The effort or how hard people work;
- 3) The persistence displayed in meeting goals.

Types of Motivation

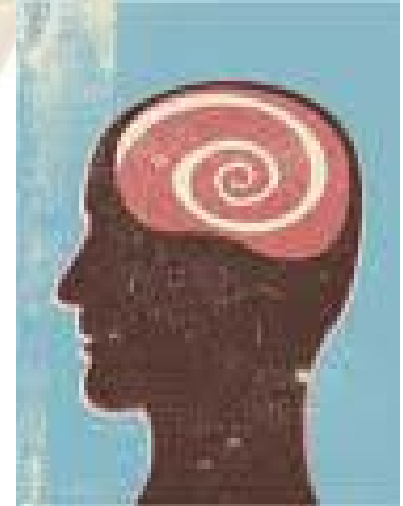
- **Intrinsic:**

- » Behavior performed for its own sake.
- » Motivation comes from performing the work.

- Achievement

- Responsibilities

- Competence



Extrinsic:

- Behavior performed to acquire rewards.
- Motivation source is the consequence of an action.
 - Salary
 - Benefits
 - Working conditions
 - Supervision
 - Policy
 - Safety
 - Security and affiliation.



Image 1: Stacks of money representing financial rewards.





Outcomes & Inputs

- Regardless of the source of motivation, people seek outcomes.
 - **Outcome:** anything a person gets from a job.
 - Examples include pay, autonomy, accomplishment.
- Organizations hire workers to obtain inputs:
 - **Input:** anything a person contributes to their job.
 - Examples include skills, knowledge, work behavior.
- Managers thus use outcomes to motivate workers to provide inputs.

Motivation is simply

- **The reason for an action**
- **That which gives purpose and direction to behavior**

Motivation is “**What drives you**” to behave in a certain way or to take a particular action.

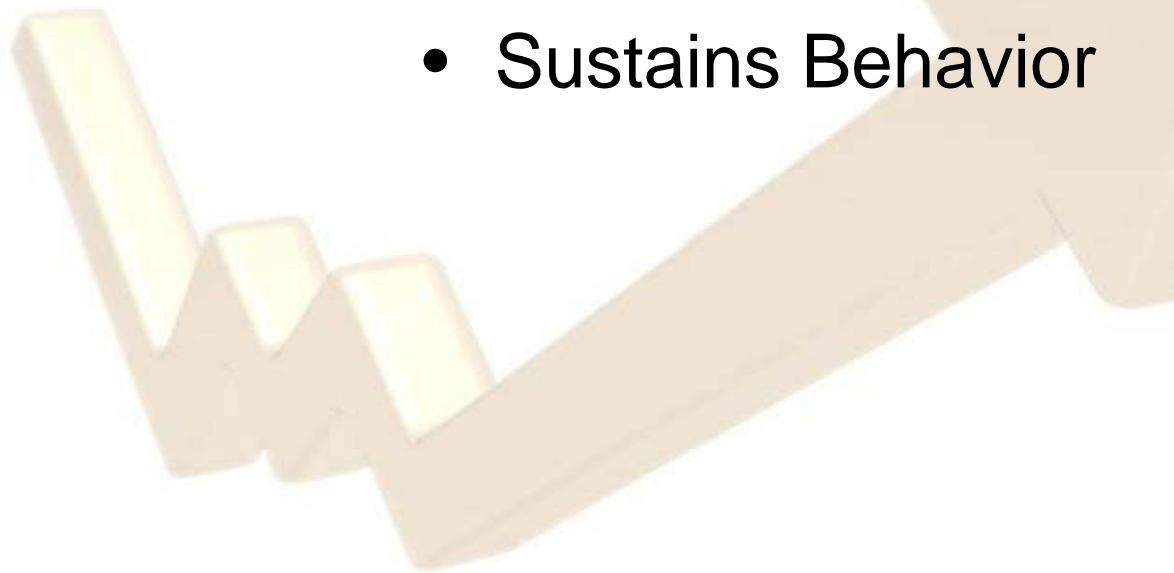
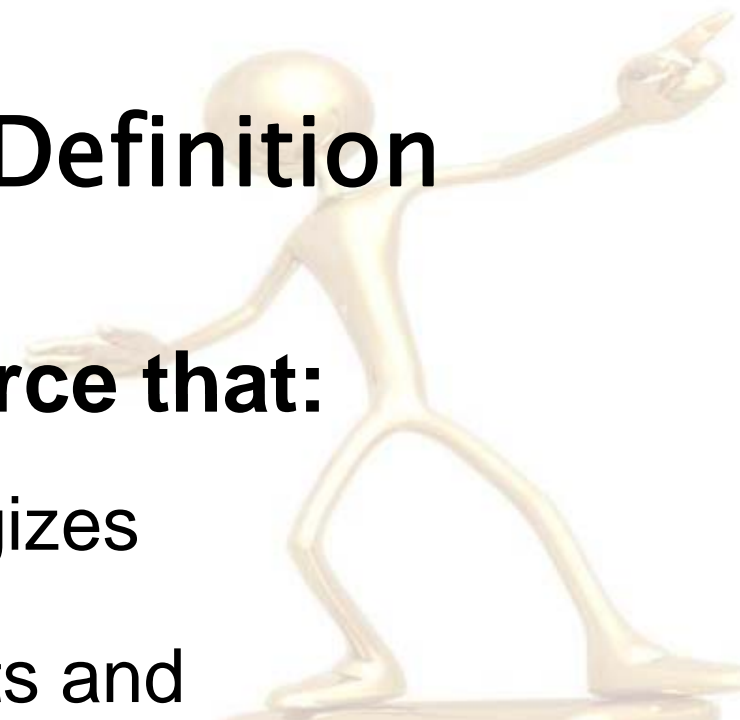
Motivation is your “why”



Definition

The force that:

- Energizes
- Directs and
- Sustains Behavior



Motivation is present in every life function.



Eating - hunger motivation.



Education – knowledge motivation.

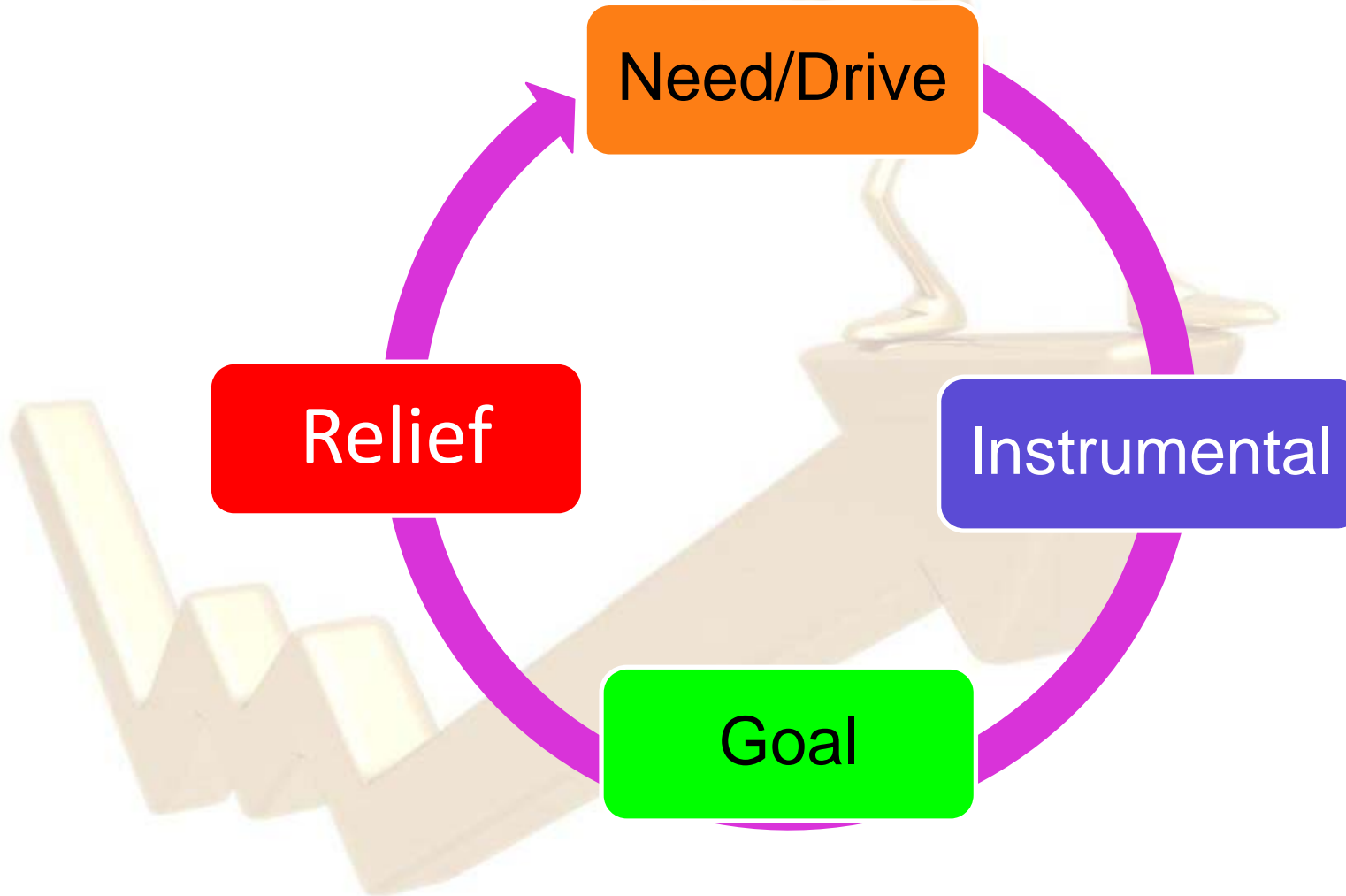
Motivators can be anything from reward to coercion.



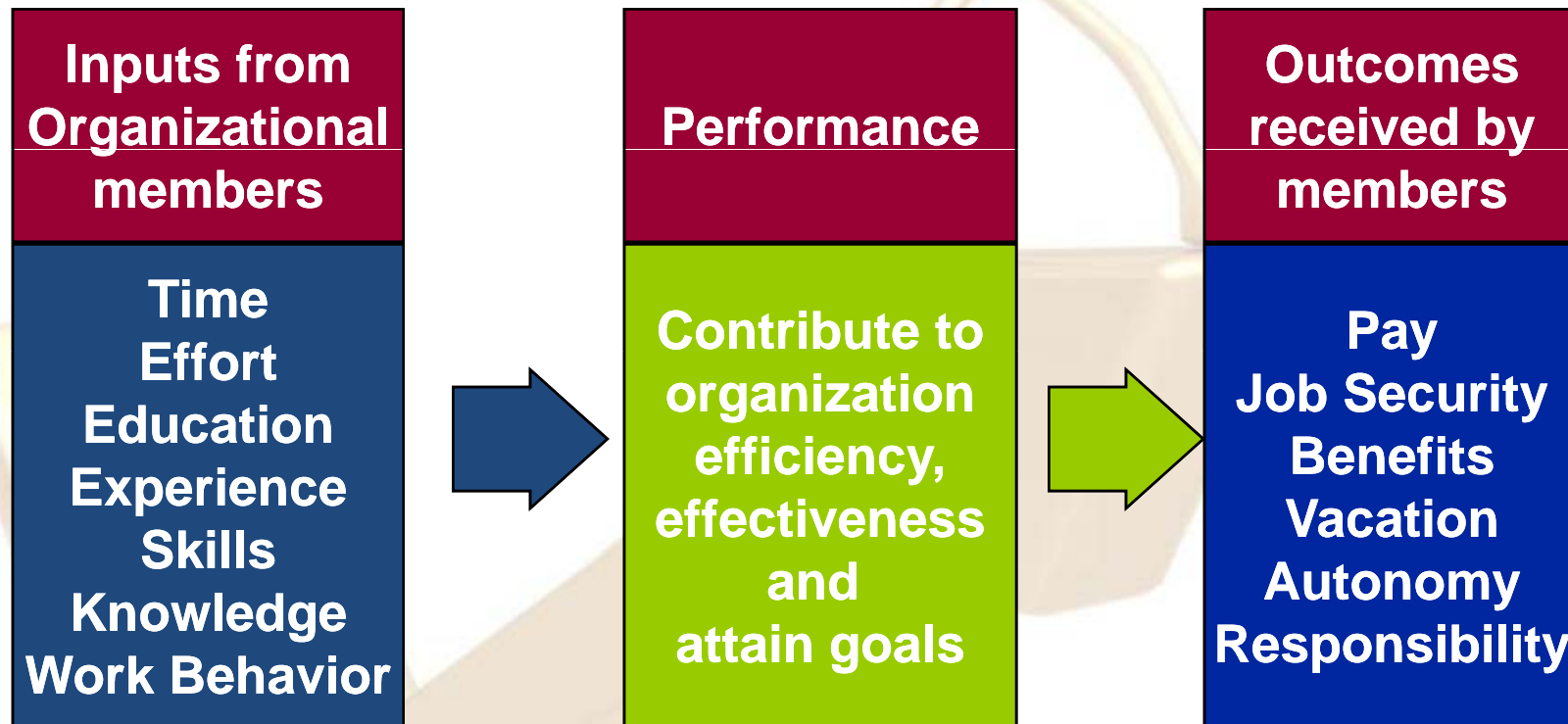
Facts

- We have to be Motivated to Motivate
- Motivation requires a goal
- Motivation once established, does not last if not repeated
- Motivation requires Recognition
- Participation has motivating effect
- Seeing ourselves progressing Motivates us
- Group belonging motivates

Motivational cycle



Motivation Equation



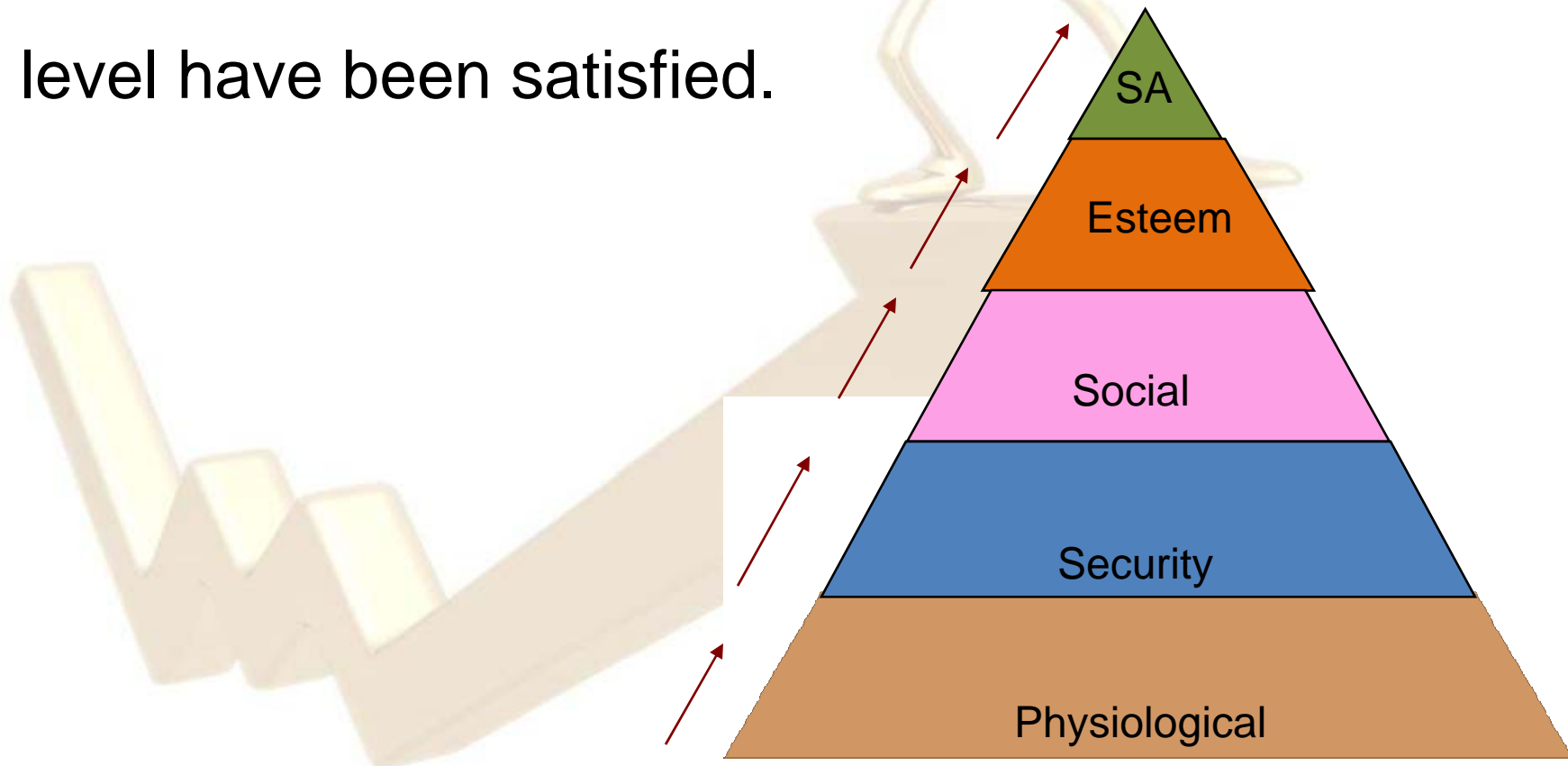


Theories of Motivation

- **Needs theories** – emphasizes the role that individual differences in types of needs play (Maslow & McClelland)
- **Behavior-based theories** – focus on behavioral outcomes (Peter Drucker)
- **Job design theories** – the structure and design of jobs are key motivators

Abraham Maslow

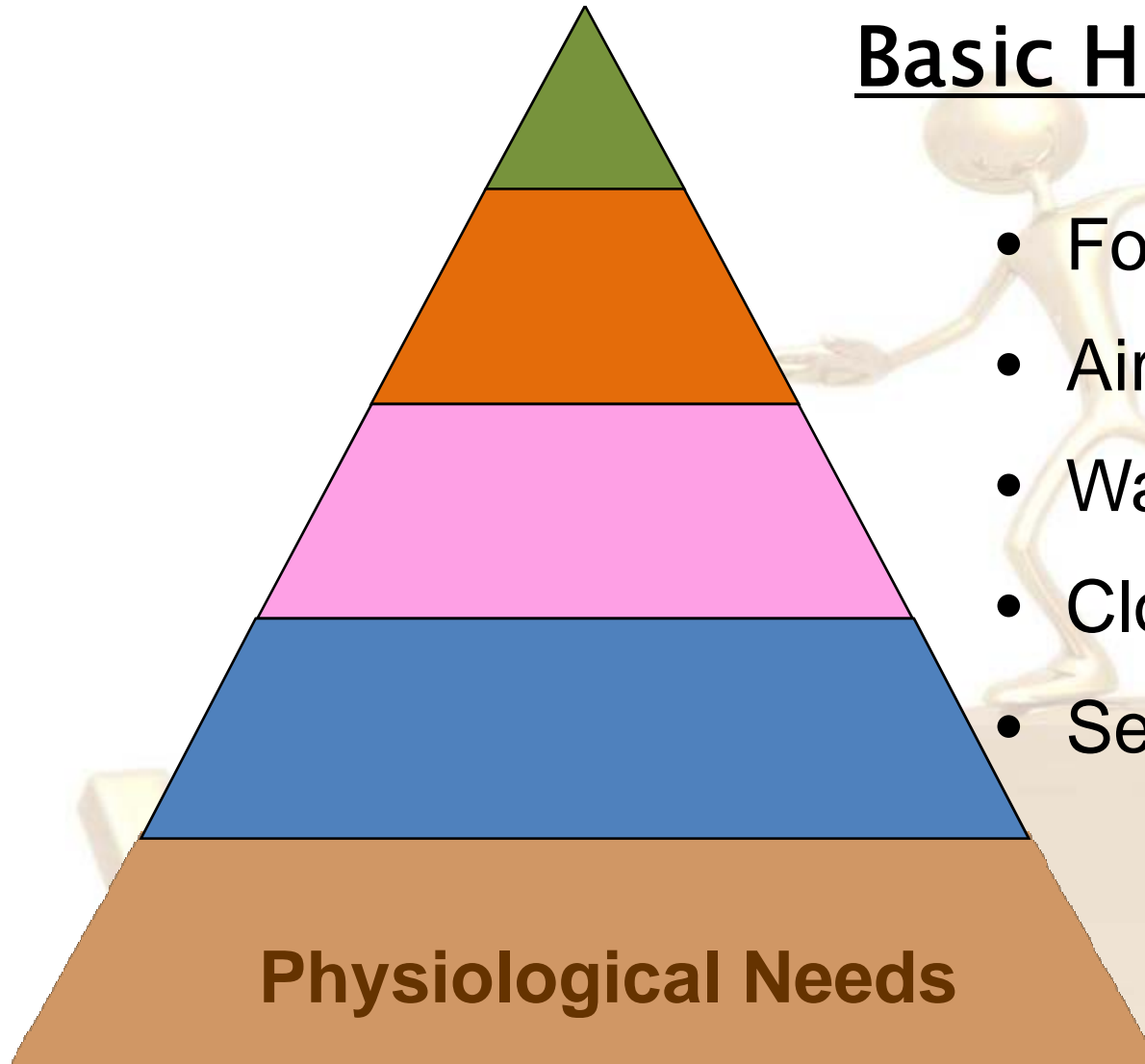
Maslow's theory maintains that a person does not feel a higher need until the needs of the current level have been satisfied.



Basic Human Needs



- Food
- Air
- Water
- Clothing
- Sex



Physiological Needs

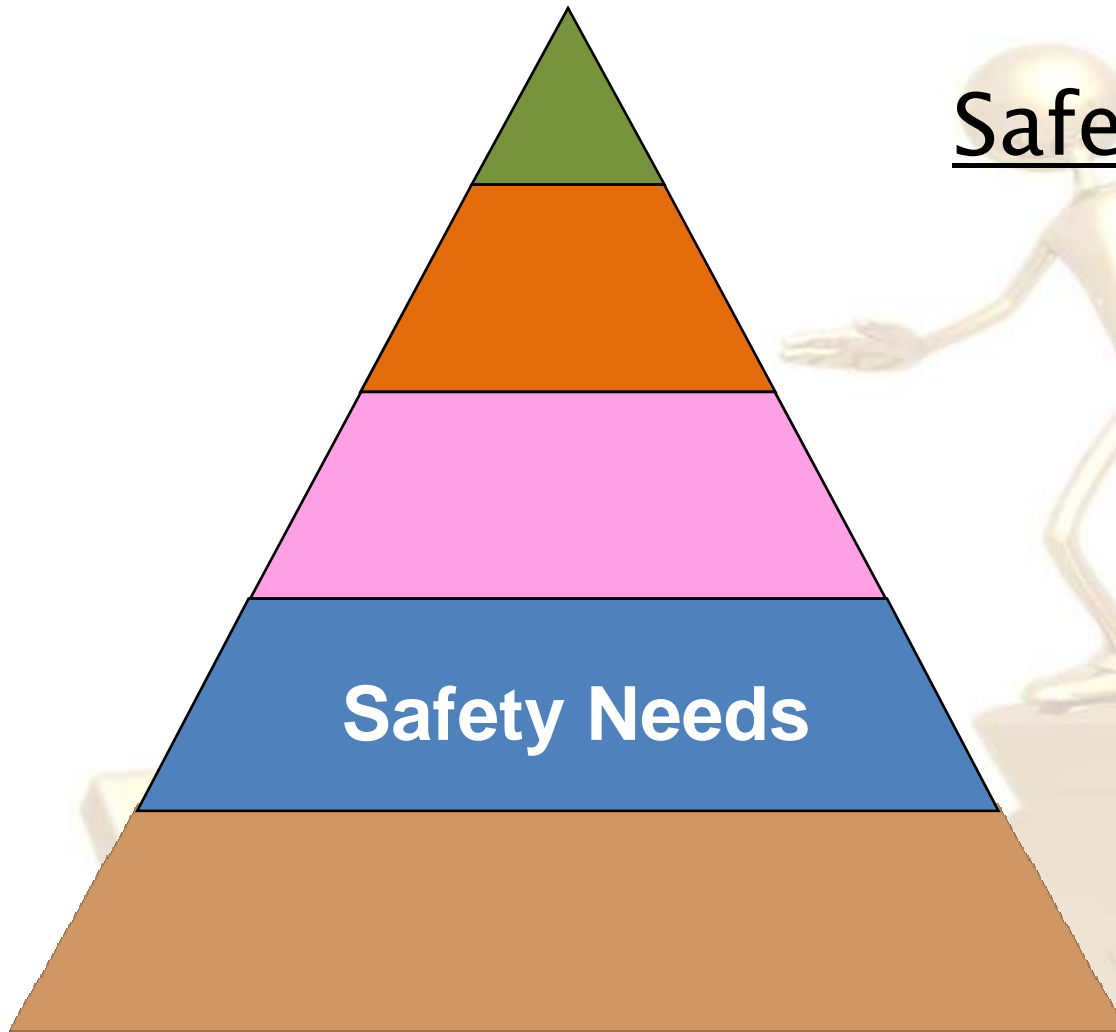
For Employee

Minimum wage to cover basic necessities; lunch subsidies



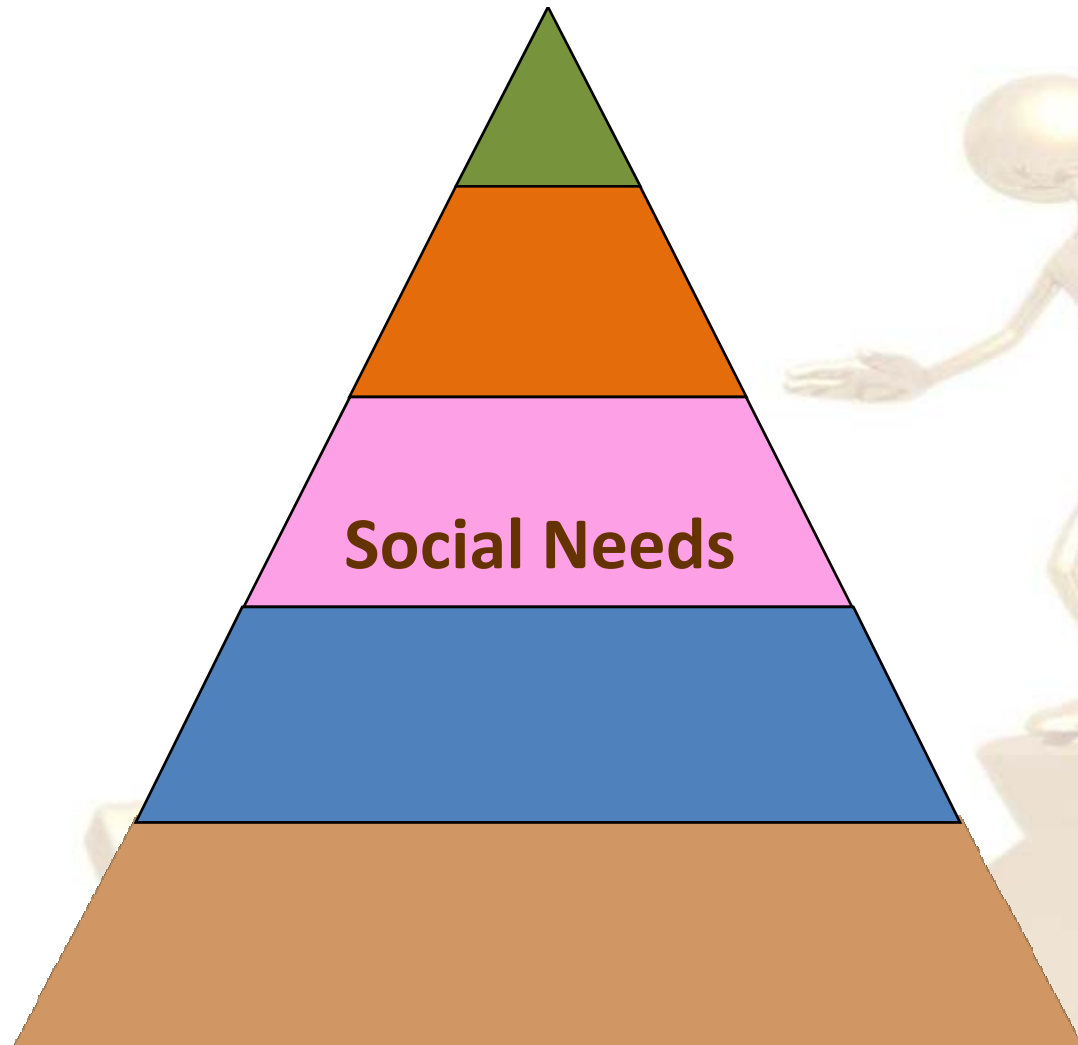
Safety and Security

- ◆ Protection
- ◆ Stability
- ◆ Pain Avoidance
- ◆ Routine/Order



For Employee

Work safety, job security, health insurance
and retirement plans



Love and Belongingness

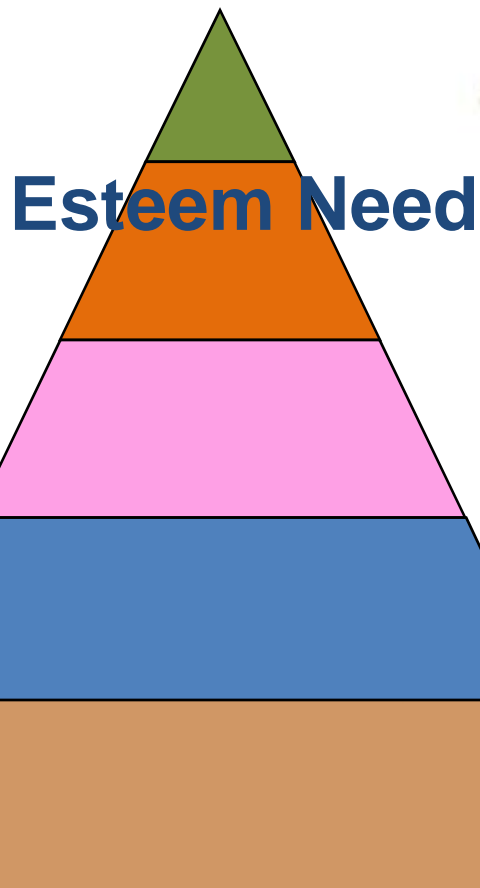
- ◆ Affection
- ◆ Acceptance
- ◆ Inclusion

For Employee

Foster positive interpersonal climate in the work place

.teams, depts, coworkers, clients, supervisors, subordinates

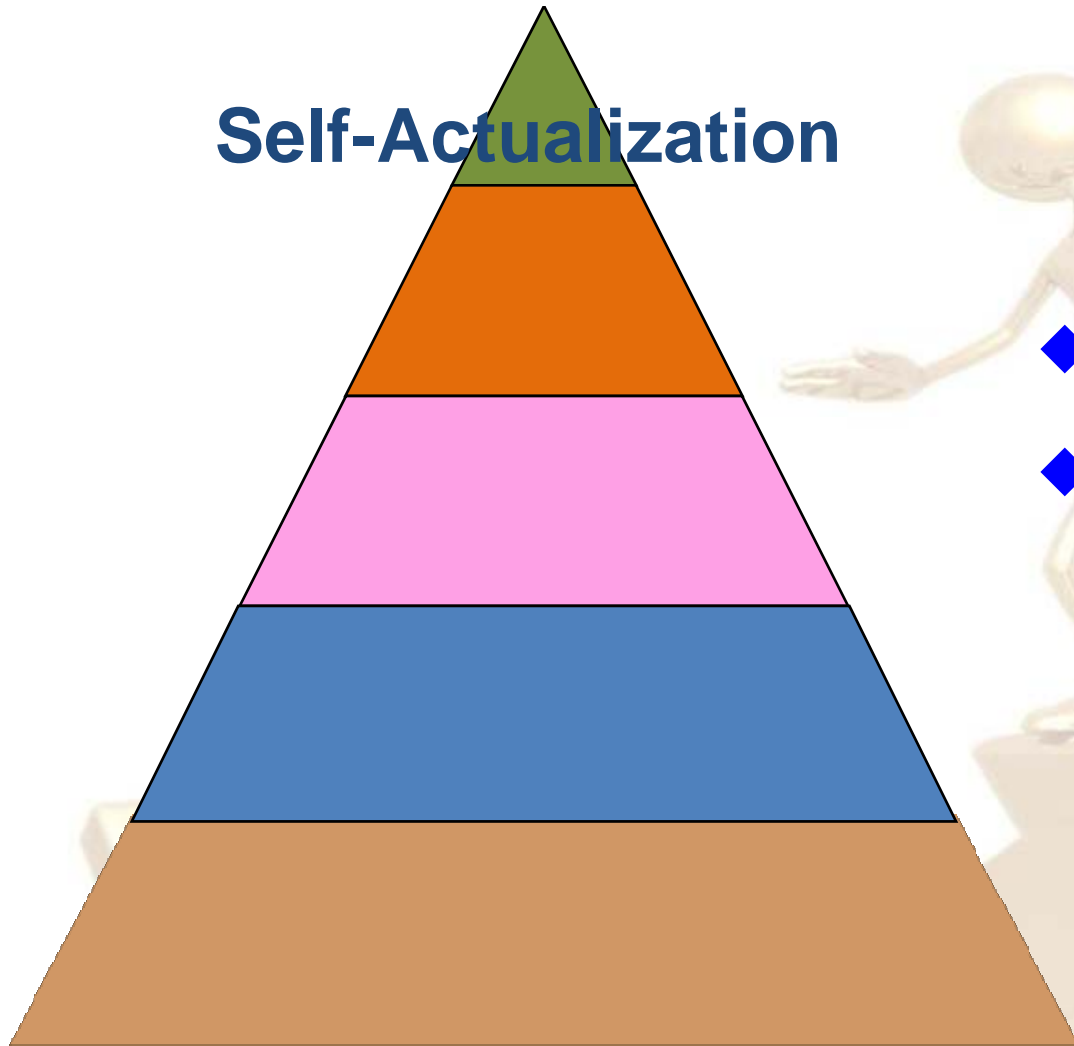
Recognition for performance and other important contributions



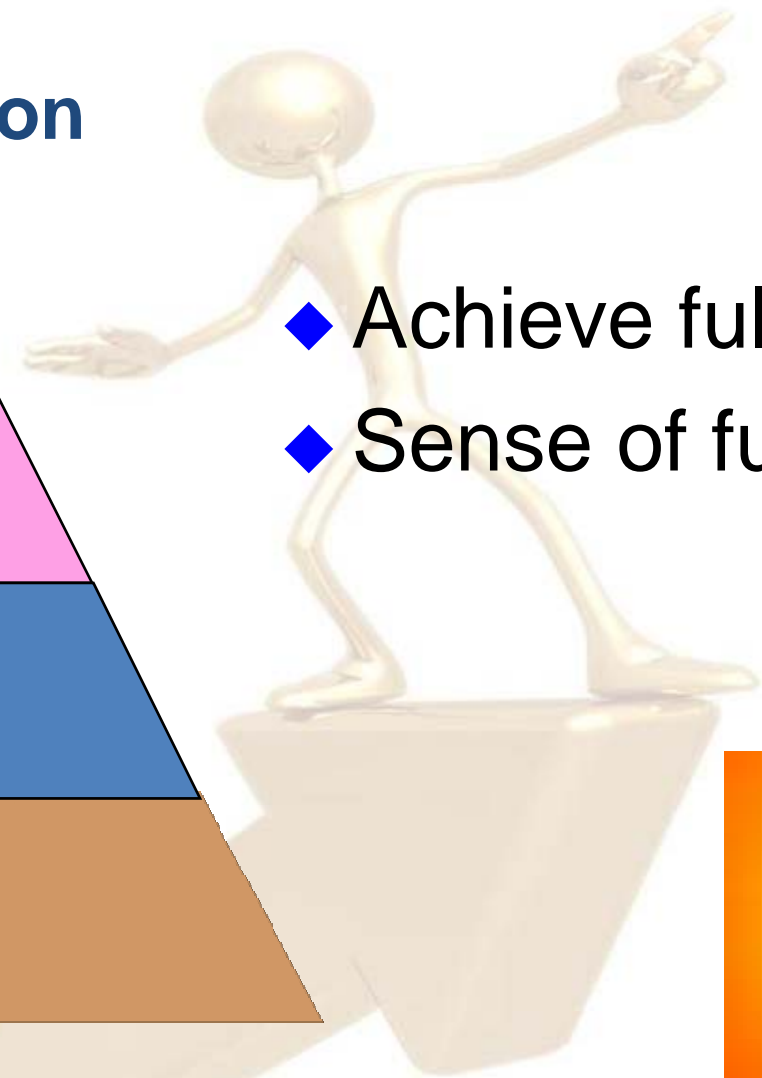
- ◆ Self-Respect
- ◆ Self-Esteem
- ◆ Respected by Others
- ◆ People with high self-esteem are risk takers but are achievers

- ◆ Low self esteem
 - ◆ Unfocussed
 - ◆ Frustrated
 - ◆ Undisciplined
 - ◆ Sense of disconnect
 - ◆ Sensitive to criticism

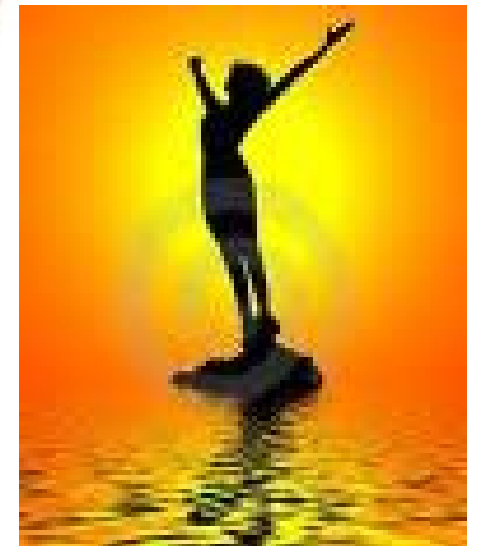
Self-Actualization



- ◆ Achieve full potential
- ◆ Sense of fulfillment

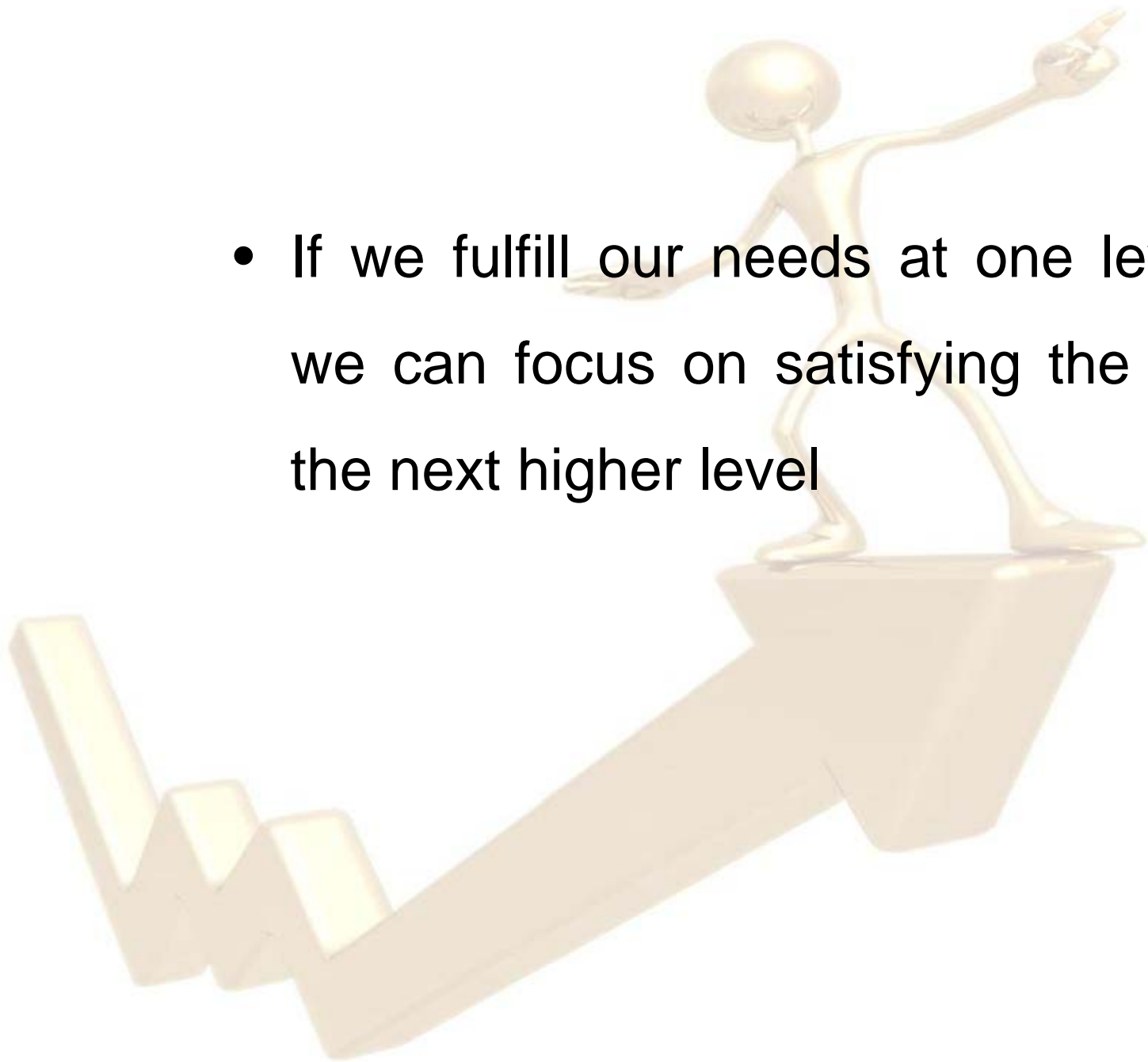


For Employee
Provide career development opportunities





- If we fulfill our needs at one level, then we can focus on satisfying the need on the next higher level



Needs Theory–McClelland

Achievement motivation theory –

emphasizes the importance of three needs

- Achievement
- Power
- Affiliation

in determining worker motivation.





Needs Theory–McClelland

- **Need for Achievement** – Persons with a Need for Achievement (nAch) has a compelling drive to excel and succeed in their jobs
- **Need for Power** – People with a need for power (nPow) seeks to direct others and control the activities of others.
- **Need for Affiliation** – People with a Need for Affiliation (nAff) seeks harmony in their relationships with others. Their desire is to be liked and accepted by others.



Needs Theory–McClelland

Implication for work motivation

- **nAch** – challenging and attainable goals; feedback
- **nPow** – leadership opportunities; status recognition
- **nAff** – cooperative tasks; positive interpersonal climate



Behavior Theory–Goal Setting

Management By Objectives (MBO) – Peter Drucker (1954)

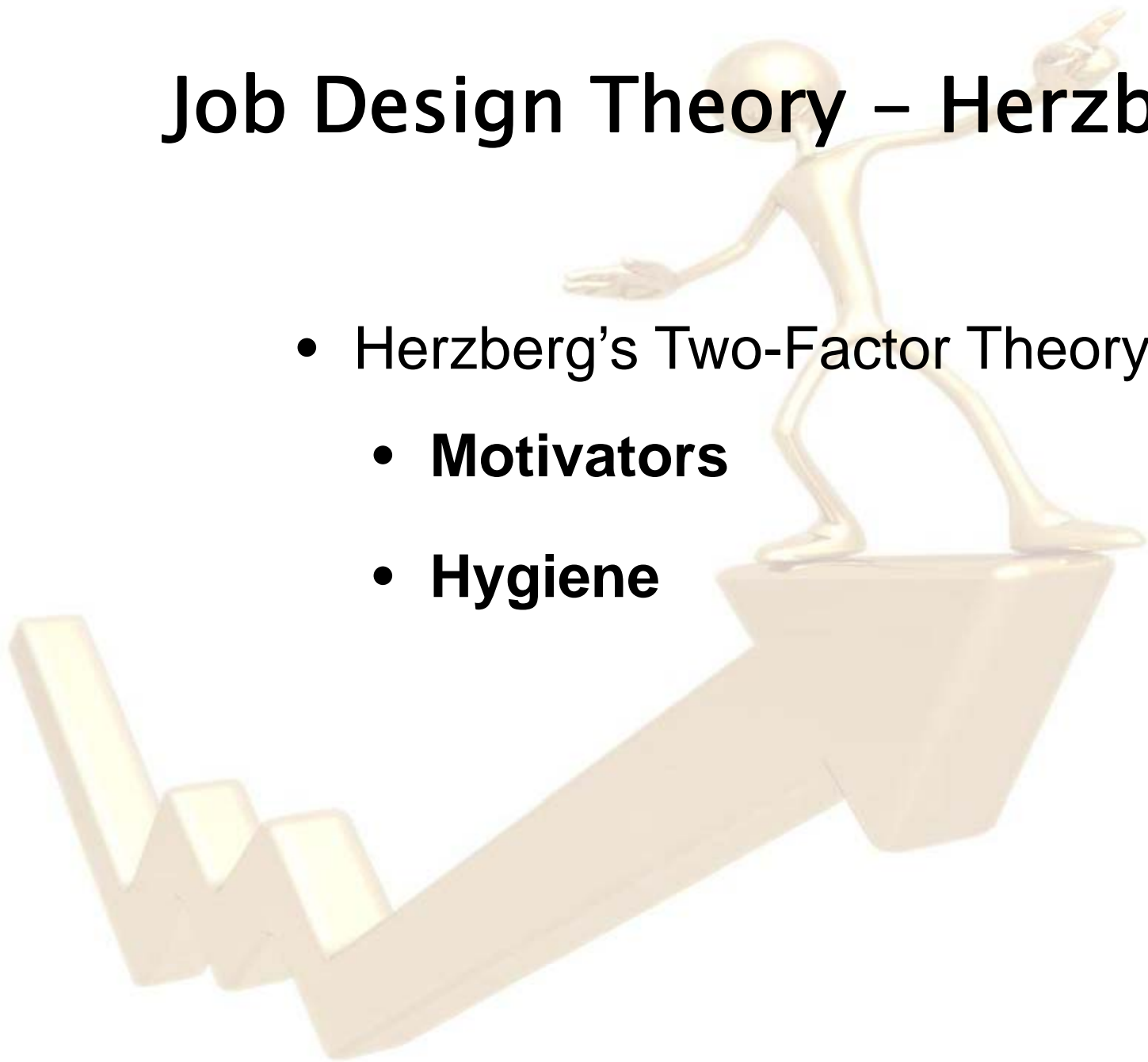
Principles

- Employees must participate in setting of performance goals
- Feedback concerning goal attainment must be provided
- Guideline for improvement must be provided
- Goals must be realistic
- The upper levels of management must support the programme
- Individual, work group and organisational goals must be equally emphasised



Job Design Theory – Herzberg

- Herzberg's Two-Factor Theory
 - **Motivators**
 - **Hygiene**



Motivators – Increase Job Satisfaction





Hygiene Factors –

Absence of these can create job dissatisfaction

**Working
Conditions**

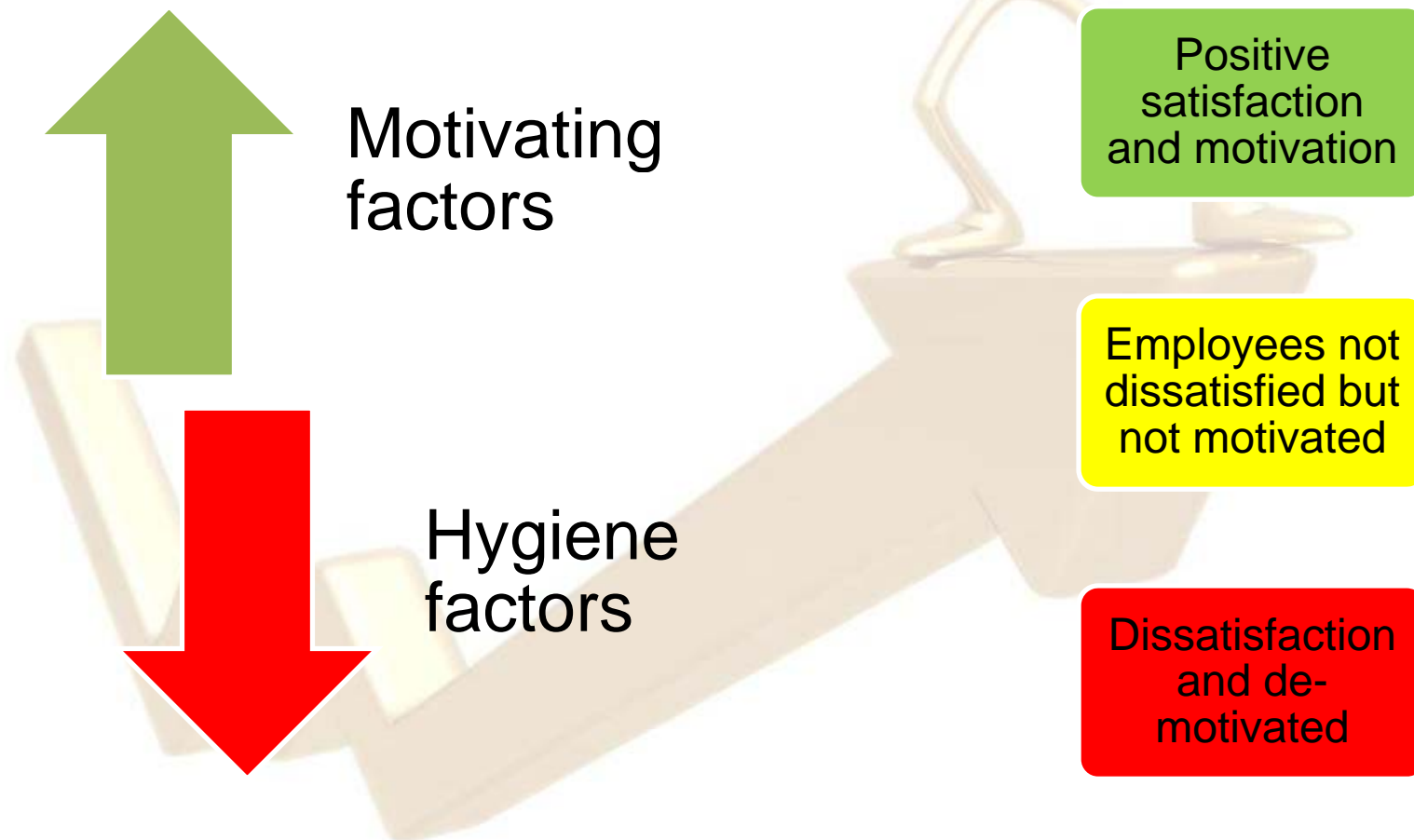
**Company policy
And
Administration**

Salary

**Interpersonal
Relationships**

Supervision

Job Design Theory- Herzberg





Theory X & Y

- Douglas MacGregor, 1960: Theory X & Y
- Interaction between supervisors and subordinates
- Organization's management approach is determined by supervisors' attitudes and beliefs about subordinates



McGregor's Theory X

- People inherently **dislike work** and will avoid it if they can.
- People must be **coerced, controlled, directed, and threatened** in order to make them work.
- The average human being prefers to be **directed**, wishes to **avoid responsibility**, and has relatively **little ambition**.

McGregor's Theory Y

- Role of Management

- Task of management is to arrange organizational conditions so that people can achieve their own goals best by directing their own efforts toward organizational objectives

- Human Nature

- People are not naturally passive, they have become so as a result of experience in organizations
- Motivation and capacity for assuming responsibility is inherent in people



What Employees Want

- Maintainers.
- Motivators.





Maintainers

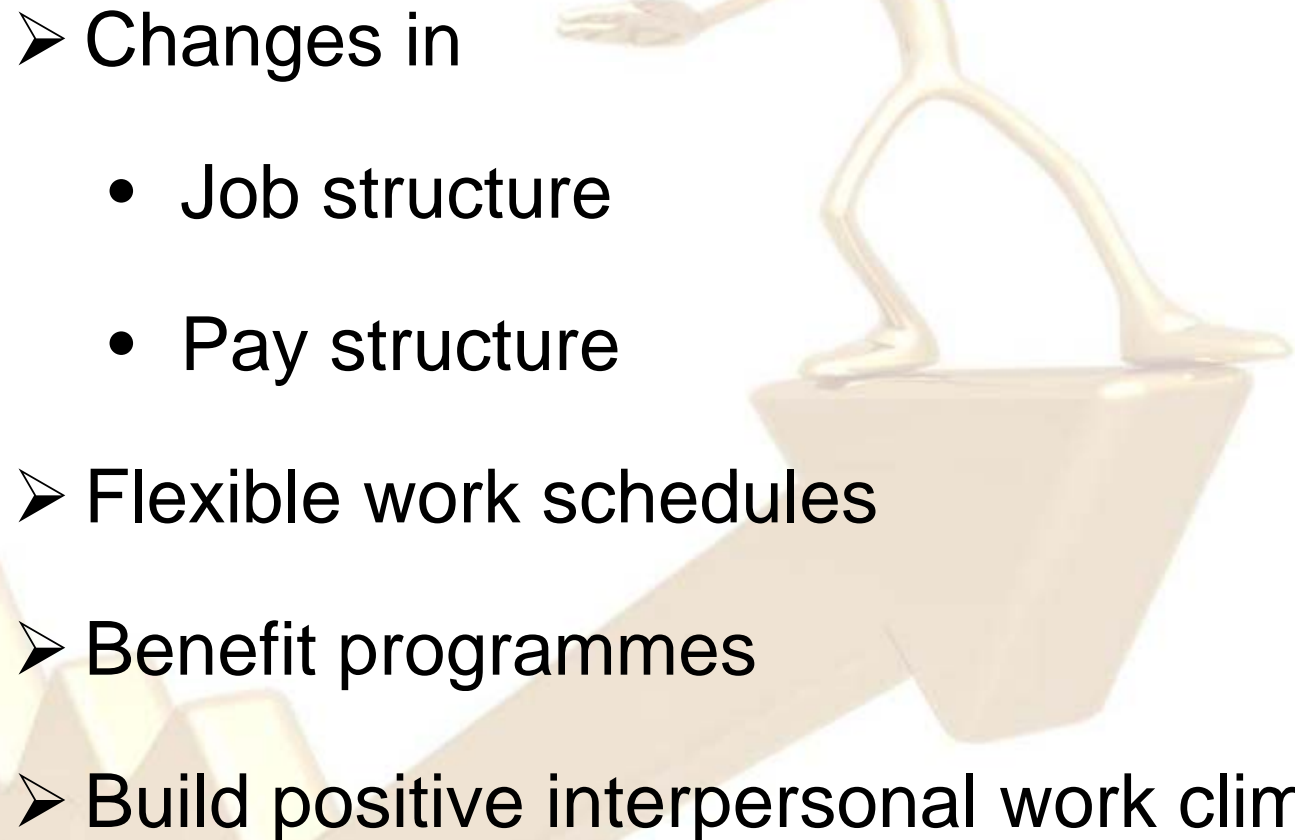
- Working conditions
- Company policies
- Job security
- Pay and benefits
- Relationships with coworkers
- Supervision
- Status



Motivators

- Achievement
- Recognition
- Satisfying work
- Responsibility
- Advancement
- Growth
- Part of a team
- Autonomy
- Flexibility
- Fair pay & benefits
- Inspiring leadership
- Work environment

Motivational Strategies

- 
- A 3D rendered golden stick figure is walking up a staircase. The figure is in a dynamic pose, with one leg forward and arms slightly out. The staircase is composed of several steps, and the figure is currently on the second step from the top. The background is a plain white color.
- Changes in
 - Job structure
 - Pay structure
 - Flexible work schedules
 - Benefit programmes
 - Build positive interpersonal work climate



Changes in Job Structure

Job rotation

systematic movement of workers from one type of task to another. This alleviates boredom and monotony

Job enlargement

the expansion to jobs to include additional, more varied work tasks

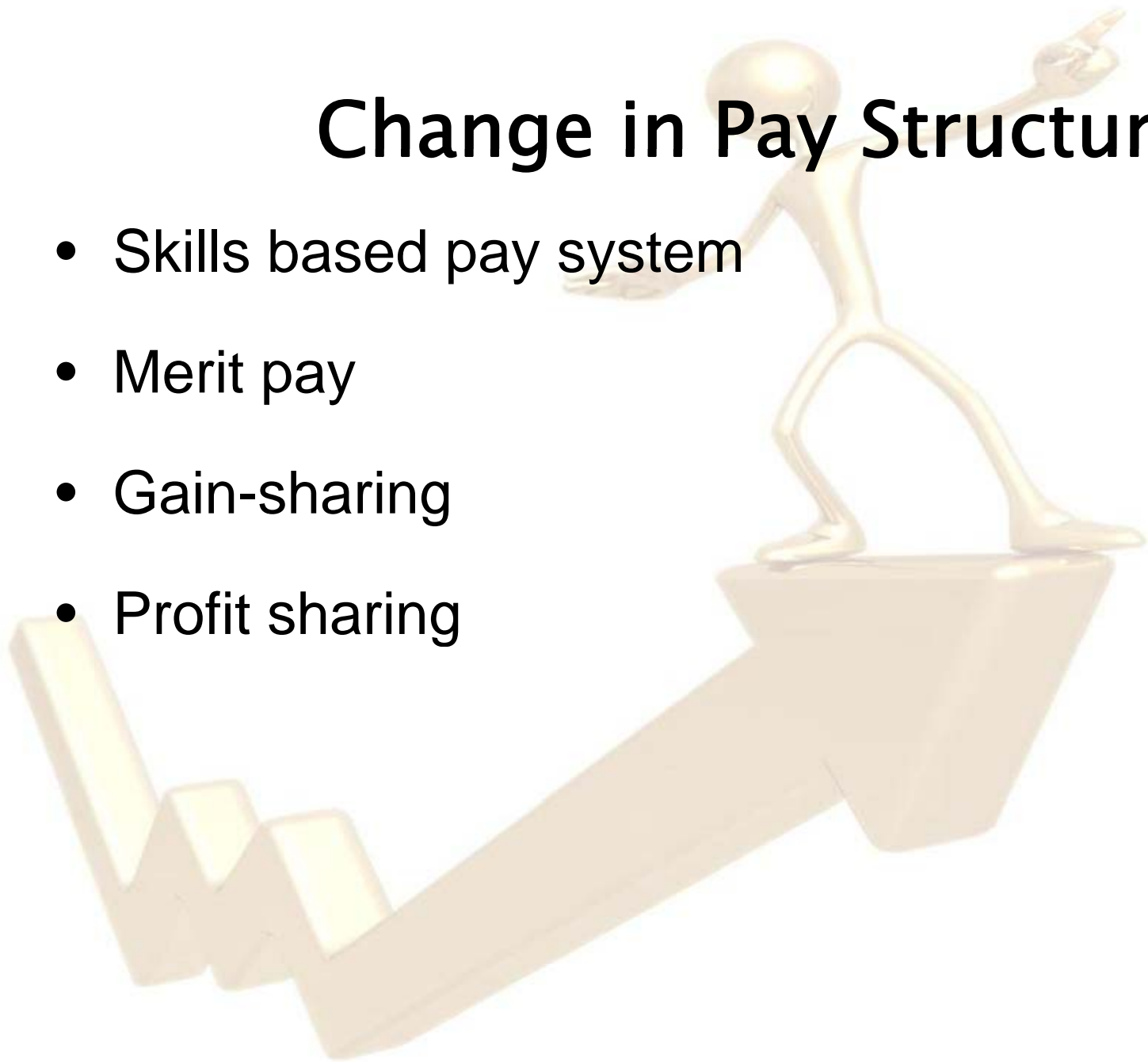
Job enrichment

raising the responsibility associated with a particular job.



Change in Pay Structure

- Skills based pay system
- Merit pay
- Gain-sharing
- Profit sharing





Flexible Work Schedules

Compressed work week

Decreasing the number of days worked per week and increasing the number of hours per day

Flexitime

Employee is committed to working a specified number of hours per week, but has flexibility in relation to the beginning and ending of time for each day



Benefit Programmes

- Flexible working schedules
- A variety of health care options
- Retirement plans
- Profit sharing
- Career development programmes



Build positive Interpersonal Work Climate

- Cooperative vs competitive work structure
- Social activities
- Staff retreats





Great Motivators

- Full appreciation for job well done
- Be part of decisions
- Open communications
- Interesting & meaningful work
- Stress the positives
- Say “Thank You!”
- Praise workers for going the extra mile
- Reward Employees – “You get what you reward”
- Train-Train-Train



Include in Decisions

Ask

- how you can use more of their talents
- what they would change
- for their ideas and how you can put the ideas into action



Communicate!

- Tell them exactly what you want – Then let them do it!
- How can I help you succeed?
- Discuss organization and individual goals –Ask about their goals
- Share information – Let them know what is happening
- Refuse to gossip





Meaningful Work

- 75% of employees think they have a direct impact on organization's success
- Tell them how their job is important
- Cross-train



Good Relationships at Work

- Get to know your employees
- Be sure everyone shares information
- Apply the same standards to everyone
- Continually stress equal, fair treatment for all
- Celebrate! – Have fun!





To stay self motivated...

- Make good choices
 - visualize your path to success and stay focused,
 - What do I want to do?
 - What will I do to get there?
 - What steps do I need to take to get there?
- Stop procrastinating
- Break a large task into smaller, more manageable jobs
- Schedule your work day
- Reward yourself !



Thank You

For more details log on to

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Or contact: Director-SIHFW on
sihfwraj@yahoo.co.in