30-Sep-13 **Motivation in Practice** 

### **Today - Financial Motivators**

To work independently and co-operatively in order

- ▶ Be able to describe how each of the financial motivating factors works
- ▶ Evaluate the benefits and drawbacks of each method
- Demonstrate your understanding by answering related revision questions



### **Financial Motivation Factors**

Information you need is on pages 200-203.

40 minutes to get it into your books.

There is no point in COPYING the textbook word for word, so how can you read and get the information you need? Make notes to let purts



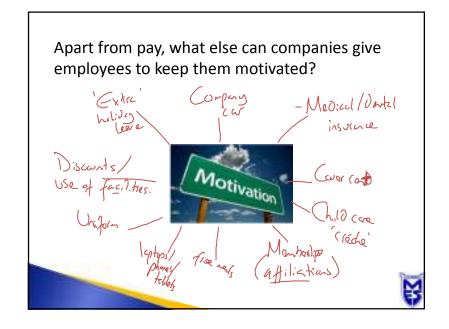
#### Non-Financial Motivation Factors

Explain the meaning of the term 'fringe benefit' and give some examples

Explain how a business can help its staff achieve job satisfaction through job rotation, job enlargement, job enrichment and teamwork

Evaluate the benefits and drawbacks of nonfinancial motivator factors





Motivation in Practice 30-Sep-13





### How can a job be made interesting?

Think about a lesson you've had this term.

What made it interesting? Don't just think about the topic, think of the delivery...



#### Job Rotation

Where workers perform a variety of tasks in turn, swapping over after short time periods.







Write down your own example to illustrate.



**Motivation in Practice** 30-Sep-13

# Job Enlargement

Where extra tasks of a similar level of work are added to a person's job description. They do not add extra work or responsibility, but 'widen' the scope of the job.

For example, teachers...

- Plan lessons
- Teach lessons (range of pupils and courses)
- Take attendance
- Mark work
- Write reports
- Analyse data



#### Job Enrichment

Looking at jobs and adding tasks and roles that require more skill, responsibility and challenge.

> To-Do List Manage Business Studies 1G/A2/18 Set interval exams Run 'Industry Day' and Enterprise Week Lemonade Stand ASA Head of Kheper WIRED teacher for technology Technology Committee member Run INSET sessions for teachers .etc

### **Autonomous Groups and Teamwork**

An autonomous group has responsibility for a particular process or product. They decide how to organise themselves and work.

Teamwork of any kind addresses social needs (friendship, belonging) and can often result in idea sharing and development.



#### Drawbacks of non-financial factors?

Job Rotation

- inefficiency

- Non-specialisation - time to change Itain

Job Enlargement

- Be coreful not to add inappropriate Inemagless tests

Job Enrichment

- Might become averabled - Stress, pour performance

Teamwork/autonomous groups?

Disagreenate might not de Might have the wested what they are



Motivation in Practice 30-Sep-13

# **Motivation Conclusion**

Motivation leads to improved job satisfaction and performance.

It is important to provide well for peoples' basic needs through salary, fringe benefits and addressing Herzberg's Hygiene Factors.

The best companies also motivate by providing job satisfaction based on Herzberg's motivator factors and Maslow's 'higher' needs.

