

Motivation in the Workplace



UNIVERSITY OF
SOUTH CAROLINA

Organizational and Professional Development

Learning Objectives

At the end of this training class, participants should be able to:

- Identify the major factors that influence workplace motivation
- Understand the theoretical framework for workplace motivation and how those theories vary
- Determine the motivational principles that are most relevant to your workplace
- Complete a motivational self-assessment and identify the factors that are most influential for your own motivation



To Which Motivational Theory Do You Ascribe ?

- Reward theory
- Fairness theory
- Empowerment theory
- Carrot and Stick theory
- Forget about it theory
- None-All-Some of the above





MOTIVATION

IF A PRETTY POSTER AND A CUTE SAYING ARE ALL IT TAKES TO MOTIVATE YOU, YOU PROBABLY HAVE A VERY EASY JOB. THE KIND ROBOTS WILL BE DOING SOON.



UNIVERSITY OF
SOUTH CAROLINA

A Motivation Story



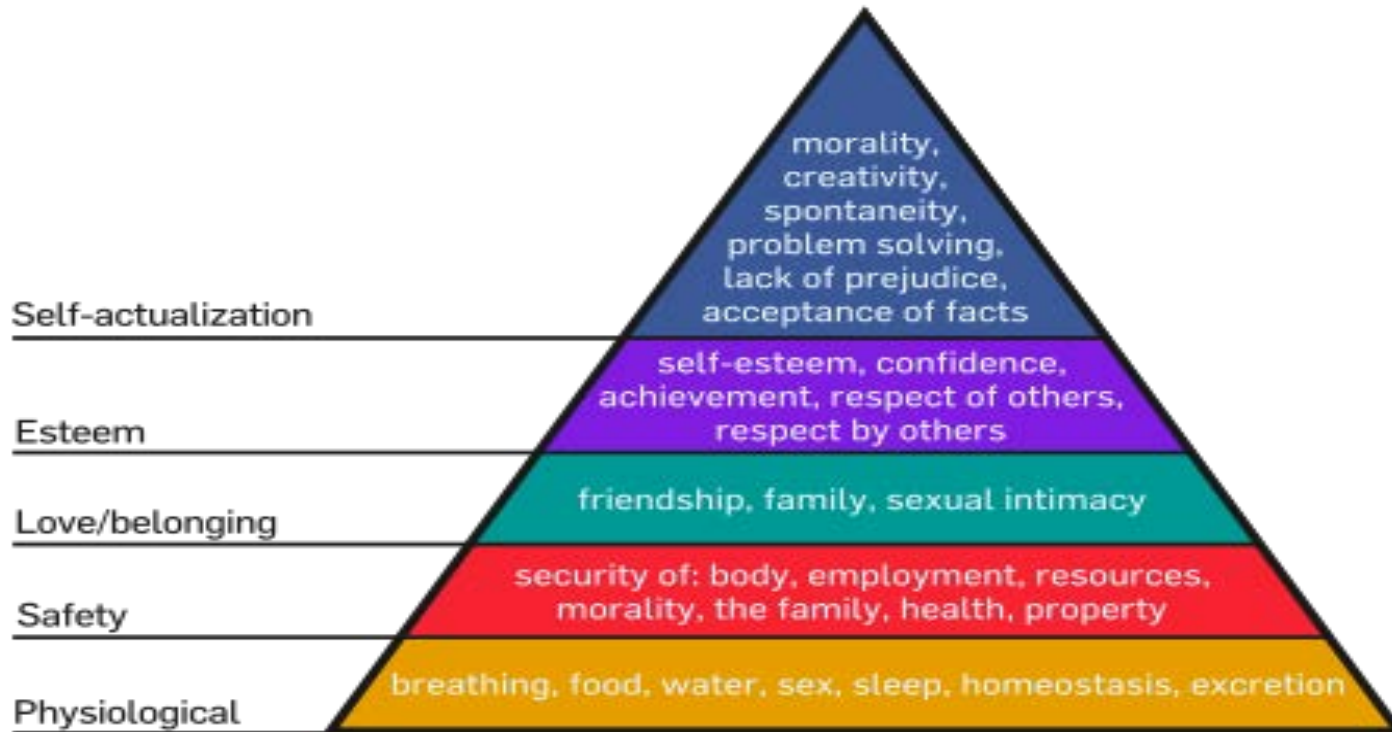
Questions



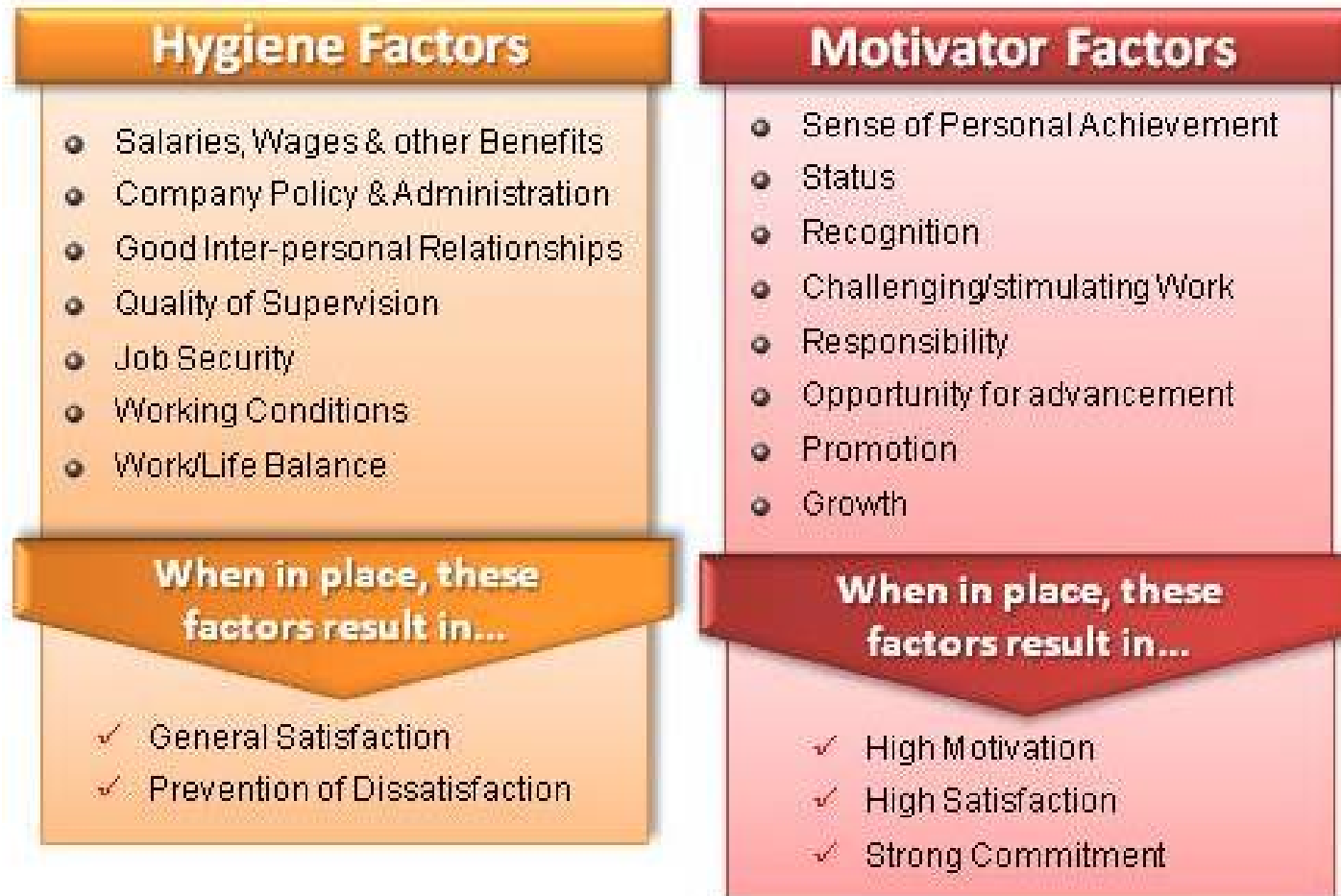
- 1) What were some of Ruth's motivational factors?
- 2) What could Sarah have done differently in addressing Ruth's motivational factors?
- 3) What lessons are there for us in this scenario?



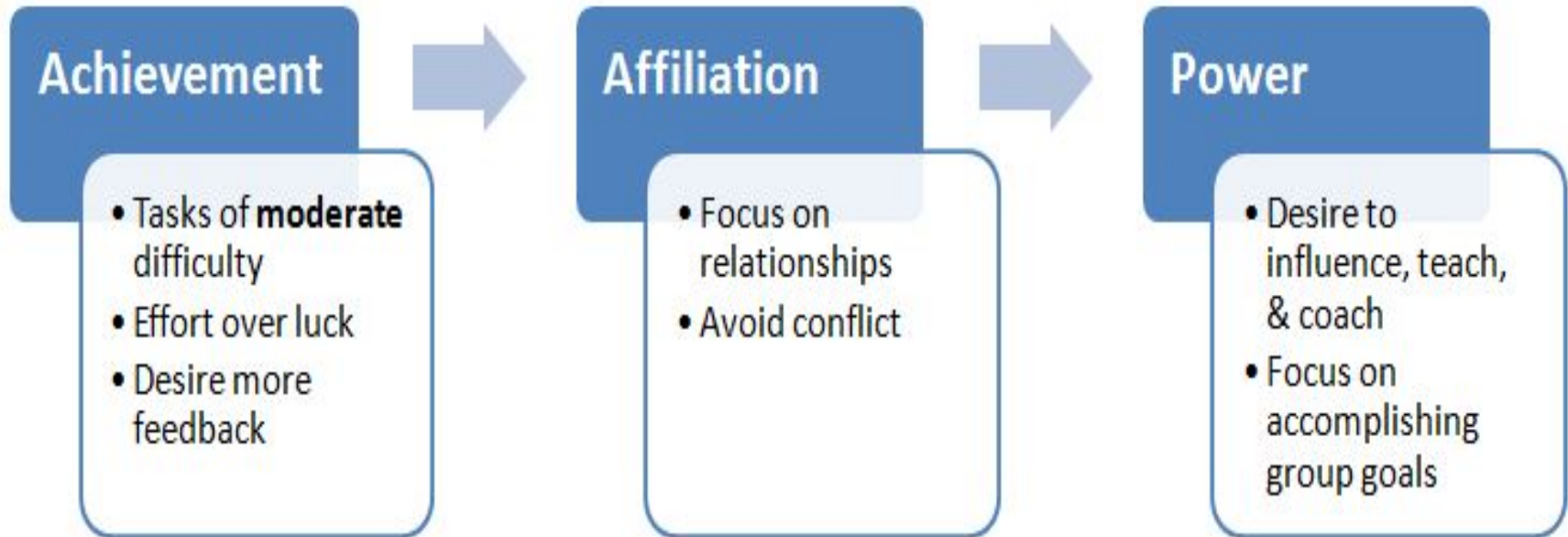
Maslow's Hierarchy



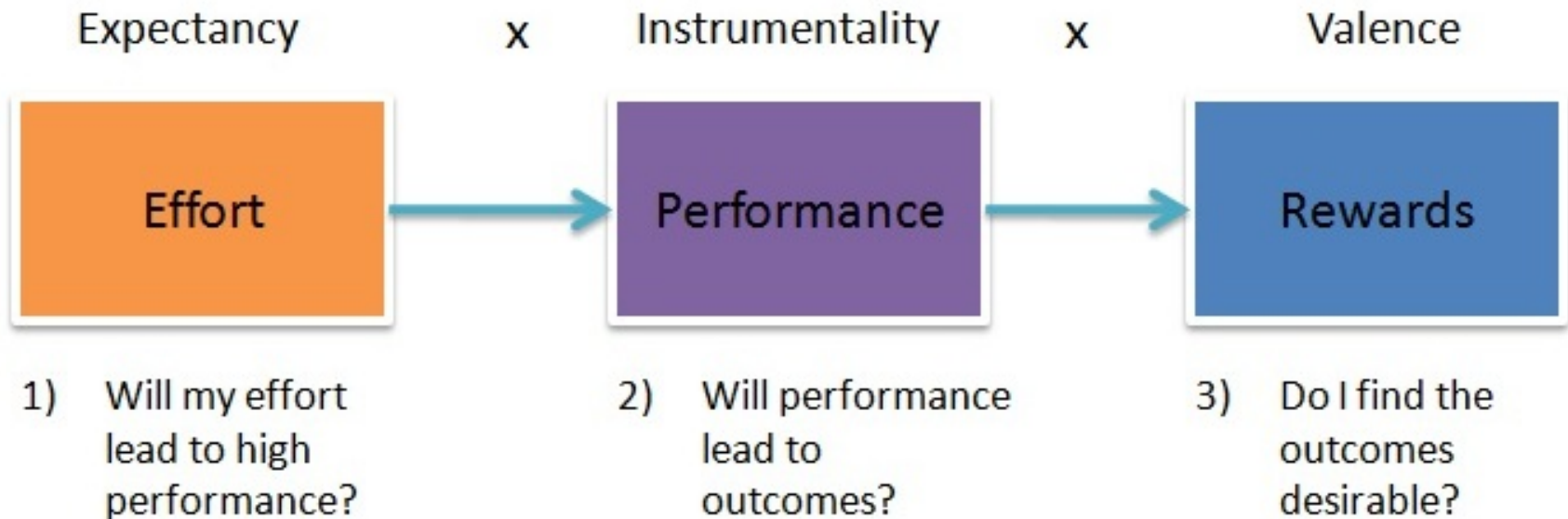
Herzberg's Two Factor Theory



McClelland's Human Motivation Theory



Vroom's Expectancy Theory



SCARF

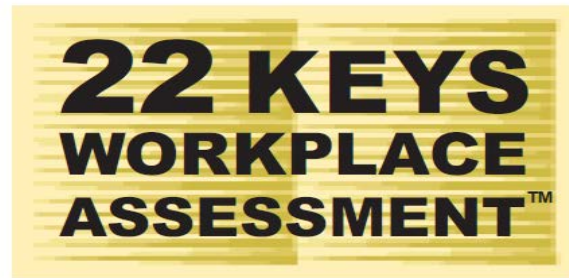


Assessment During the Interview

- What motivates your candidate?
- What work environment does he or she find motivating?
- Does our work environment and the coworkers we provide consistent with our candidate's needs for motivation?
- What would make them give discretionary energy to the job?



22 Keys to Meaning at Work



- Acknowledgment
- Balance
- Challenge
- Dialogue
- Direction
- Equality
- Fit
- Flexibility
- Informality
- Invention
- Oneness
- Ownership
- Personal Development
- Purpose
- Relationship-Building
- Relevance
- Respect
- Self-Identity
- Service
- Support
- Validation
- Worth



A Motivation Story Revisited

Exit here...



Questions?



UNIVERSITY OF
SOUTH CAROLINA



UNIVERSITY OF
SOUTH CAROLINA