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Theories of Motivational in Management

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Theories of Motivational in Management

Success is everything to every company and is gained through a variety of factors among them having a collaborative team work. When individuals come together to achieve common goals, a variety of ¹ interpersonal dynamics play a great role as to whether or not a team will successfully achieve its goal. Among the factors that will mutually contribute to the team's success are cohesion, role identity, homogeny, collective groupthink, and communication (Bright Hub PM, 2020). These are essential factors will help the team to work together despite their interpersonal differences and abilities to achieve timely goal of the company. To ensure the essential factors are met, the management needs to use certain motivational theories. Process theories of motivation, McGregor's X and Y theory of motivation and McClelland's theory of achievement, power, and affiliation needs. Beginning with process theories of motivation, the management will be required to consider essential process of motivation rather than exact motivators (Shahran, 2014). It can go for the Vroom's expectancy- valence theory of motivation that Victor Vroom assumes that everyone's acts towards the needs they feel are satisfied. The theory equals the peoples' perceived values of the results times their expectancy of the resultant behavior in the outcome (Badubi, 2017).

Secondly, McGregor's X and Y theory of motivation, theory Y is important as it integrates individual and organizational goals. Douglas McGregor assumes that every individual has inner self-direction and self-control capabilities (Shahran, 2014). Additionally, individuals' commitment to any objective is subject to achieving a reward. Thirdly, McClelland's theory of achievement, power, and affiliation needs is based on a basic assumption that a people's life experiences help them to develop various needs (Rudolph, 2016). It has three needs that include the utmost desire to handle tasks better than before, desire to control or be responsible for each

other and desire to have a friendly personal relationship with team members. The individuals can put aside their personal differences, control their egos, focus on the success of the company, and foster an effective team work since the theories are cutting across each individuals weakness for the benefit of the company.

However, some strategies might be ineffective for the team. Dividing and conquering the team by playing favorites, using intimidation and punishment as a tool to make the members of team work harder like firing, or dividing the roles to each member depending on their strengths. These strategies will weaken the team work and lead to the downfall of the company (Ryan, 2016). It is necessary that the management focuses more on empowering the teamwork by making sure every person is effectively and cooperatively contributing towards meeting its goal.

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