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Motivational Methods Assignment
Health Care Management HCS/325

1
Read the following scenario:

Within your organization, upper management has decided that your department must be downsized, and it is up to each manager to begin preparing his or her team for the changes. One of the changes to be addressed involves motivational techniques. As a manager, you must research and understand various motivational methods to lead and implement change within your area.

1
Identify two motivational methods you would apply as a manager to the scenario
Explain how each motivational method can be applied to this scenario to lead and implement change while motivating staff.

1
Cite a minimum of 2 peer-reviewed, scholarly or similar sources to support your position.

Format your in-text citations and references according to APA guidelines.

Use the following table to complete your assignment

Motivational Methods	Explain how each motivational method can be applied to the above scenario to lead and implement change while motivating staff
- As the manager, I would create an open communication channel	Organizational change can bring about resistance from the employees. Change is inevitable, and it is a phenomenon that people do not like, and it creates uncertainty amongst employees since they do not understand why the change is happening. This affects their motivation and productivity due to the stressful environment and what the change will bring. Therefore, I would create an open communication channel that employees can use to create an atmosphere of trust. This will reduce the level of uncertainty and anxiety employees might be going

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	through as the change is about to happen. This communication channel will also explain to the employees why the change is necessary and why they should embrace it by creating a comfortable environment for them. This will help employees focus on what is ahead and what good may come out of the change instead of focusing on the loss. In addition, this open communication channel will create an opportunity for honest feedback and questions from employees in the department. Employees usually have different opinions and ideas regarding several matters in a company. It is better if their ideas from the communication channel are included to create a sense of inclusion. When they see and feel their feedbacks and suggestions are being appreciated, it will motivate them to work harder to accomplish their targets. It also shows that the company values and respects its employees, reducing fear of
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	termination and irrelevance during the change. Since the department is planning to reduce the number of employees. It is also better if the manager understands the employees' needs and can communicate this through the channel. For instance, what will the remaining employees benefit from the change? How will the company improve the condition and resources of the remaining employees? Once the organization understands this, the company's talents will remain engaged and motivated throughout the change process. This shows that the organization is willing to understand their employees' needs.
I would use rewards, incentives, and set goals.	To build motivated employees during change is important for the organization to understand what motivates them. For some employees, change is a hard thing; it is best for the manager to discuss with employees about what motivates them so that they can try to incorporate that. For

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	instance, each employee prefers different incentives and rewards. One employee may request a salary raise as a form of motivation while another employee may ask for a promotion. It is best if the manager gets to provide the employees with these rewards to motivate them. In other cases, some employees would be encouraged if they were presented with an incentive. This incentive will help them set goals they can achieve (Coccia, 2019). Goal setting is a powerful source of motivation among employees. As mentioned earlier, change in an organization is difficult. If employees know what they are supposed to achieve through the specific goals and targets that have been set by the organization, they will become motivated and focused on achieving this (Michlmayr & Methlagl, 2018). Sometimes the organizational change may take time to complete. Short term goals are important during this time
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since they can be easily accomplished. A successful organizational change is one that employees have all been involved in achieving the company's short-term goals and later rewarding them or fulfilling the promised incentive to accomplish even bigger company objectives in the long run. However, the manager needs to set clear goals that employees can comprehend and work for it. In addition, motivation increases when the employees and the manager set these goals together. By working together, employees will know and understand what they are supposed to achieve since they were part of the planning and decision-making process. When these short term goals are split into smaller goals and shared amongst other employees, they get to experience feelings of success after completing their tasks motivating them to request more tasks.

References

- Coccia, M. (2019). Intrinsic and extrinsic incentives to support motivation and performance of public organizations. *Journal of Economics Bibliography*, 6(1), 20-29.
- Michlmayr, F., & Methlagl, M. (2018). 12 Goal setting and motivation. *Elite Youth Cycling*, 67.

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