

r
by R R

Submission date: 26-Jun-2020 05:07AM (UTC-0700)

Submission ID: 1349980494

File name: motivation_in_the_workplace_3pgs.edited.docx (14.73K)

Word count: 1242

Character count: 6766

Motivation in the Workplace

1

Student's Name

Institution

Course

Instructor's Name

Date

Abstract

Organizations face different challenges that need to be resolved for the objectives set to be attained. Reduced employees' motivation is one of the challenges, caused by job insecurity and undervaluing workers among others. Hence, it is fundamentally important to describe the demotivation problem and the risks involved where the issue is present. Identifying the problems is very essential in taking up the necessary precautions to ensure everything in the organization runs smoothly. Afterward explaining keenly the planning and implementation elements that would help companies solve the challenge comes in enabling understanding the topic of concern better. When the required strategies to be put in place and are planned in order it helps to strengthen the implementation stage leading to the required results which have been proved by several organizations in the past few years.

Motivation in the Workplace

Issue Identification

The lack of motivation is one of the challenges facing companies. It refers to where workers do not execute their tasks to perfection due to absenteeism, among other behaviors. Demotivation in the workplace would be caused by several factors that should be considered in solving the problem. Notably, the issue ought to be resolved for the set goals and objectives to be attained. Job insecurity is one of the leading forms of motivation, where employees lack confidence in working with the company for long. Uncertainty causes demotivation as the parties do not see the need to put effort as the future is not known (Kehr et al., 2018).

Lack of motivation is also caused by the feeling of being undervalued by the management. For example, they may not be involved in the decisions concerning them, or their efforts could not be recognized. As a result, it makes them develop the attitude the company would operate without them, leading to demotivation. Poor leadership is the other element where the managers do not guide the workers as needed, where the job description is unclear, and career development opportunities lack. Motivation should be ensured in the organization for production to increase, so the set objectives are attained.

Potential Risks Identification

Demotivation in the workplace has several risks creating the need for the company to address the issue. Poor performance is one of the consequences where employees are less motivated. It is the case as they do not see the need to offer quality in their tasks as no one would recognize their efforts (Yu et al., 2018). Instead of feeling guilty, the workers pass the blame to the management or the external forces, and the expected goals fail. The productivity level also reduces due to practices like increased absenteeism and lateness. Moreover, the workers would report to work but attend personal businesses with the company resources. It

means the needed tasks remain undone or poorly executed, leading to reduced production. Here, chances of increased workers' turnover increase, as the employees move to the organizations where their efforts are valued.

In most cases, employees fail to attend work so to apply and attend interviews in other companies. Apart from that, the lack of motivation in the workplace increases expenses preventing growth and development. According to reliable research, organizations with motivation issues spend billions of dollars covering practices like chronic absenteeism (Yu et al., 2018). On the other hand, the large organizations yearn to achieve a competitive benefit in the market, which demands reduced costs. The small businesses are also impacted since the more the expenses increase, the lower the chances for survival in the industry. The organizations again spend a lot of money hiring and training new employees to replace the rest, and if the issue is not resolved, the hired workers will not last.

Planning

Planning is necessary for solving the demotivation problem in the organization where several actions are taken. The establishment of objectives is the initial phase in the plan, where the company set the goals to be met. Here, the parties involved are informed of the issue and the need to address the implications. Engaging the parties is helpful in not only coming up with reliable solutions but also implementing (Brenner et al., 2017). The objectives formulated should define the actual results expected, procedures, regulations, and the budget. For instance, the workers would be informed the company has noted demotivation is evident and reliable strategies are to be implemented. The determination of planning premises is the second step in planning where the company focusses on the future. Forecasting is done here, identifying how the future would look if the defined goal is achieved.

It is essential in making the parties develop focus and find the need to implement the changes. For example, the workers would feel valued, making them access career development opportunities. Alternative ideas are then developed on ways to ensure workers' motivation. Here, the involved stakeholders suggest ways to solve the issue, after which analysis is done assessing the benefits and limitations of each idea. The most appropriate option is to pick mainly that which meets the project's objective and would be integrated into the organizational culture fast. After this process, the change agents should prepare the company for the actual change since the idea to be implemented is determined (Brenner et al., 2017). Here, they should be reminded of the goals and implications as well as described their roles in making the idea implemented.

Implementation

The chosen idea's implementation takes several steps, the initial one being in defining the strategy framework. It aims at ensuring the workers and other vital parties are on the same page regarding the process (Baporikar, 2017). Here, resistance opportunities are also identified and worked upon as they alter the success of the process. Secondly, a plan is developed, stating the exact actions to be in place. For instance, the management would plan to improve communication and engage workers while making decisions, rewarding, and appreciating hard work, among others. The procedure of integrating these resolutions in the company is discussed in this step. Critical performance indicators establishment is the following step, where milestones to assess the company's direction in solving the issue are raised. Specifically, they help the company remain on track and also identify the areas needing changes. One of the indicators of motivation is reduced absenteeism and conflicts between the management and the workers.

Strategy implementation reporting should also be ensured where the change agents give feedback on the process. The reporting should describe progress noted and the

challenges preventing full implementation of the motivational strategies after which solutions are developed (Baporikar, 2017). The final step in the implementing step is developing plans to maintain the ideas put in place. Here, the motivational methods are integrated into the organizational culture, so they become part of it. Normally, it is necessary to do this, so a similar challenge is prevented in the future.

References

- Baporikar, N. (2017). Strategies for successful implementation of innovation. *International Journal of Innovation in the Digital Economy (IJIDE)*, 8(2), 16-28.
- Brenner, A. L., Kear, R., & Wider, E. (2017). Reinvigorating strategic planning: An inclusive, collaborative process. *College & Research Libraries News*, 78(1), 28-31.
- Kehr, H. M., Strasser, M., & Paulus, A. (2018). Motivation and volition in the workplace. In *Motivation and action* (pp. 819-852). Springer, Cham.
- Yu, M. C., Zheng, X. T., Wang, G. G., Dai, Y., & Yan, B. (2018). When does motivation to learn reduce innovative behavior? An examination of mediated-moderation model. *Baltic Journal of Management*.

ORIGINALITY REPORT

1%

SIMILARITY INDEX

1%

INTERNET SOURCES

0%

PUBLICATIONS

0%

STUDENT PAPERS

PRIMARY SOURCES

1

www.coursehero.com

Internet Source

1%

2

pure.coventry.ac.uk

Internet Source

1%

Exclude quotes Off

Exclude bibliography On

Exclude matches Off