

MOTIVATION

Behavioral Expectations:	Module Outline:
<ul style="list-style-type: none"> • Define what motivation is • Understand why people do what they do • What motivates people to go to work everyday • What actually takes place in motivation • Learn how to stimulate job interest • Identify ways to foster cooperation • Understand why employees become difficult 	<p>Prerequisites: None Schedule: Half Day Session</p> <p>This course is designed for managers, supervisors, or senior management to help them understand what motivates employees. The objective of the course is to develop the participant's self-motivation and to learn practical techniques to motivate others. The participant will gain an understanding of human needs and their effect on performance.</p> <p>Factors That Induce People to Work Harder</p> <ul style="list-style-type: none"> • Needs • Goals or objectives • Rewards • Work environment <p>Maslow's Hierarchy of Needs</p> <ul style="list-style-type: none"> • Physiological • Safety • Social • Esteem • Self-Actualization <p>Understand What Job Satisfaction Really Is</p> <ul style="list-style-type: none"> • Balance of Satisfiers and Hygienes • Achievement, need for affiliation, need for power <p>Recognize When an Employee is Unable to Satisfy a Need</p> <ul style="list-style-type: none"> • Withdrawal • Aggression • Substitution • Regression <p>Theory X vs. Theory Y Styles of Management</p> <ul style="list-style-type: none"> • Which style works best in what type of environment <p>Why Employees Become Difficult</p> <ul style="list-style-type: none"> • Understand why employees are unwilling to work <p>How to Create an Environment That Motivates Employees</p> <ul style="list-style-type: none"> • Learn how to tune into feelings, attitudes, and reactions to overall job situations <p>Key Learning Points:</p> <ol style="list-style-type: none"> 1. Learn how to stimulate job interest by creating an environment that your employees enjoy. 2. Understand what effectively motivates employees vs. your needs as a manager. 3. Recognize conflicting values in today's workplace.