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Research

Motivation is one of the profound factors that impacts the performance of people at workplace. Employees’ motivation is linked to the incentives offered to them. Expectancy theory states that the biggest motivation for the people is reward. The amount of work they produce depends on the reward they receive. People work hard and put a lot of efforts for receiving a reward. The reward could be wage, promotion, learning or their overall development. Without reward people are less likely to involve themselves in any kind of work. Employees in order to receive a better reward must perform efficiently which is linked to their level of motivation. Expectancy theory suggests that a good reward leads to a good performance (Shweiki, Martin, Beekley, & Jenoff, 2015).

The five core dimensions that impacts intrinsic motivation include skill variety, which allow employees to use different skills for performing tasks. This permits them to use innovation and new work style for completing challenging tasks (Cooper, 1973). This dimensions states that the workers must be offered variety for using their knowledge and competencies. Task identity is the second core dimension that emphasize on determining thee nature of work. The employees take challenging tasks with interest because they know some kind of reward is attached. Task significance is the third core dimension, which states that workers have a habit of evaluating the outcomes of each task. They are convinced to perform tasks with more efforts that require problem-solving skills. They evaluate how daring tasks will impact their career and experience. Challenging and new tasks offer greater intrinsic value because they offer opportunities of career growth (Ferraro, 2016).

Autonomy is the fourth core dimension that suggests that thee employees must be allowed to maintain authority. This indicates that employees must be allowed to self-govern and choose the right strategy on their won for solving problems. They rely on their personal knowledge and experience of dealing with the complex situations. Feedback is the fifth core dimension that emphasize on learning about the experiences and feelings of workers. The manager must be able to take feedbacks on the experiences, satisfaction and complains of the workers. These five characteristics leads to intrinsic motivation, having positive impacts on productivity and work efficiency. The higher the score on each dimension, the higher the intrinsic motivation.

Fredrick Taylor’s principles of scientific management highlight the principles that improves the performance of employees. Simplifying jobs according to Taylor is linked to high productivity of employees. According to his theory employees must be trained to use their efforts in the right direction that saves time and results in improved motivation (Ferraro, 2016). Employees are trained to understand quality and how their efforts impact the bottom-line. Provision of flexible work hours has direct implications on the productivity because employees are motivated to complete their work on time. Long work hours causes fatigue and undermines the work spirit of workers. This also created unnecessary stress so, by giving flexible hours, employees put greater efforts to attain efficiency. Standard work hours can be set, which provides better incentives to workers. Provision of fair compensation is also equally important for providing motivation to the employees. Salaries are linked to employees satisfaction that in turn impacts their quality of work (Shweiki, Martin, Beekley, & Jenoff, 2015).

Managers in the current period must not make tasks monotonous for the employees because it will have negative impact on their performance. It is important to offer them inclusive environment where they can use their creativity and enjoy working. These principles can allow companies to retain experienced and competent employees for long-term.

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