Employee Motivation IEE and Annotated Bibliography

Name

Institution:

Aleksandar Erceg, A. Š. (2016). HOW CORPORATIONS MOTIVATE THEIR EMPLOYEES – HRVATSKI TELEKOM EXAMPLE. Pregledni znanstveni rad, 85-102.

In this article, the authors look at the importance of the management and development of their employees. The case of Hrvatski Telekom is used. The authors begin by looking at it from the point of competition: the industry and a need for the managers of various institutions to demand excellent performance from the employees. The authors also focus on motivation as relevant tool companies are likely to increase competition in the market. Also, employee motivation is portrayed as essential for the survival of a company. Employee satisfaction is brought out in this article as very important in determining the success of an organization. The paper focuses on using various motivational theories as necessary in guiding with the adoption of decisions aimed at achieving employee satisfaction.

Chichra A, A. A. (2018). Job stress and satisfaction in faculty of a teaching hospital in south India: A cross‑sectional survey. Journal of Postrgraduate Medicine, 201-206.

In this article, the authors tend to prove the relationship between stress at work and satisfaction within a hospital’s faculty. The authors stressing factors at work have been overtime associated with negative issues that have led to instances of the employees even seeking psychiatric attention. The report looked at the various issues related to the prevalence of stress and job satisfaction and how best to cope with the situation. The authors administered questionnaires to employees and seeking to find out directly from the employees how stress at work directly affected their work. The findings from studies done showed that there was a high level of job-related stress among doctors, a trend that is seen to increase as one rise in the level of seniority within the hospital. The participants interviewed also responded they experienced low levels of burnout as properly managed shifts.

Elli Kraizberg, A. T. (2002). EMPLOYEE STOCK OPTIONS: ARE THEY INDEED SUPERIOR TO OTHER INCENTIVE COMPENSATION SCHEMES? Journal of Business and Psychology, 383-390.

This paper looks to compare the relationship between management Expectancy and Equity management theories. The authors seek to relate the Employee stock options as one of the best compensation schemes aimed at achieving employee satisfaction within an organization by relating it to the management theories through a conceptual framework. The authors also focus on other compensation schemes such as Merit pay, gain sharing, and profit-sharing and compare as to why stock options is a better option in meeting employee satisfaction. The author focuses on Equity and Expectancy behavioral theories as to the basis for determining which theories best meet the need for employee satisfaction. The authors hold that under equity theory, the employees will be able to share equally the gains the organization has got, thus a feeling of satisfaction. The authors state that Merit pay is therefore linked individually to the individual level of staff performance as opposed to profit-sharing that proposes equal distribution among the employee despite the difference in efforts. The opposing view is, however, that some employees may feel less as appreciated while others may feel valued.

Morgan D. Jones1\*, M. S. (2015). Overload, and Cutbacks, and Freezes, Oh My! The Relative Effects of the Recession-Related Stressors on Employee Strain and Job Satisfaction. Stress and Health, 629-635.

The authors in this article take a look at the various situations likely to be faced in the instances of changes in a countries economic status to the recession and the direct impact it may affect the employees by either bringing satisfaction or leading to strain. According to the article, any change in the economy has a direct effect on the employees since it comes with a job loss, a factor that stresses everyone in the working since companies tend to layoff if they cannot contain the wage bill. The authors hold that the conservation of resources theory is a significant contributor to such actions in a bid to manage the organization’s resources. The article also contains that there is a lot of worry in the face of job security and subsequently affects the health of employees leading to chronic illness challenges. The authors hold that the organizations can have in place several measures that would protect employees from getting laid off in the onset of economic recession. Several activities proposed include reducing the number of training offered and decreased benefits provided to the employees.

**Integrative Statement**

The four articles have an in-depth analysis of how motivation is essential among the employees, and it is vital in boosting the employees to meet all the goals within the organization. As a result, the relationship between the performance of employees and available rewards clearly outlined by the authors.

The chances of the employees being motivated based on the various rewards, the working environment, and even the opportunities available outlined in the four articles — this paper. The role of management and the treatment they provide to employees are considered as an essential attribute to the satisfaction of employees.

 The theories used by the authors have helped in showing the origin and how closely tied the acts of motivation can introduce within an organization. The look at different situations the employees get exposed to within the organization also provides a significant point from which chances of motivation can be determined.

**Evaluative statement**

In my view, the provision of equal opportunities within an organization can help in realizing the motivation of employees and improve their performance over time. The theories are also an important aspect to use. They can be used as a basis for argument when connecting employee motivation to the overall success of the organization. On the other hand, the theories may have been applied selectively to bring out the author’s point of view, which everyone may not necessarily agree with.

**Extension Statement**

The first article on how corporations motivate their employees should go towards the organizations that are setting up and having issues with having a motivated staff. The unanswered questions, in this case, are how best the strategies can be applied or introduced in an organization. The implications, in this case, are that employees can get a better chance of having a motivated by adopting the use of theory X and theory Y in decision making.

trouIn the second article on job stress and the unanswered questions, in this case, is on how best to manage stress within an organization to boost employee motivation. Stress management strategies applied in an organization. The theory used in this case is the cognitive-motivational-relational theory as it looks into considering one’s perceptions. The future of this study is how measures in an organization.

The third article talks about various rewards employees can be given as a basis for their motivation. The unanswered question, in this case, is how effective stock options would be and if it comes with rewarding employees based on their input. The theory to apply in this case is equity behavioral theory, where the employees as a basis for guiding and ensuring equal rewards. The future of this study is proving how the use of stock options will be valuable in realizing equity.

In the article on overload and cutbacks and freezes, the focus is on looking at the manner the employees’ chances of motivation will be significantly affected by the changes in the economy. The unanswered question is how prepared an organization is for any abrupt changes in the marketplace, such as a recession to maintain the provision of rewards to its employees and also not end up losing if they end up offering rewards. The theory to consider in this case is the strategic compensation theory that can help in coming up with different forms of awards in the face of economic changes. The future of this research is how organizations can ensure continuous rewards practices despite being faced with challenges of recession.

References

Aleksandar Erceg, A. Š. (2016). HOW CORPORATIONS MOTIVATE THEIR EMPLOYEES – HRVATSKI TELEKOM EXAMPLE. *Pregledni znanstveni rad*, 85-102.

Chichra A, A. A. (2018). Job stress and satisfaction in faculty of a teaching hospital in south India: A cross‑sectional survey. *Journal of Postrgraduate Medicine*, 201-206.

Elli Kraizberg, A. T. (2002). EMPLOYEE STOCK OPTIONS: ARE THEY INDEED SUPERIOR TO OTHER INCENTIVE COMPENSATION SCHEMES? *Journal of Business and Psychology*, 383-390.

Engle, P. (2002). Incentive compensation. *Management*, 22.

Latham, G. P. (2012). *Work Motivation: History, Theory, Research, and Practice.* New York: SAGE.

Miner, J. B. (2005). *Organizational Behavior: Essential theories of motivation and leadership. one.* New York: M.E. Sharpe.

Morgan D. Jones1\*, M. S. (2015). Overload, and Cutbacks, and Freezes, Oh My! The Relative Effects of the Recession-Related Stressors on Employee Strain and Job Satisfaction. *Stress and Health*, 629-635.

Rodwan Hashim Mohammed Fallatah, J. S. (2017). *Employee Motivation in Saudi Arabia: An Investigation into the Higher Education Sector.* Chicago: Sage.

Uwe Kleinbeck, H.-H. Q. (2013). *Work Motivation.* Chicago: Psychology Press.