HR Performance Issues and Motivation

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**Introduction**

Leadership is one of the basic needs that can keep an organization going. In business, the role of a leader is not confined to the realms of placement and fulfillment of a job title, in fact, it is a capacity that can keep an organization on its way to success and welfare. A leader is the one who has the ability to abide by organizational framework and keep the team motivated and encouraged in order to accomplish set goals. In contrast, poor leadership is a threat that can compromise organizational goals. Furthermore, a lack of training that makes employees irresponsible and less dutiful. There are a number of consequences of poor leadership, ranging from financial mismanagement to high turnover. A poor leader fails to provide required directions to the team that causes frustration at both the ends of an organization. A poor leader lacks the ability to incorporate teamwork. He aims for self-aggrandizement at the expense of the hard work of other people, taking into account that there is a lack of responsibility, he tries to associate loss with his other teammates. Loss of morale is another consequence that is directly associated with poor leadership, it is one of the major causes that an employee leaves a job. (Rahmat, et, al. 2019).

A poor leader fails to address the concerns of the employees, leading to decreased motivation all round. It would not be wrong to say that organizations with poor leadership are more like passive and inert platforms where there is no passage of progression and success. It is significant to note that poor leadership is often associated with poor financial results and inadequate goal achievement, as well as decreased production, efficiency and sales, because employees are not encouraged to work. Poor leaders don’t inspire their workers to give their best and play their part in the organization, in fact, they are treated as financial zombies who are paid for imposed positions. An organization with poor leadership has no synergy because there is a lack of coordination within the departments. Employees work in fragmented departments.

**Adam Equity Theory**

The stance of poor leadership is well explained in Adam’s theory of equity. Adams equity Theory was developed by an American psychologist John Stacey Adams in 1963. The aim of the theory is to create a balance between the efforts of the employees that they put in their work and the result they achieve in return, also called output. The features of input refer to the skills, hard work and enthusiasm while output refers to things like responsibility, salary, and recognition. A balance between the two aspects, input and output, ensures that an employee feels motivated, contributed and satisfied. Although the theory is fifty years old still it acts as a platform that can incorporate effective leadership. (Musavengane, et, al. 2019).

Adam asserted that an employee loses motivation when he realizes that his total input is greater than the actual output. It would not be wrong to say that if an organization is successful in creating a balance between output and input, then a platform of equity is created that reinforces a positive leadership attitude. An analysis of each of the feature of Adams theory highlights the importance of positive and well-structured leadership and how it can be incorporated within an organizational setting. Adam Equity Theory highlights that salary is not the only motivation that can empower employees to give their best and adhere to strong leadership values, which keeps the company and employees on the same platform, in fact, it is the fairness of a leader that can keep the employees motivated. (Rahmat, et, al. 2019).

**Inputs**

 The concept of input highlights both the quality and quantity of contribution that the employees make to carry out their work. An employee uses energy, and time adhering to efforts that are put to achieve certain goals in an organization. There are a number of aspects of input that can reflect both poor and well-organized leadership

**Effort**

Effort is the baseline of the actions of employees, taking into account that an employee is known for the efforts he makes in order to maintain his reputation within an organization. (Rahmat, et, al. 2019). It is a flexible platform because the more an employee is motivated, the better and increased would be the efforts. Appreciation of efforts will mitigate the complication of poor leadership and make an employee to do his best.

**Skills**

Skills are the code of conduct required to do a job. (Musavengane, et, al. 2019). Appreciation of skills and modes of improvement of skills is one of the attributes that can improve the leadership of a manager, ultimately leading to productivity.

**Knowledge**

When a manager strives to seek more knowledge and to make employees seek schooling and training, it not only adds to the productivity of the organization but it makes the manager learn more that increases his exposure. (Arda, et, al.2019).

**Experience**

Experience is one of the aspects that can make an individual a productive being. (Rahmat, et, al. 2019). There is no use of knowledge without experience and it can only be gained if a manager will engage himself in an organization. It will automatically improve leadership.

**Social skills**

Execution of outdoor events and other efforts such as creating pleasant working condition is one of the aspects that strengthens leadership because a manager will learn to know the choices of the employees and help employees feel like a part of an organization.

**Loyalty**

Loyalty is a two-way process, it is more related to personal sacrifice. (Arda, et, al. 2019). Unification of loyalty with appreciation is the crux of leadership because a leader can only come to know about the loyalty of the employees if he will try to approach them personally.

**Outputs**

Outputs are the practical implication of leadership taking into consideration that an individual cannot be a leader if he doesn’t know how to address the concern of the employees and retain them.

**Financial Rewards**

 Salary is considered as an output of employees. It is one of the attributes that reflect adequate leadership of the employees. (Musavengane, et, al. 2019). If an employee is working more or doing a remarkable job, he should be appreciated and it can only be accomplished if a leader is efficient enough to know the working capacities of the employees. Bonuses and profit sharing reflects the ability of a leader to retain and motivate employees.

**Immaterial Rewards**

 Recognition of the efforts of employees is not confined to material rewards only. There are a number of immaterial awards that can be given to the employees as a recognition of their efforts such as giving specific challenges, responsibilities and other appreciations. All these empower leadership because a leader tries to probe in the work attributes of the employee and analyses them. (Rahmat, et, al. 2019).

**Conclusion**

Adams Equity theory reflects how poor leadership can be addressed by adhering to the core principles of balance and equity, taking into account that equity requires analytical thinking and it is not possible without analyzing the work of the employees. Balance requires a critical insight to the performance of the employees that can be both mitigated and empowered by adequate leadership, asserting that both of them act as a channel to empower leadership and facilitate both employees and the organization.

References

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