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Date

**PA1 Organizational Behavior**

When it comes to motivating workers, there are certain things that need to be put in place. One of them is fairness, such that each employee receives what he/ she deserves depending on the efforts they put. When we talk of equality, it is important as well but this should actually be on the resources provided to all workers and the way they are treated by their managers (Shepard 2018). I totally agree with Bock’s idea of having higher performers having a higher compensation as compared to the average and lower performers. It is the best way of showing gratitude to those who are performing well, and a challenge to others to try their best and improve as well in their performance. If someone earning a three on the Google evaluation system gets a 2% rise, then those having 4’s and 5’s should get at least 3% and 4% respectively (Miner 2015). This simply means that all their efforts are appreciated but them their increment in compensation should vary depending on their level of performance. If at all there is a constant increase then the lower performers would remain on their comfort zone assuming that they all receive the same compensation regardless of their ranks.

Given budget issues, someone getting 3 should get a two percent rise. This is because they also have a significant contribution to the overall performance of the firm. As much as they are average performers, there is the need of giving them a greater pay but at the same time should be considerably less as compared to people of higher rank in their performance (Stoyanov 2017). We also realize that this is actually where most people lie, the average class. The challenge will still remain on them keeping in mind that those with higher rank are getting higher percentage rises in their payments. If at all we say that they should get less than 25, then probably most of them will be discouraged and consider going to other companies where they will at least be appreciated better in terms of their pay. For this reason, it is important to have a variation in the pays received by the workers but at the same time, they need to be average and not very low (Johnson et al 2018). With time this same group of workers would eventually improve as they aim for higher pay just like those having four and five rating. The aim of motivation is simply to encourage workers to work better in order to improve the productivity of the company.

Looking at what Google’s People operation do in motivating their workers, we realize that they highly rely on Frederick Herzberg’s motivation theory (Shepard et al 2018). In this theory, there is more emphasis on different factors that lead to satisfaction and dissatisfaction of workers within the workplace. Certain factors when available they play a major role in motivating the workers while the absence of some discourages them as well. In this case, the presence of increasing pay as a way of appreciating google operators is one of the factor meant to motivate workers. Having different ratings is what distinguishes the way workers are rewarded, and this creates the need to have workers working even better and smatter. Google is one of the media that is used by most people in the society, therefore it has to have best members who would maintain the reputation of the company. Higher percentage rise to those having 5 stars is a simple trick being used to ensure that this group of people are maintained, and also encouraging others to improve on their working. In the long run we realize that the productivity of the company remains on top as compared to other companies, therefore enabling the company to survive in the competitive internet industry.

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