



Motivation and Employee Effectiveness

Benefits of Employee Engagement in Decision making

Greater Commitment of employees

- contributions in the organisational decision making, it means the organisation respects their ideas
- leads to increase employee commitment to the organisation (Steel et al., 2021)
- one of the great success factors in achieving success

Better Pool of Ideas

- First-line managers always keep engaged with the customers
- people having proper feedbacks from the clients
- opens new insight and better ideas based on customer feedback (Alrawahi, wt al., 2020)

Increase Productivity

- enforces them to work more productively
- morale gets up that impact their overall performance
- Satisfied employees spend more time on the job

Issues of Employee engagement in Decision making

Chances of conflicts

- every person has different ideas and plans
- could cause a great conflict between them (Wang et al., 2017)
- clash of opinion and ideas might result in a negative outcome

Employee Manager Boundaries

- cause blurred distinction between employees and managers
- creates a conflict situation that reflects employees and managers have the same powers (Vidal et al., 2017)
- lead to a complex sense of responsibilities and values

Disturbed chain of command

- there will be a question mark for selecting the person to be reported (Latif, 2020)
- every employee will expect specific commands due to their contribution to decision-making

Ways to motivate Employees

Be a supportive and respectful manager

foundation of employee satisfaction is based on respect, support, honesty and clear communication

Employees always expect that their manager or supervisor has these skills (Abba et al., 2018)

Rewards and Bonuses

incentives could be in quarterly bonuses, healthcare service, additional credentials(Vidal et al., 2017).

All these must get facilitated in terms of motivating employees most effectively

Support Innovation

employees do not get a fair chance to raise their ideas

If they are given the proper chance of innovation, result will be positive (Hogan et al., 2020)

Provide room to grow

growth of the employees could be in the form of promotions, job rotation

they need is support and space to expand their abilities and skills (GuramatunhuCooper, 2017).

Measuring employee Performance



Motivational Theories

Motivation

motivation behind the study of knowing what factors allow a person to work effectively to achieve a particular goal.

This is one of the most important aspects of the business environment.

The common motivational theories are:

Taylor's Theory of Motivation

claimed as scientific management

stated money as a motivator theory

Taylor called money the most important motivational factor

workers could only be motivated by money (Vidal et al., 2017).

Mayo Theory of Motivation

workers in the organisation are motivated by the relational and social forces more than the environment or financial condition

managers can increase productivity in terms of treating employees as individuals (Ahmad et al., 2020)

Maslow's *hierarchy of Need Theory*

Physiological Need:

This need is based on the basic survival of the human being. This includes water, shelter, food and clothing. In an organisation, an employee salary must allow him to satisfy his physiological need.

Safety needs:

It refers to the need to feel secure. It is related as an employee feels safe and has a sense of job security in the workplace.

Socialisation:

In terms of socialisation, an employee must be given the sense that his coworkers accept him. Team working is the best way to achieve this motivation level.

Esteem:

Recognitions of the employee achievement and the providing positive feedback contributes to achieving the level of self-esteem of employees.

Self-Actualisation:

To achieve this level, an employee must take complex goals and develop a long-term plan. The self-actualised employee will try to work effectively.

Herzberg Theory of Motivation

Herzberg's theory of employee satisfaction is based on two different dimensions (Dohlman et al., 2019)

The two dimensions include hygiene and motivation

Hygiene issues include supervision, salary and working environment, which lead to increased employee satisfaction in the working environment

Reference List:

- Abba, M., Yahaya, L. and Suleiman, N., 2018. Explored and critique of contingency theory for management accounting research. *Journal of Accounting and Financial Management ISSN*, 4(5), p.2018.
- Ahmad, A.B., Butt, A.S., Chen, D. and Liu, B., 2020. A mediated model of the effect of organizational culture on the intentions to engage in change-supportive behaviors: insights from the theory of planned behavior. *Journal of Management & Organization*, pp.1-21.
- Alrawahi, S., Sellgren, S.F., Altouby, S., Alwahaibi, N. and Brommels, M., 2020. The application of Herzberg's two-factor theory of motivation to job satisfaction in clinical laboratories in Omani hospitals. *Heliyon*, 6(9), p.e04829.
- Dohlman, L., DiMeglio, M., Hajj, J. and Laudanski, K., 2019. Global Brain Drain: How Can the Maslow Theory of Motivation Improve Our Understanding of Physician Migration?. *International journal of environmental research and public health*, 16(7), p.1182.
- GuramatunhuCooper, N.M., 2017. Theory leadership from Africa: Examples of trait theory. In *Global and culturally diverse leaders and leadership*. Emerald Publishing Limited.
- Hogan, R. and Sherman, R.A., 2020. Personality theory and the nature of human nature. *Personality and Individual Differences*, 152, p.109561.
- Latif, J., 2020. The Green Man: What Reading Khidr as Trickster Evinces about the Canon. *Ilahiyat Studies: A Journal on Islamic and Religious Studies*, 11(1), pp.9-46.
- Steel, R.P., Bishop, N.C. and Taylor, I.M., 2021. The effect of autonomous and controlled motivation on self-control performance and the acute cortisol response. *Psychophysiology*, p.e13915
- Vidal, G.G., Campdesuñer, R.P., Rodríguez, A.S. and Vivar, R.M., 2017. Contingency theory to study leadership styles of small businesses owner-managers at Santo Domingo, Ecuador. *International Journal of Engineering Business Management*, 9, p.1847979017743172.
- Wang, Z., Zhang, J., Thomas, C.L., Yu, J. and Spitzmueller, C., 2017. Explaining benefits of employee proactive personality: The role of engagement, team proactivity composition and perceived organizational support. *Journal of Vocational Behavior*, 101, pp.90-103.

Thank

You