

Organizational Behavior: Keeping Employees Motivated

Presented by: Dr. Richard Colfax and Shaun Murphy • September 7, 2016

1

Agenda

- Introduction & Hafa Adai
- What is Motivation?
- Attracting potential employees
- Hire the right candidate
- Retain your employees
- Q&A
- Thank you

2

Ground Rules

- Ask Questions
- Participate
- The “Got it” Rule
- Please put cellphones on silent
- Be respectful
- Have Fun!

3

What is Motivation?

It represents the **reasons** for people's **actions, desires, and needs.**

- **Motivation** also defined as
 - one's direction to behavior,
 - or what causes a person to want to repeat a behavior
 - and vice versa.

A **motive** is what

- prompts the person to act in a certain way,
- or at least develop an inclination for specific behavior.

4



Research shows....

People don't leave their positions because of the

- Organization
- Rules & Policies
- Pay & Benefits

They leave because of their **managers**.....



5



Evaluate yourself....

In order to

motivate, encourage and control
your staff's behavior,

it is **essential** to

understand, encourage and control
your own behavior as a manager.

6



Quiz: Are You a Leader or a Micromanager?



7



Quiz: What Type of Leader Are You?

What is your **FIRST (natural) reaction?** Check the blank box on the right.

Q1: Of the management roles listed below, which is the MOST important?

a) To observe and correct employee efforts.	(3)
b) To coach and encourage average employees.	(0)
c) To control the overall quality of work.	(2)
d) To secure resources and set direction.	(0)

Q2: When you're overwhelmed with work, your first tendency is to:

a) Ruthlessly prioritize my to do list.	(2)
b) Find a quiet place where I can work without being interrupted.	(1)
c) Move tasks to my underlings.	(0)
d) Hold a meeting to discuss alternatives.	(2)

Q3: When you assign a task, how frequently do you typically expect a status update?

a) Every day, especially if the task is "mission critical."	(2)
b) Our system automatically tracks work assignments.	(1)
c) This depends entirely on the assignment and the employee.	(0)
d) As often as the employee feels it's necessary.	(0)

Q4: When you assign a task, how much detail do you TYPICALLY provide?

a) Only an objective and a deadline.	(0)
b) Step by step instructions to accomplish the task.	(2)
c) Some suggestions on how to proceed.	(1)

Q5: When an employee is struggling, usually your first response is to:

Let the employee fail as a learning experience.	(0)
Jump in and try to help as best you can.	(1)
Reassign the employee and do the task yourself.	(3)
Ask the employee if he or she needs help.	(0)

8



Results

- Results will be given at the training.

9



Now... How well do you motivate your employees?



Motivational Quiz

FACTORS	What Supervisors think is important to Employees	What Employees consider important to themselves	What YOU consider important to you personally?
Good working conditions			
Feeling of being "in" on things			
Tactful discipline			
Full appreciation for work done			
Management loyalty to workers			
Good wages			
Promotion and growth in organization			
Sympathetic understanding of personal problems			
Job security			
Interesting work			

Results.....Motivational Quiz

- Results will be given at the training.

What do you think are the top motivators and de-motivators for employees?



Motivators

1. Enjoy the job
2. Good Relationship with peers
3. Being successful/having a good relationship with the boss
4. Good working conditions
5. Have challenging work

De-motivators

1. Micromanagement
2. Lack of progress
3. Job insecurity
4. No confidence in company leadership
5. Lack of recourse for poor performance
6. Poor communication
7. Unpleasant coworkers
8. Boredom



Motivation

At the end of the day
the easiest thing to do is
just ask your employees
what motivates (is important) them
to do their job...

And **then make possible/available...**

17

AFFILIATE OF
SIRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



