

## **Theme: Personnel motivation**

**Goal:** Development of skills in the analysis of the sources of problems with a point of view to the correct and timely employee motivation, conflict resolution and efficiency of employees.

Resume writing skills with the requirements of the job and the personal characteristics of the candidate.

### **1. General statements**

Motivation is one of the important factors of management. It implies factor system, facilitated to the definite task implementation, directed for the achievement company's goals

### **2. The order of the work**

- 2.1. Examine any five of the proposed ten situations prevailing in the company;
- 2.2. Explain the causes and sources of their origin (explicit and implicit);
- 2.3. Suggest ways to motivate employees to eliminate conflict with the maximum benefit to the company. The causes of your chosen specify situations. In connection with this solution results of the given situations will vary
- 2.4. Analysis of the situation provides due the proposed scheme below the motivational process.

#### ***Situations***

1. Valuable marketing specialist luring competitor.
2. The organization is in the early stages of group formation. People with great difficulty are adapting to one another. There is a lot of disagreement.
3. Department - the winner of the last year's in-house competition in the New Year took the 1-st place.
4. In the planning department for the third time scandals arise between employees.
5. There is a leak of information to the competitor from the office of General Director.
6. The organization employs mostly women, interpersonal relations are strained.
7. Young employees are constantly involved in research projects on the other side.
8. The CEO is constantly receiving anonymous letters to the leaders of the corporation.
9. Employees of large corporations oppose a merger with another large company.
10. The experienced specialist (10 years of experience) performs worse the job than the starting specialist.

## ***Motivation process scheme***

### *1. Situation analysis:*

- the place of the formed situation (company, working place);
- participants of the situation (interrelations, candidates).

### *2. Problem determination:*

« problem formulating;

- causes and motives.

### *3. Statement of motivation purposes.*

### *4. Motivation planning of employees:*

- Figure out causes;
- definition of hierarchal needs;
- analysis of needs change;
- «needs– stimulus »;
- strategy, motivation way.

### *5. Motivation implementation:*

- Condition needs, corresponding to needs;
  - ensuring reward for the results;
  - providing confidence in the possibility of achieving the goal;
  - Creating the impression of the value of reward.

### *6. Motivation management:*

- monitoring of the motivational process;
- comparing the obtained results with the required;
- adjustment of benefits.