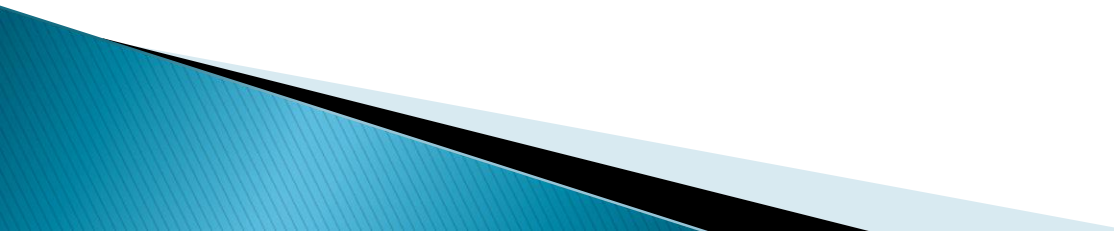


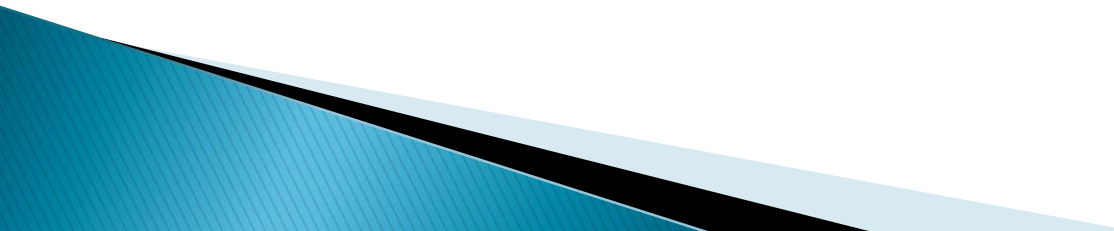
Motivation; In The Work Place

Jazmin Aguilar, Michaella Clemming, Ikhra Mohammed, Maya Williamson, Javier Perez, Marbella Magaña, Madi Boubanis

Learning Targets

- ▶ Compare and contrast intrinsic versus extrinsic rewards.
 - ▶ Identify key contributors in the psychology of motivation and emotion.
 - ▶ Evaluate said contributors role in the psychology of motivation and emotion.
- 

Background

- ▶ **Motivation:** a psychological drive towards a desired goal.
 - ▶ **Sigmund Freud**– “ To Live Is To Work”
 - ▶ **Colleges and Universities**– Less Focus on training job skills, more on increasing capacities for communication in the work field.
- 

Amy Wrzemsowski

- ▶ Some people view work as a necessity to make money.
- ▶ Opportunity to advance from one position to a better one.
- ▶ Others who find it a fulfilling and useful activity are more satisfied with their work and their lives.



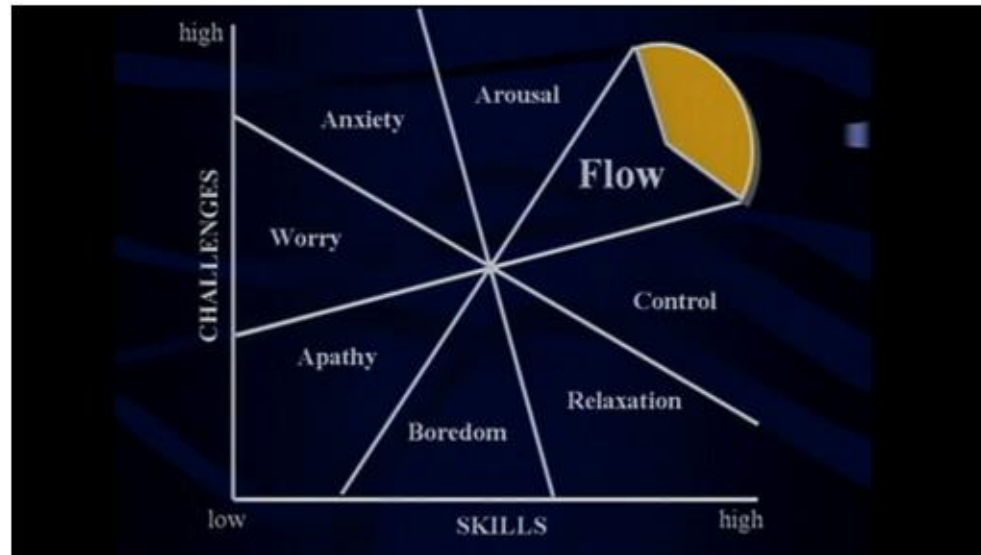
Mihaly Csikszentmihalyi

- ▶ “People’s quality of life increases when they’re purposely engaged.”
- ▶ She studied artists who spent hours painting/sculpting
- ▶ They showed more motivation by creating work than many praise promotion.
- ▶ Between stress and boredom there is a level of interest called flow.



Flow

- ▶ **Flow**– Being completely involved that you lose awareness of self and time.
- ▶ Causes optimal engagement of one's skills
- ▶ Flow experiences boost our sense of self-of-esteem, competence, and well being.



Industrial Organizational Psychology

- ▶ **I/O Psychology**– Applying psychology's principles in the work place.
- ▶ **Personnel psychology**– Applying Psychological methods to selecting workers.
- ▶ **Organizational Psychology**– how a work environment and management influence the workers.



Personnel Psychology

- ▶ **Personnel psychology**– Aims to match people’s strengths to work best suited for them.
- ▶ **Psychologists help by:**
 - Finding required skills
 - Evaluate applicants
 - Introduce/train new employees
 - Evaluate performance



Harnessing Strengths

- ▶ **Strengths**– Any quality that can be productively applied.
 - Curiosity
 - Persuasive
 - Persistent
 - Competitive
 - Analytical
 - Organized



Do Interviews Predict Performance?

- ▶ Interviewer's judgments are weak predictors.
- ▶ Except for the jobs that require less skill, mental ability best predicts on-the-job performance.
- ▶ Informal interviews are more useful than handwritten analysis.
 - They are less informative than work samples, job knowledge tests, and past job performances.



The Interviewer Illusion

- ▶ **Interviewer Illusion**– “I have excellent interviewing skills...”
 - Interviews disclose an interviewee’s good intentions.
 - Interviewers don’t care about the success of those that they don’t hire.
 - Interviewers presume that “what they see is what they get”.
 - Interviewer’s mood changes how they see the interviewee.



Structured Interviews

- ▶ **Structured interview**– Interviewer asks all applicants the same questions and rates on an established scale.
- ▶ Structured interviews are meant to pinpoint attitudes, behavior, knowledge and skill.
 - How would you handle this?
- ▶ To reduce memory distortion or bias, the interviewer takes notes, makes ratings and avoids irrelevant or follow up questions.

Appraise Performance

- ▶ Purpose: to decide who to retain, how to reward people and how to pay them.
 - **Checklist**– check behaviors that describe the worker
 - **Graphic rating scales**– Check the extent of a worker’s productivity or dependability.
 - **Behavior rating scale**– Check the behaviors that describe the worker’s performance.
- ▶ 360–degree feedback



Organizational Psychology

- ▶ **Achievement Motivation**– Desire for a significant accomplishment.
- ▶ People with more achievement motivation do achieve more.
 - As children, they had more active hobbies.
 - As adults, they participate in more groups.
- ▶ Self discipline is a better representative than talents.



"You should be back at the office.
Vacations are for lazy people!
What have you accomplished today?"

Satisfaction and Management

- ▶ Positive work moods contribute to creativity, persistence and helpfulness.
- ▶ The most productive worker is the ones satisfied with work environments.
- ▶ Engaged workers know what's expected of them and have many opportunities to do what they do best.



Recognition Matters More Than Money

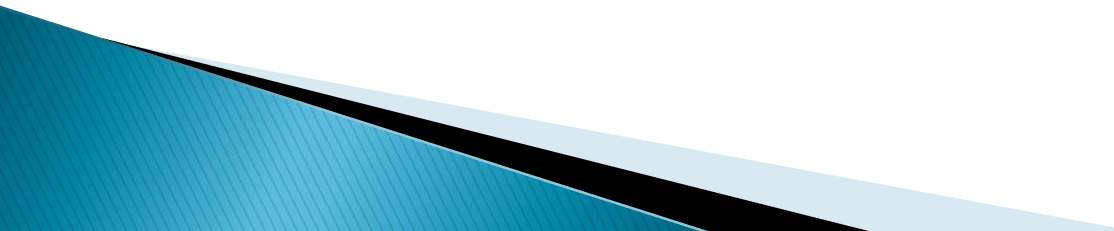
- ▶ Victor Lipman
- ▶ 70% of people in a June 2013 study responded their most meaningful recognition “had no dollar value”.
- ▶ 83% of respondents said recognition for contributors was more fulfilling than any rewards or gifts.
- ▶ praise from managers.
- ▶ fun work environment.



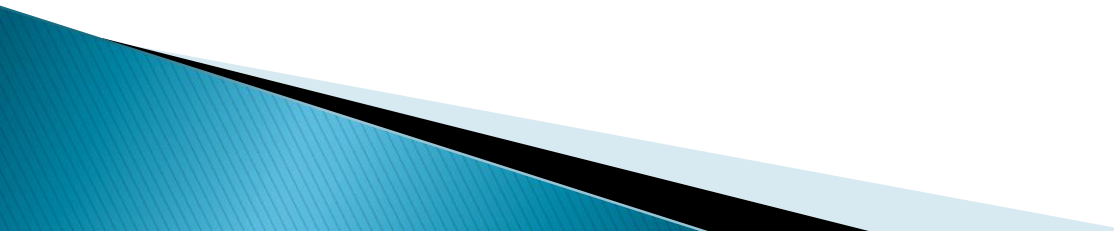
Managing Well

- ▶ 3 things that a leader does to manage workers.
 - Harness Job-Relevant strengths
 - Set goals
 - Choose appropriate leadership styles

Harnessing Job–Relevance

- ▶ Help people identify their talents.
 - ▶ Match talents to work and give them freedom to do what they do best.
 - ▶ Pay attention to worker's feelings for their work.
 - ▶ Managers choose not to promote into roles ill suited for their strengths.
 - ▶ Managers must not focus purely on negatives.
- 

Setting Goals

- ▶ Challenging goals motivate achievement, more so when combined with progress reports
 - ▶ When goals are challenging yet attainable, reaching it boosts self evaluation
 - ▶ When people state when, where, and how they will reach their goals they become more focused on work
- 

Leadership Style

- ▶ **Task leadership**– Set standards, organize work, focus on goals
- ▶ **Social leadership**– Solve conflicts, build high achieving teams
- ▶ **Transformational leadership**– Motivates others to identify with the groups mission
 - Many successful businesses have increased employee participation in decision making
- ▶ **Voice effect**– Given the chance to voice their opinions, people will respond more positively to the decision.

