

How can a manager motivate employees for productivity?

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Abstract: A motivated employee will perform better. However, not every organization knows how to motivate employees and ensure they achieve the best results possible. Understanding how to motivate employees is crucial for business success.

“Motivation is about what makes people act or behave in certain ways. It is initiated by the conscious or unconscious recognition of an unsatisfied need”. (Armstrong M & Murlis H, 1988). In this article, we’ll share ideas on how to motivate your employees and help them bring their best behavior to work. From tips and strategies to challenges in the workspace that affect employee motivation, we’ll help you build a more healthy work environment.

Keywords: productivity; motivation; performance appraisal

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In the workplace, there has been a strong controversy about why employees work overtime without extra salaries. This phenomenon often causes an intense relationship between managers and staff. Furthermore, employees can work with a negative attitude. Therefore, some suggest that providing high salaries is the only way to inspire the workers. Is that true? Perhaps, employees might simply be motivated by getting a promotion or having more time with their families and friends. This essay explores an issue that the staff’s good performance is not related to payment merely, while there would be many practical and reasonable approaches to encourage the employees for better productivity.

1 The weakness of salary

A common phenomenon is that as a company owner, manager or boss, the only way to motivate employees is through money, this approach may be appropriate in many cases. However, it sometimes is likely to be inappropriate in some contexts.

We usually see such a scene that people discuss the issue of reward in private. They said “did you hear that A makes more \$2 more an hour than me? Why? It is not fair. I have been here longer than her.” It is a potential issue which we ought to confront. Thus, for businesses, the remuneration system might be:

- Safety which means employees are satisfied with fundamental wages.
- Equilibrium, namely, in the stipend section, reward is logical.
- Employees accepted which contains three aspects: payments are needed to come out into the open, communication to accomplish the acceptance, and attendance decided to pay the salary (Ivancevich, J.M., 2004; 332)

From above the three standards, a compensation system should be appreciated, equitable and incentive processes. However, there is an internal factor exists: payment difference, which depends on personnel contribution for the same job.

Therefore, for the majority of managers in salaries are hardly to achieve equal treatment of employees. As a result, are there any intrinsic ways to motivate employees instead of monetary?

So far, I would now like to comment on two main approaches for the motivation of staff in next parts. The first section will mainly focus on how a manager can communicate with employees. Then, it aims to enhance the staff’s awareness for the work: reinforcing staff’s job recognition and offering fair competitive opportunities.

2 Open up communication channels

An effective communication plays a vital role in Human Resource Management (Harris, H., Brewster, C and Sparrow, P, 2003; 113) whether in the work environments or in personal life. However, if the supervisors and their subordinates rarely emphasize the communication, the turnovers of gifted workers are unavoidable, who are essential for the growth of the company’s sales. Accordingly, communication is an important aspect of the employee engagement.

It pointed out a fact that employees work individually, but their work hardly meet the expectations of the employers. How can the managers deal with this situation at that time? The best method is to communicate your subordinate face-to-face (Armstrong M & Murlis H, 1988; 22). This is also the most effective way to remove the misunderstanding between team leaders and employees. Moreover, the top executives could be insightful towards workers' requirements. Firstly, nevertheless, team leaders have to estimate the current emotional state. If you are angry or upset, it would influence the process of communications, which would determine the relationship between the supervisors and employees. Consequently, separate those feelings in the work environments.

3 Let the employees know the meaning of work

In the era of information explosion and rapid technological development, a huge amount of people inhabit urban areas suffering from the pressure. As a result, a great deal of corporation employees convinced that work is just to make money; they have forgotten the true meaning of work. An article written by Linda Naiman (2006) said that "in the past, 90 percent of people have lived and worked as peasants. When machines were introduced 200 years ago, our lives were ruled by time clocks and jobs" (p.1).

Perhaps workers are a slave to a job because of the money. Actually, the significance of work is far more than making money. Employers should incentive employees' potentials through the follow ways:

4 Job recognitions

Redington K (2010) stated that "money is the motivator to attract the educated, experienced, and skilled talent. Job recognition is what motivates the employee's productivity, innovation, contributions and overall satisfaction with their job and work environment" (p.1).

Money is confined to a space, recognition is unconfined. Recognition is a curriculum, an excellent supervisor should utilize the various patterns to set up the staff self-confidence. For example, personnel receive a hand written letter from a manager, thanks to their outstanding performances on a particular item. It is highly meaningful than any other awards. It also allows someone to work more enthusiasms, creativity and achievements.

Generally, job recognition could ancestor an employee's self-esteem, inspire them to take more responsibility for their jobs and develop new skills.

5 Offer a health competition

Michaision E (2010) claimed that competition is a wholesome and serviceable means which could improve sales, increase productivity and moral values strong increasingly.

Human beings are addicted to competition frequently. If the executive would provide a promotion or have a long vacation to encourage the employees, they would exhaust their ability to make the work perfectly and enjoy this process. By affording opportunities to compete create a situation that maintains people interests. Thus, it is a critical issue that impacts an individual advancement. Meanwhile, it helps to establish the correct working attitudes.

6 Encourage Work-life Balance

Many employers forget that their employees have personal lives, and to have engaged employees requires you to encourage a healthy work-life balance. The best way to implement this is by leading by example. After all, you can't expect a team member to do something if you're teaching them the opposite. A great way to hear how your employees feel about what's lacking for a good work-life balance is through employee feedback. Make sure that this area is covered when you're talking about achievements and other measurable goals.

7 Company culture

Company culture impacts how people behave and perform. The best way to motivate employees is to create a culture and ensure they all feel part of that culture. Work culture affects the employment experience and employee motivation. A positive culture that helps employees grow and prosper, encourages them, and creates a safe space is more likely to motivate

them.

To sum up, work is a kind of life experience to enhance the persons' ability, rarely living for money. The motivation system should be a fair one. A good manager, it is important know exactly what employees priorities, but also understand what they are thinking. Besides, performance of individuals is a vital event in making organizations works effectively. Last but not least, the manager should learn more about the motivation procedures and the performers would work harder than before. After all, without employee motivation, you will face workers who are actively disengaged from their responsibilities, which ultimately will ruin your business. Instead, seek and give constructive feedback, focus on building a community that inspires others to do better, and ensure your performance reviews are not stressful to your workers. As a result, a strong leader knows their strength lies in their team members feeling valued. Employee motivation can lead to improved company goals, outstanding work, higher productivity, and team members' satisfaction, and it can turn your workplace into something meaningful for everyone there. How your team feels and behaves in the company shows you whether or not the company is on the right track.

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