

### Business: Factors that Affect Employee Motivation

What will happen if someone goes into a restaurant and all employees are in a corner watching T.V or talking and ignoring the customers? They will complain or leave the restaurant. This is what happens when employees are not motivated. When employees get non-productive, one of the responsibilities of a manager is to help employees to stay engaged, focused and motivated. The problem of employees not being motivated is that they will give a very poor performance leading to low productivity and the company's goals may not be attained. Three factors that could motivate business employees are establishing good communication and trust between the employees and their managers, acknowledging and awarding their achievements, and continuing to develop teamwork.

The first factor that makes employee more motivated is keeping the communication with them as a basic strategy. Communicating with employees may sound like a very basic thing to do; nonetheless, employee communication is ignored in several organizations. It is essential for staff members to know that they are appreciated, understood and perhaps most significantly, listened to. If an employee has a worry or some other issue that may stop them from working effectively, they need to know that communication channels are open. Having the time to talk with employees can make them feel more relaxed in their jobs, more established and better-motivated to work hard for the organization. When the employees feel that there is an open communication between them, their colleagues, and their managers, they feel more confident and are more trusting. Communication can lead to trust between employers and employees. Managers are frequently in a dilemma when there is a lot of work to do; they do not delegate work to their staffs hence things will not be done at the right time. According to Kramer and Amabile (2011), managers should be accurate and they do not need to always checking employees work but they should more faith on their abilities to do their tasks, so their self-confidence may growth, which eventually will reflect positively in the way they act at their workstations. Managers should always hire employees who can be trusted because for example, if they turn a task over to an employee who cannot be trusted, the resultant disappointment will reflect negatively on them. Consequently, this is the reason why managers are at all times anxiously looking for employees whom they can trust. For example, if a person has something that is dear to his heart he will certainly hand it over to a claim and efficient person. The work is the same; managers always try to find effective employees that can give them good quality work. In addition, it is more possible for a trustworthy employee to be retained when others are let go, and a character of reliability comes in handy when an employee desires or is running for a promotion. In addition to communication and trust, common team goal is also very important.

The second factor is that other employees are inspired when they witness acknowledgement of their colleagues. It is vital for a team leader to have a sense of achievement it can inspire other employees to develop loyalty. Organize recognition events to honour achievements at luncheons, banquets or company picnics especially when someone has left an impression they can be rewarded with a promotion or can be trusted with more responsibilities. Another way is recognising employees publicly for their hard work, which keeps them happy. If managers can afford it, give employees a raise or bonus. According to Herzberg increasing the salary of employees who are performing well will motivate them to work more effectively and allow them to accomplish more (cited in Rose, 2014). It will reward better performing employees given the fact that performing employees need to be rewarded as a way of motivating the rest employees to perform better. This can be in terms of extrinsic rewards - for example additional pay, benefits or opportunities for promotion or intrinsic through simple gratitude and acknowledgement for doing an excellent job. It is crucial for employers to estimate which kind of reward is suitable in each individual circumstance, based upon overall goals and the outlooks of staff members. If an important employee has put in a momentous amount of extra work on a project, it may not be adequate to simply thank them for their efforts - they may presume some financial reward for the additional effort they have made. After an inquiry as to what would increase their job loyalty 25.8 preferred to be availed with better promising carrier opportunities, 28.3 preferred a salary increase, 13.5 wanted to be recognized and appreciated some more, 6.7 percent more on the job development /training showed a desire for while 20.2 percent chose a better life-work balance as their reason. (Salary main motivation for most ME staff, 2011, paragraph 11) However equally, businesses need to make sure they do not over-stretch their budgets and create unrealistic expectations where pay and benefits are concerned. This affects all the employees because they their work is driven by the

ir financial income.

The third factor that makes employees more motivated is when there is a same group purpose. By having the same objectives, employees will know what the company wants to achieve. So they will be motivated. They will work together to reach these goals and try to satisfy it. Knowing what the company's aims and objectives will keep the employees motivated and aspire to achieve them because they will know what the company wants achieve or where it wants to be in the future. In addition, it is also important the employees have an understanding of the company's goals as will allow them to play their future around the company's goals (Bastian, 2011). These benefits allow managers to explain to the staff and make them clearly understand the purpose of their work and what everyone should do. Employees will be excited to get the work done and see themselves reaching the aims of the firm. When employees realize that they are accomplishing some objectives, this will give them a desire do more and will increase their self-confidence. Common goals will lead better communication and allow the employees to work as group. This approach will have a positive impact on the staff because they will share relevant knowledge when working together. Moreover, employee's productivity will increase since they will listen to each other and get different perspective. When there is a goal that the company wants to achieve, it means the staff will have a clear understating of what is expected from them and it will guide them when making decisions. In short, knowing company's objective is crucial to maintain employee motivation.

In conclusion, employee's motivation is crucial for any organization; keeping workers motivated could be difficult. What you want to establish, invent or sell does not matter; after all, if ones do not have people the organization cannot be productive or cannot grow. Indeed, CEOs, company founders and managers the world over know that maintaining the teams underneath them moving forward together in harmony signifies the difference between winning and losing. Entrepreneurs have to remember the importance of motivating staff, it significant to keep staff happy and proactive. It is essential for a corporate to employ creative workers, effective and efficient decision makers and visionaries, however correspondingly crucial are the employees on the front line who exert their very best effort. In other words, to draw and maintain the best workers in the labor force, the best way is to prioritize employee satisfaction. Through discovering what will help the employees feel like they are part of the team this will keep employees happy and motivated. This is effective if only the three proposed measures of establishing a good communication between the employees themselves and their managers, acknowledging and awarding their achievements, and continuing to develop the employees and their skills, which will enable them to progress in their career.

## References

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