

Academic and Employability skills What are the most effective ways to motivate staff?

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Academic and Employability skills

What are the most effective ways to motivate staff?

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Student name: Ana-Maria Vlad

Student ID: 2129604

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Executive Summary

The study focuses on the motivation of the employees within the company so that they can bring out the best performance for the company. The employers have to retain the employees within the company which helps to reduce the turnover rate within the structure of the company. ¹ As the employees are the backbone of the company so the managers have to prioritise the feelings of the employees.

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Introduction

Academic skills and employability skills help to encourage the staff and make them more efficient while creating a professional background for the company. As opined by Paais *et al.*, (2020 p. 580), every company must try to maintain a proper and healthy work culture so that the employees feel motivated. The staffs have to be motivated by the managers which help to bring out the best performances of the company. The different skills help the employees to think critically and help to communicate with each other such that the companies can get the best performances for the business. Proper feedback helps the employees to provide and manufacture the products according to the demands and needs of the customers.

Four different ways in which the staff can be motivated

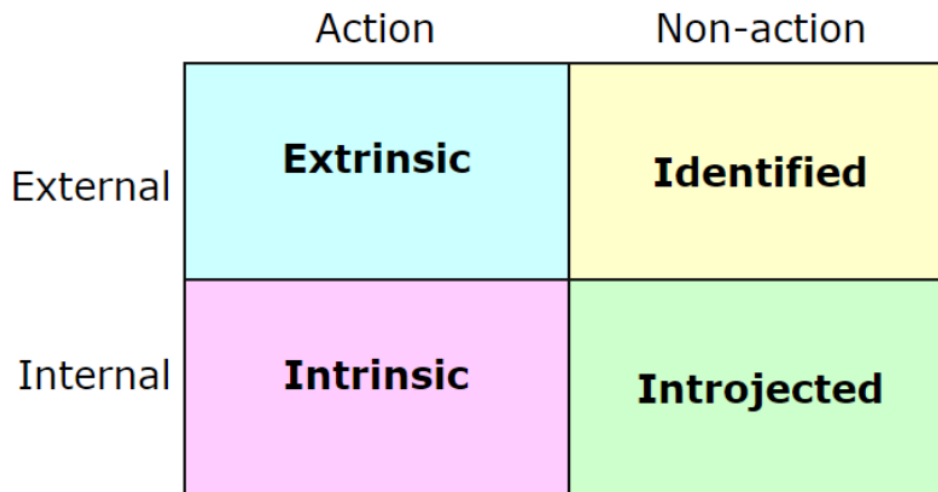


Figure 1: Different ways of motivation

(Source: Medium, 2022)

Extrinsic Motivation

The term *extrinsic motivation* defines the behaviour of a person that is driven by external rewards. The external rewards can be tangible which includes money and grades or intangible which comprises praise and fame. Employees have to be motivated by gaining different skills and implementing different skills within themselves which helps to create a healthy and fruitful environment within the company (Van der Kolk *et al.*, 2019 p. 920). Motivation is needed from the employees for the betterment of the company that will help to grow the company in a broader sense. The staffs have to be motivated by the managers which help to

bring out the best performances of the company. The employees have to be loyal and honest to get a proper appraisal within the work culture of the company. These types of motivation are highly effective as the employees can be able to complete a work within a specific period of time. The employees are boosted by getting motivation as they are able to complete their stipulated work within a specific period of time. As stated by Lorincová *et al.*, (2019), the employees are motivated by giving proper rewards or recognition by the managers of the company. The employees are given small incentives by the companies which have a little interest in the activities within the work environment.

Intrinsic Motivation

The term *intrinsic motivation* refers to the act of doing something without expecting any rewards from the company. Instinctive motivation helps to motivate the employees by engaging them in an activity for their own sake and learning different skills while working within a work culture. The employees have to participate in the same work culture for their sake of them and they are not given any reward for that. This type of motivation is self-motivation that an individual must learn or acquire the skills while working in the structure of the company. Motivation is needed from the employees for the betterment of the company that will help to grow the company in a broader sense. This type of motivation is mainly focused on the interpersonal skills that the employees have to develop within themselves to attain or achieve their skills by upgrading their skills for their own sake. Intrinsic motivation is an internal drive that has propelled an individual to pursue activities by adopting and changing behaviour for personal satisfaction and fulfilment. By developing this motivation, the individual can learn to know the skills while working and try to adapt to the changing behaviour for the fulfilment of the individual.

Introjected Motivation

The term *introjected motivation* is defined as the negative internalised motivation by getting motivation from the employers or managers of the company. An individual who is working in a company or business feels that his or her work is not up to the mark but the employers or managers make them motivated by providing them with the positive aspects of the work provided by the company. It is a type of motivation which acts as behaviour which gives partial or full internalised (Ozkeser., 2019 p. 805). The different skills help the employees to think critically and help to communicate with each other such that the companies can get the best performances for the business. In this type of motivation, the employers mainly motivate the employees by showing the positive aspects of the company. The individual has to give

their best performances which will be analysed by the employers of the company and tries to motivate the staff by providing different intangible rewards such as praise and fame. These types of rewards help to motivate the employees in a proper manner to bring out the best performances for the company.

Identified Motivation

The term *identified motivation* is referred to as the form of motivation which understands to perform or accomplish the task and tries to self-motivate themselves for their own sake. The employees have to participate in the same work culture for their sake of them and they are not given any reward for that. The employees have to be self-motivated by upgrading their own skills and knowledge for their own sake. The individual has to provide their best performances which will be analysed by the employers of the company and tries to motivate them so that they can also gain rewards or be recognised within themselves (De Sousa Sabbagha *et al.*, 2018 p. 137). Self-motivation is highly recommended for the development of the company and **can be able to achieve the targeted goals and objectives of the company as the** employees are the backbone of the company.

Conclusion and recommendation

It can be summarized that motivation is highly recommended for the employees to bring out better performance for the company and can increase the revenues in the global market. It is recommended that the managers or employees can give prizes or rewards to the employees which helps to motivate the employees and also helps to motivate the other employees by the seeing the rewarded or recognized employees. The different skills acquired by the employees to think critically and help to communicate with each other such that the companies can get the best performances for the business.

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