

The Importance of Motivation in the Workplace

Motivation is a really important fact in the workplace, truth be told its influences how employees perform how they interact with their peers and with the customers and all of this contributes to the success of the organisation or Business (Robbins and Judge, 2023). Based in my own experience I can say that I was way more productive when I felt motivated, even when I worked as a cleaner I feel like I cleaned better when I was motivated. all the tasks that I had to do I completed them with high standards because I genuinely wanted to do a good job . And since hard work always pays off, I was later recognised by my employer , and I got promoted to supervisor. So basically based in my experience, I can conclude that motivation also created opportunities for my career growth . as Herzberg stated (1968) employees are more motivated when they feel recognised and have opportunities to achieve, which makes my own experience.

Now I am a supervisor and what happens to me I can observe in the others. I realise that motivation is just as important for leading a team when I'm doing my functions as a supervisor I make an effort to encourage my workers. I recognise their achievements and I support him as well when the challenges arise. By doing this, I noticed that the workflow it's smooth and they work together more efficiently and what happened to me in the past Swartz that repeat in a way that everyone seems happier and it helps to create a more positive atmosphere in the workplace.

So as you can imagine, motivation not only helps one person perform better but it's influencing the entire team.

Armstrong and Taylor (2023) observed that organisations that motivate employees often experience high productivity better teamwork and improved staff retention, and since I worked on both sides as an employer and as an employee I can state that this is true and for these reasons or organisation should invest in motivating their employees, as benefits both the workforce and the overall success of their businesses.

References

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