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Question 3

factors that need to be considered are employees motivation. Maslow's hierarchy of needs shows what motivates people in an organisation. When people reach esteem needs they need a feeling of accomplishment to be motivated. A lot of employees are not at this level so the opportunity to grow and learn new skills is not that important to them. Incentives can be used to motivate people, like money and bonuses and will encourage people to learn and adapt.

Herzberg's Two-Factor Theory deals with job satisfaction and job Dissatisfaction. To improve motivation of employees to help and change giving people responsibility, recognition and personal growth will all help with job satisfaction and better working conditions, and better coworker relationships will decrease job dissatisfaction.

~~Some~~ Explaining why the change is needed is important, being honest along the way will keep employees engaged and up for the change.

Some employees however will resist these changes, and an authoritarian or democratic way of dealing with the situation can be used. Using either way to deal with resistance can be used, and McGregor's