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Herzberg claimed in his two factor theory that needs in work in order to motivate are either motivating factors, which increase job satisfaction and hygiene which will decrease job dissatisfaction. Following this model to motivate the workers we must aim to increase motivating factors without altering any hygiene factors which are seen as almost expected. Motivating factors include recognition, which is a variety of some of the workers as they feel they may not get performance awards. This can instead be recognition given for being accepting of the change and rewarding the workers for cross training. Another motivation need is advancement so workers could be encouraged by possibility of promotions now they are trained across all machines there may be options for roles in supervision ~~tasks~~ ^{tasks} communicated to the workers which will motivate them to perform to their highest ability in order to progress.

Another theory on a way to motivate is 'Maslow, 1951' and the hierarchy of needs in which people will strive to satisfy a specific set of needs in a systematic way starting with basic needs and moving up the hierarchy. In the work environment the basic needs have already been met and so it is the psychological needs which need to be addressed. As a manager you need to try and make all workers feel as though they belong and are part of the team. You must also show workers respect and recognise the work that is done by people and this will in turn save their own self-esteem. According to Maslow, if all of these needs