

# MOTIVATION



**Motivation** is everything. You can do the work of two people, but you can't be two people. Instead, you have to inspire the next guy down the line and get him to inspire his people.

**Motivation** is the art of getting people to do what you want them to do because **they want** to do it.

## External Rewards

- Salary
- Working conditions
- Benefits
- Environment



## Internal Rewards

- Achievement
- Responsibility
- Recognition
- Feedback
- Learning and growth

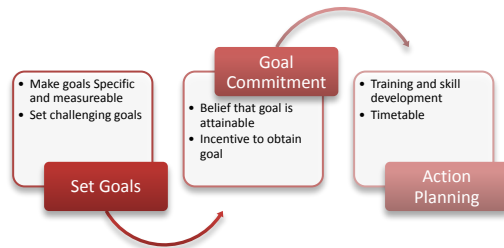
# What motivates me in job?

- When I have done my work, my boss gives positive feedback that motivates me.
- Enjoying the job, Hard work, satisfaction and MOST IMPORTANT Appreciation motivates me lots to do a good job
- Learning technology and innovative new functionality. Induces me to work with productivity. And motivates me.

# History has given us many models of Motivation...

## Locke & Lathum

Goal Setting



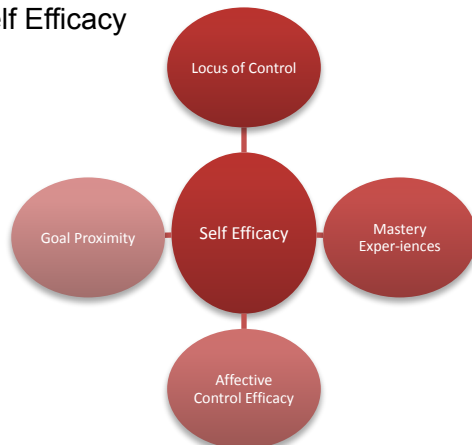
## McClelland

Needs Based Motivational Model

- Need for achievement (n-ach)
- Need for authority and power (n-pow)
- Need for affiliation (n-affil)

## Bandura

Self Efficacy



## Maslow

Hierarchy of Needs

1943



# HIERARCHY OF NEEDS



**Thank you**