



# Motivation: Why It Matters

Welcome to Unit 5 of Management and Organizational Behaviour!  
This presentation will explore the importance of motivation, a vital force in driving individual and team performance.

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# Recap: Leadership and Power

## Leadership Styles

We explored different leadership styles like autocratic, democratic, and laissez-faire. Each style has advantages and disadvantages depending on the situation.

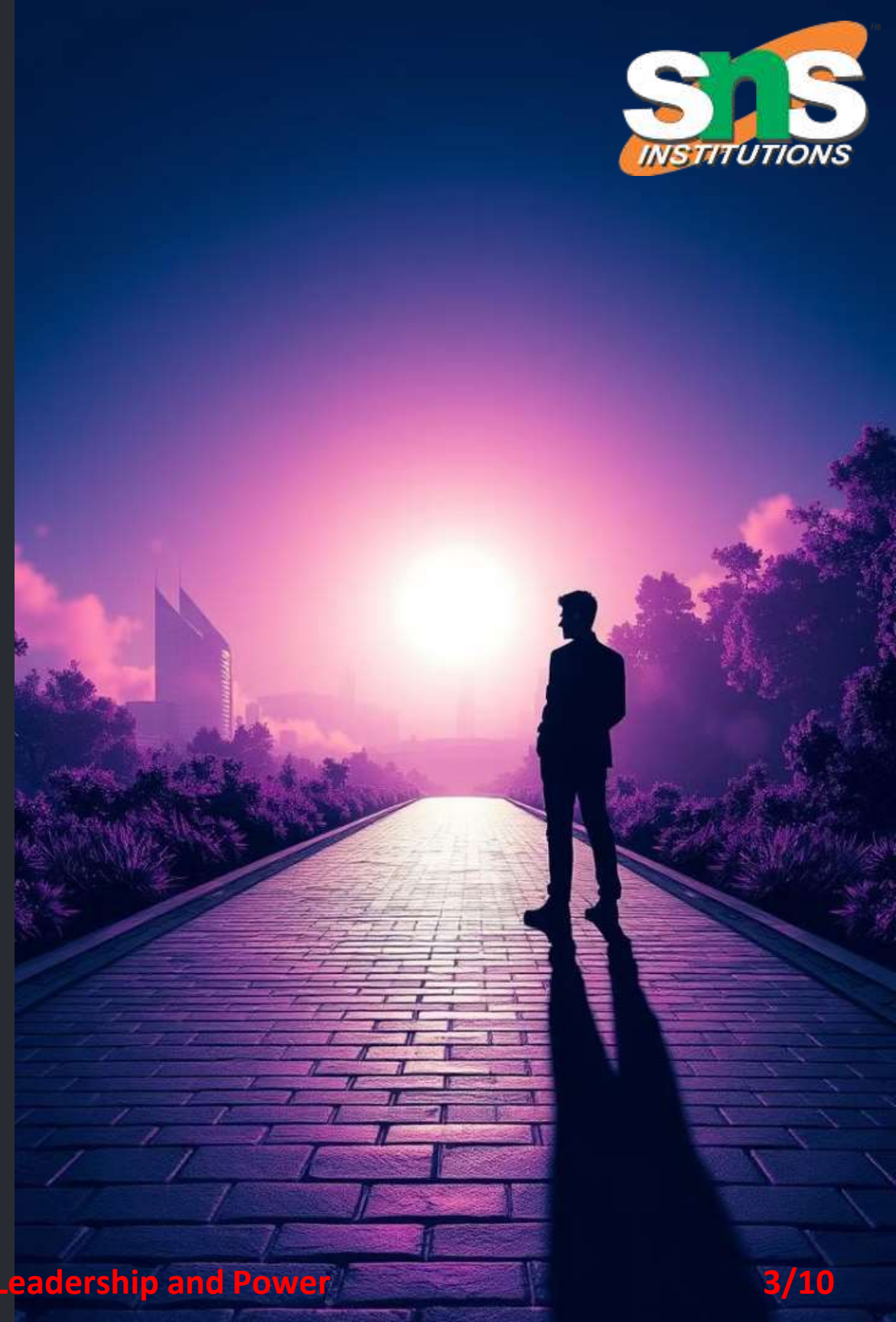
## Power Dynamics

We also learned about different sources of power, including legitimate, reward, coercive, expert, and referent power. Understanding these dynamics is key to effective management.



# Guess the Topic

Can you guess the topic of this unit? What factors influence our motivation? Think about your own experiences and what makes you feel inspired and engaged.





# Motivation Theories: Understanding Why We Act

## Self-Actualization

1

Fulfilling one's full potential.

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## Esteem Needs

2

Feeling of accomplishment.

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## Belongingness

3

Social connections, love.

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## Safety Needs

4

Security, stability.

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## Physiological Needs

5

Basic survival needs.



# Intrinsic vs. Extrinsic Motivation

## Intrinsic Motivation

Internal drive, passion, personal satisfaction, and sense of accomplishment.

## Extrinsic Motivation

External factors, rewards, bonuses, recognition, promotions, or avoidance of punishment.



# Motivational Techniques: Fueling Performance

## 1 Goal-Setting

Specific, measurable, achievable, relevant, and time-bound goals help guide efforts and enhance motivation.

## 2 Feedback

Regular feedback, constructive and positive, helps individuals understand their strengths and areas for improvement.

## 3 Rewards

Tangible and intangible rewards, like bonuses, recognition, and opportunities for growth, can incentivize desired behaviors.

## 4 Empowerment

Empowerment through autonomy and decision-making helps boost motivation by fostering a sense of ownership and control.



# Demotivating Factors: Obstacles to Motivation

## Micromanagement

Excessive control and scrutiny can stifle creativity, autonomy, and motivation.

## Lack of Recognition

Ignoring or underestimating achievements can lead to feelings of devaluation and disengagement.

## Poor Leadership

Ineffective leadership, lacking in vision, communication, and support, can significantly impact motivation.



# Learning Check: Testing Your Knowledge

1. Which theory emphasizes the importance of fulfilling basic needs before higher-level needs?
2. What is the difference between intrinsic and extrinsic motivation?
3. Name three motivational techniques discussed in this presentation.



# Summary and Key Takeaways

Understanding motivation is crucial for successful leadership. By recognizing what drives individuals, we can create an environment that fosters engagement and high performance. Remember, intrinsic and extrinsic motivation can work together to achieve great things.



# References: Further Exploration

For further reading and research, I recommend the following resources:

**Books:** - "Motivation and Personality" by Abraham Maslow -  
"Drive: The Surprising Truth About What Motivates Us" by Daniel H. Pink

**Articles:** - "The Science of Motivation" by Harvard Business Review

**Online Resources:** - Motivation Science Center:  
[www.motivation-science.com](http://www.motivation-science.com) - Psychology Today:  
[www.psychologytoday.com](http://www.psychologytoday.com)

Personal growth

