



Types of Motivation and Its Effects on Work Behavior

Welcome to Unit 5: Leadership and Power! We're going to explore a key aspect of leadership: understanding motivation and how it influences team performance.

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Recap: Leadership and Power

Leadership Styles

We previously discussed different leadership styles, including transformational, transactional, and laissez-faire.

Power Dynamics

We examined various types of power, such as legitimate, reward, coercive, expert, and referent power.



Guess the Topic: Motivation

☐ What drives people?

What factors encourage individuals to achieve goals?

☐ How do we tap into it?

What strategies can leaders use to motivate their teams?



Intrinsic vs. Extrinsic Motivation

Intrinsic

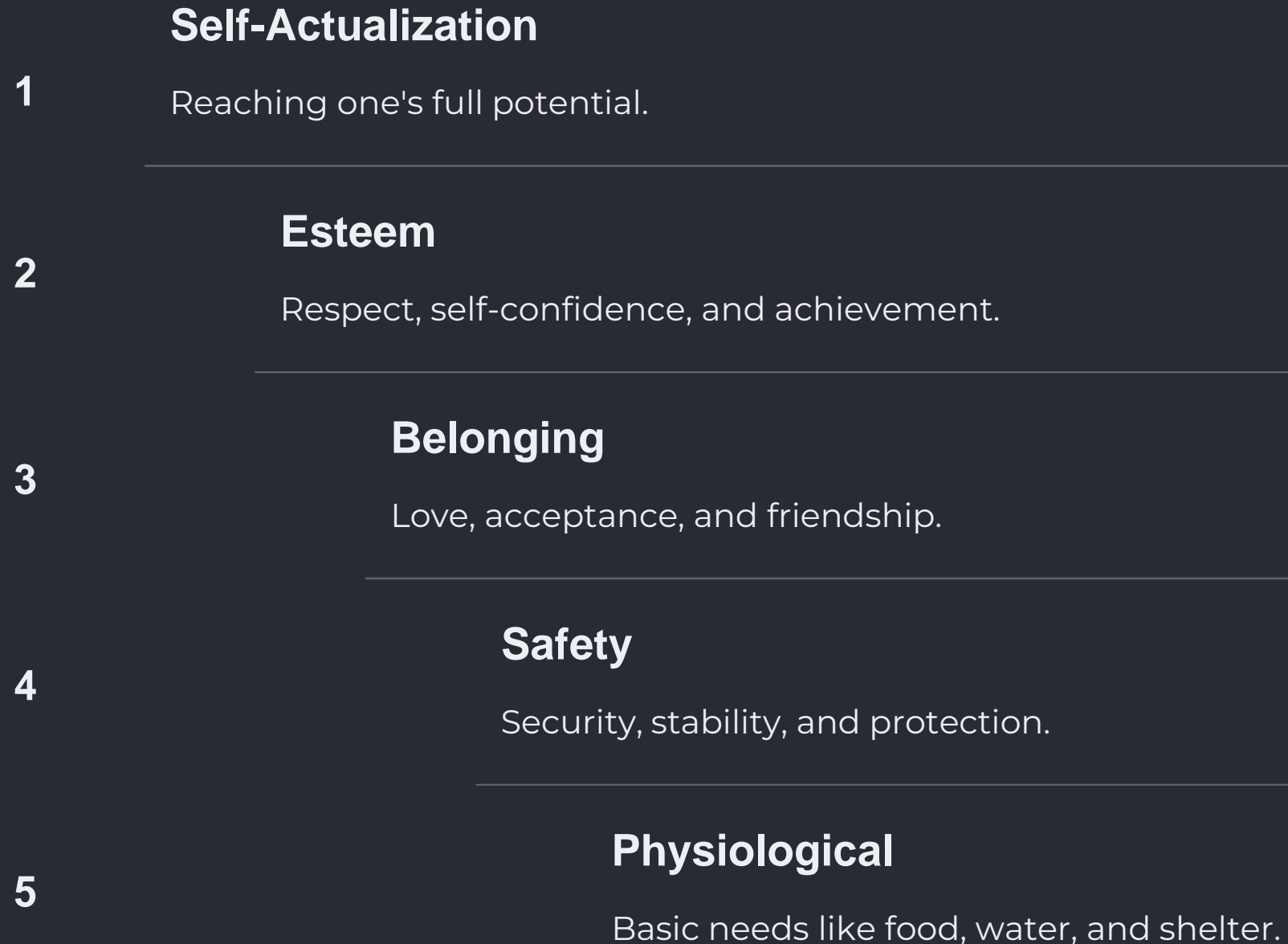
Driven by internal factors, like satisfaction, accomplishment, and personal growth.

Extrinsic

Driven by external factors, like rewards, recognition, and pressure from others.



Maslow's Hierarchy of Needs





Herzberg's Two-Factor Theory

Hygiene Factors

Prevent dissatisfaction but don't motivate, like salary, job security, and working conditions.

Motivators

Drive job satisfaction and performance, like achievement, recognition, and growth opportunities.



Real-Life Case Study: Motivating a Diverse Team



Team Building

A company implemented team building activities to improve communication and collaboration.



Clear Goals

They established clear goals and performance metrics for each team member.



Feedback

Regular feedback and recognition were provided to acknowledge individual contributions.



Motivation & Work Behavior

1

Increased Productivity

Motivated employees are more productive and efficient.

2

Improved Quality

They strive for excellence and higher quality work.

3

Reduced Absenteeism

They are more committed to their roles and less likely to be absent.



Learning Assessment: Interactive Quiz

1

True/False

Maslow's theory suggests that all needs must be fulfilled before moving to the next level.

2

Multiple Choice

Which is an example of an intrinsic motivator?

3

Open-Ended

Describe a time when you were intrinsically motivated.





Summary and References

Understanding motivation is crucial for effective leadership. By understanding the different types of motivation and applying relevant theories, leaders can foster a motivated workforce and achieve organizational goals.

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