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Date:

Motivation Theories Assignment

Introduction

Motivation is a force that affects how a person acts and behaves. It can also be considered as a set of factors that can bring facts in front and arguments will be used to support the program (Deci and Ryan 1). Motivation is one of the most important elements in business and in the work environment itself, promoting the productivity of the organization as a whole. The organizational ability to deal with work-related tasks requires motivation from the employees. Motivation is one of the most significant factors in work, performance and education (Deci and Ryan 2). This report will explore the impact of motivation theories on the experience of the employees. Motivation is an important part of employee work productivity. This paper will elaborate on three different theories that have affected employee motivation in the workplace: Maslow's Hierarchy of Needs, Herzberg's Two-factor Theory and Acquired Need Theory.

Maslow's Hierarchy of Needs

Motivation is linked to employee productivity. Maslow's hierarchy of needs, arranged as a pyramid, defines the needs of employees and their current level. This motivational theory is divided into five different parts/tiers that define the ability of an organisation to perform duly

(Wahba and Bridwell 230). Maslow's hierarchy of needs gives a thorough analysis of how an organization can influence employee motivation (Wahba and Bridwell 233). When the employees become satisfied with their jobs, it is time to select which strategy is to be used for them to be promoted to the next level.

With the help of Maslow's Hierarchy of Needs, a company can move their employees forward and motivate them by meeting their current needs. When the current level of employee motivation has been identified, the organization can take its productivity to the desired level.

The most basic need of the employee, and their motivating factor, is the physiological need for food, water, warmth, and rest. The second need involves safety and security at the workplace. The third one focuses on the feelings of belonging and love one gains from intimate relationships and from having friends (Wahba and Bridwell 229). On the fourth tier, there is self-esteem, which relates to prestige and feelings of accomplishment. The fifth need is about self-actualization, and demands the achievement of one's full potential. These factors can trigger higher motivation levels in employees.

Herzberg's Two-factor Theory

Herzberg's two-factor theory is one of the most frequently used theories when it comes to employee motivation. Herzberg's two-factor theory is known for its dual characteristics and factors. It can increase employee job satisfaction and overall job productivity in an organization. Whenever the organization is dealing with productivity issues, Herzberg's Two-factor Theory comes into play. In Herzberg's two-factor theory, the organization has to develop two different sets of motivators and hygiene factors.

Motivators are the causes that can affect the employee motivation level by increasing or decreasing it. When it comes to dealing with employee motivation, an organization may improve its performance by stimulating employees to achieve new heights.

Hygiene factors can have a significant negative impact on employee dissatisfaction. Company's hygiene policy will have a significant impact on employee job satisfaction and may increase the impact of remuneration, safety and security, while its absence can decrease the motivation level of its employees.

Acquired Need Theory

Acquired Need Theory defines the needs of the individual and helps an organization to classify these needs into three motivating drivers (Solomon 691). These include motivating drivers and the need for achievements, power and affiliation. The main factors of this motivation theory rely on the data of the company (Solomon 691). In this theory, each indicator can define the organizational ability to do the business required. According to the acquired need theory, the organization can perform individual programs for the development of employee motivation, the need for achievement, power and drivers being the most important parts of this process.

In the Acquired Need Theory, the factors counted by the organization are power, achievement and affiliation (Solomon 691). This theory can be defined as an organization's ability to learn the motivational factors of its employees. When the ability of the employee in terms of motivation and affiliation has been justified, the acquired theory of motivation can serve as a good indicator and increase employee motivation at the level of business development. The

employees in the organization get the most benefits due to the direct impact of the motivating factor on the organization.

Conclusion

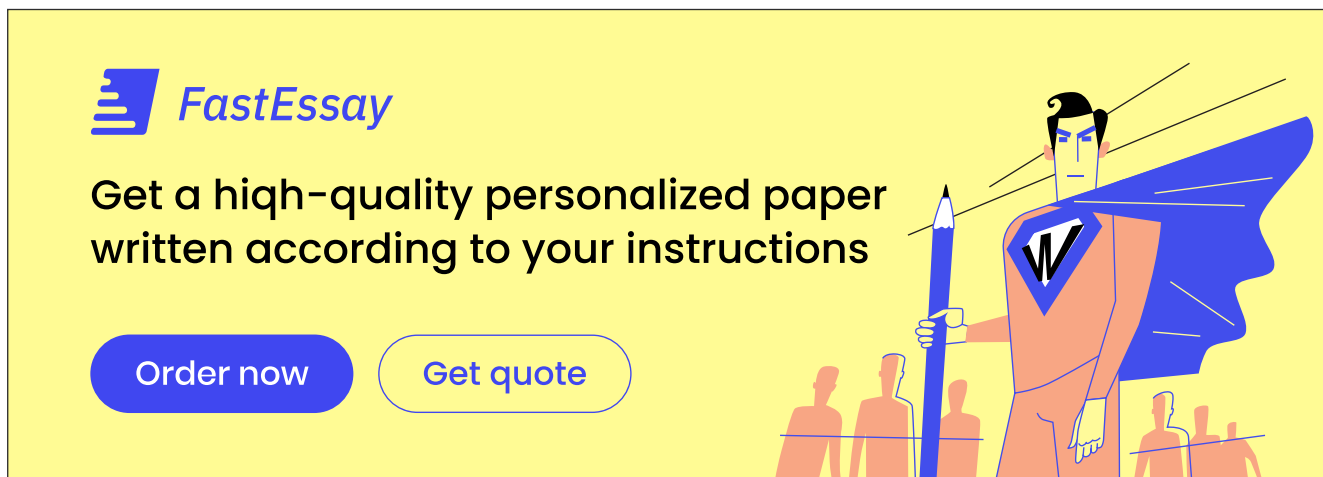
Motivation is one of the most important factors in business and in the work environment for promoting the productivity of the organization. The organizational ability to deal with business functions requires motivation among the employees. In the above report, Maslow's Hierarchy of Needs, Herzberg's Two-factor Theory and Acquired Need Theory have been discussed, and it has been identified that these factors have contributed towards the motivational theories.


Works Cited

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