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
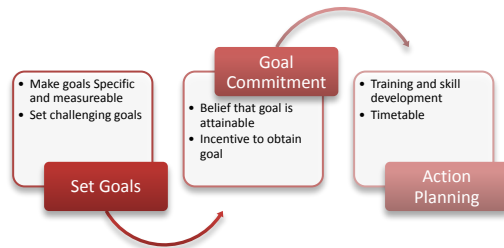- Feedback
- Learning and growth

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.

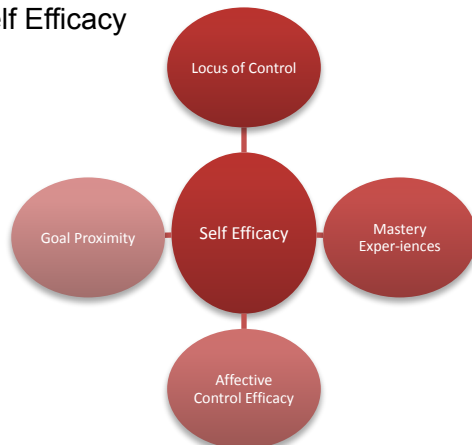# History has given us many models of Motivation…

Locke & Lathum
Goal Setting

- Make goals Specific and measureable
- Set challenging goals

Set Goals

- Belief that goal is attainable
- Incentive to obtain goal

Goal Commitment

- Training and skill development
- Timetable

Action Planning

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

Locus of Control

Goal Proximity

Self Efficacy

Mastery Exper-iences

Affective Control Efficacy

Maslow
Hierarchy of Needs
1943

SELF ESTEEM (2) Confidence achievements FREEDOM

SELF ESTEEM (1), fame, recognition, reputation, dignity

LOVE AND BELONGING, children, friends, partners

SAFETY NEEDS, shelter, job security, retirement plan, insurance

PHYSIOLOGICAL NEEDS, air, water, food, rest, exercise, etc

HIERARCHY OF NEEDS

Self actualization (Confidence, achievements, freedom)

Self esteem (fame, recognition, reputation, dignity)

Love and belonging (children, friends, partners)

Safety needs (shelter, job security, retirement plan, insurance)

Physiological needs (air, water, food, rest, exercise, etc)

Thank you