**Improving motivation and engagement**

**Motivation presentation: Activity**

Students must produce an **A4** **poster (optional)** for one of the chosen motivation theories or methods. Once they have completed their poster, they must present the theory to the rest of the group. The posters will be photocopied and given to students for their notes.

**Group 1:** F.W. Taylor – Scientific management

**Group 2:** Abraham Maslow – Hierarchy of needs

**Group 3:** Fredrick Herzberg – Two-factor theory

**Group 4:** Elton Mayo

Students must work in groups and all be active in the presentation and design of materials.

The **presentation** should include:

* An explanation of what the theory is and how staff would be motivated by businesses according to the theory
* The value of the theory to businesses. How relevant is it? Are there any weaknesses?
* Tasks and questions to consider
* Diagrams
* What types of business and situation would this theory be most relevant and useful for? For example, retail, manufacturing, call centres, professionals, management, small or large firms, etc.

The **handout** should include:

* An explanation of what the theory is
* How staff would be motivated by businesses according to the theory
* Diagrams
* Value and possible weaknesses of the theory

**Motivation quiz**

1. Which theorist said the following?

|  |  |
| --- | --- |
| Statement | Theorist |
| This theorist came up with the two-factor theory: hygiene factors (working conditions, pay) to avoid dissatisfaction and motivators (e.g. recognition, responsibility) to actually motivate staff to work harder. |  |
| Payment by piece-rate will motivate workers and increase productivity |  |
| Managers having tight control on their staff is essential |  |
| Who produced the hierarchy of needs? |  |
| Which two theorists have the closest links? |  |
| Division of labour and specialisation increase productivity |  |
| Self-actualisation is the ultimate factor that will continue to motivate people |  |
| Pay is a reward allowing employees to meet their physiological needs |  |

1. Which method of motivation?

|  |  |
| --- | --- |
| Statement | Method of motivation |
| Staff are paid an amount per hour worked |  |
| Staff are paid a certain amount per item made |  |
| Staff are paid a percentage of any sales they make on top of a basic level of pay |  |
| Giving responsibility over the work and decision making can make workers feel in control, trusted and valued |  |
| Pay levels and bonuses are linked to how well staff perform in relation to their targets and assessed in appraisals |  |
| Staff regularly change job roles to alleviate boredom, to increase their skill level and to help cover missing colleagues |  |
| Non-financial benefits such as discounts, crèche services, uniform, company cars and phones, etc. |  |
| Staff are paid a fixed amount for the year which is broken up and awarded each month |  |