MOTIVATION PROGRAM CONTINUOUS IMPROVEMENT

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Studies say, “Exiting motivation programs have proved effective and there is room for new programs to be adopted.”

Individuals in the organization behave differently from one another. Hence, motivated by different system. A factor in motivation might drive others while some will still be looking for something. If in Economics, there is a diminishing return, this can also be related in Motivational Program. Some may work well on employees and might increase their level of Motivation, but these will gradually decrease if not enhance or improved. For example, it is normal for employers to provide the best for their employees specially if it will affect the productivity. The Motivation program may be design and implement through job design, organizational behavior modification, recognition and pride and financial incentives.

For employees who are into routine work, the entity may propose job enrichment, job characteristic model and job crafting. This allows the recognition of work and control through feed to ensure the quality of work. Skill Variety, Task Identity and Significance may also be implemented. Organizational Behavior Modification involves identify the critical behavior and the baseline data to less the unwanted behavior. Motivation through Pride and Incentives emphasizes accountability and rewards. While financial incentives use monetary rewards to increase output by an additional sharing, compensation, and others. These are just some of the technological factors that offers higher incentives. Know that one must always update the motivation program to cater the needs of all.
References: