RELATION OF EFFECTIVE MANAGEMENT AND MOTIVATION TO EFFECTIVE WORKFORCE

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It is common in any industry to prioritize achieving goals and target schedules rather than the wellbeing and disposition of their employees. It is not much different within the school system where the employees are the teachers and the industry is the management. It is easy to forget that teachers also need something to drive them towards achieving favourable results. With how the pandemic has change the way life goes, it most important than ever to have a well functioning and efficient team work within the workforce. The modular method in which the Department of education chose to go forth with requires enormous teamwork from the teachers as well as the management and other school staffs.

It is now fundamental than management knows how to use motivation to propel teachers to productivity and efficiency of work. There are studies which prove that there is a relationship between motivation and productivity. An efficient people management is vital to ensure that the employees are well compensated and satisfied. Good people management also strengthen the trust of staff to their management. It liquefy barrier which can cause misunderstanding and miscommunication. According to Cole (2007) the foundation of the relationship between managers and their workforce should not only be based on fear but rather is more towards respect of their skills. A good management know what task complements a particular employee’s strength. It is a matter of identifying each person’s skill set and ability. It is also a good management trait to be able to extend compliments and praise whenever their staff perpetrate a notable achievement (Graham and Bennett 1998).
There is a theory developed by Edwin Locke and Gary Latham (1979), where they have discussed the relation between motivation, goal setting and task performance. In the Theory of Goal Setting and Task Performance (Locke and Latham 1990) a book published to tackle and explore the theory further explained that by leading people’s attention toward set goals and priorities and by letting them channel their strengths and abilities in their own phase increase the probability of success. It is also noted that people tend to strive better when they have confidence on their work and that the prospect of attaining the set goal is high, it is also associated to having a well-regarded reward or incentive (Armstrong 2009). In a separate theory which was developed before Locke and Latham’s, the Expectancy-Value Theory also gives focus on how people are being influenced by motivation in relation to their perceived worth of their task as much as the chances of attaining valued results (Eccels Et. Al., 1983).

These strategies only work however, if the management knows how to highlight motivational feedbacks. Monitoring everyone’s progress through regular but systematic meeting to ensure that no one is left behind and to allow the people to showcase their work and progress is imperative as well. It relives the sense of competition and fosters interaction between groups and factions working on different projects or ideas. Meetings are also a excellent way to keep employees informed regarding general matters within the system that have the possibility of affecting their work or contribute toward enlightenment (Cole 2007). Giving the employees their own discretion and autonomy concerning the decisions affecting their own growth and improvement make them a well versed unit. It is where proper skills and training comes to play. If the workforce is properly prepared for their role, the risk of unguided mistakes and error of judgement is slim to none.

But above all else, it is creating an ideal environment where minds can function and can produce ideas that matters most. In a healthy minimal-stress environment people can grow and develop, they can be motivated and achieve goals. It is true, though, that
such environment can be hard to manifest especially with the chaos that is the world right now, but it is the management’s obligation to at least try their hardest to obtain such especially because schools are not factories that produce inanimate objects, schools produce Teachers, Lawyers, Doctors, Leaders, schools produce the future it is so farfetched to imply that they deserve that much.

References:


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