THE ROLE OF STAFF MOTIVATION IN YOUR COMPANY
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Motivation is the force that converts intention into action.

The example of how much humans are driven by intrinsic motivators, is a famous experiment called the Candle Problem. The experiment shows that the secrets to high performance is not necessarily rewards and punishments, but just drive to do things because they matter.
It is important to mention that some common organizational and managerial practices can kill motivation.

Managers who’ve been able to motivate their employees successfully realize how easy it is to achieve tasks when employees feel inspired. However, there are many organizational and managerial practices that can kill employee’s motivation.

Here are some of the major things to avoid:
1. Failure to recognize and reward performance.
2. Failure to deal with performance problems.
4. Inconsistent goals.
5. Unnecessary policies and arbitrary barriers.
6. Fostering a competitive work climate.
7. Poor feedback.

Some ways to motivate your employees are:
1. Boost employee’s self-confidence in their work skills.
2. Create a positive work environment.
3. Create value for work.
4. Match employees’ work with their skills and interests.

In addition to their standard indirect forms of compensation, more companies have started using various rewards or point systems. Points earned for good performance can later be used by the employees to redeem all sorts of gift items, travel perks, or even additional days off from work.

Understanding how to motivate employees is a critical aspect of running a successful business. Money and security may be good initial incentives to get employees to work, but praise and recognition are things to help them to achieve the goals.

In 2009, career analyst Daniel Pink (also Al Gore’s former speechwriter) gave a great TED talk on the surprising science of motivation. He suggested three ways to help to motivate employees: Autonomy, Mastery and Рифове. This entails trusting your employees, enabling them to hone their skills and giving them a sense of Рифове in the work they do.