

Management and Motivation

Nancy H. Shanks

LEARNING OBJECTIVES

By the end of this chapter the student will be able to:

- 1. Define the concepts for understanding the concept of motivation, particularly when and when not to motivate employees.
- 2. Provide an overview of the different theories of motivation.
- 3. Identify extrinsic and intrinsic factors that impact motivation.
- 4. Assess interventions about motivation and
- 5. Suggest strategies to enhance employee motivation.

INTRODUCTION

Managers are continually challenged to motivate a workforce to do new things. The first challenge is to motivate employees to work toward helping the organization achieve its goals. The second is to motivate employees to work toward achieving their own personal goals.

Motivating the needs and achieving the goals of both the employee and the employer is often difficult for managers in all types of organizations. In health care, however, this is often more difficult, in part as a result of the complexity of health-care organizations, but also as a function of the wide array of employees who are employed by or work collaboratively with

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