### **Organisation Behaviour ppt on motivation**

1. What is Motivation ? Motivation is the characteristic that helps you achieve your goal. It is the drive that pushes you to work hard .It is the energy that gives you the strength to get up and keep going - even when things are not going your way

IMPORTANCE OF MOTIVATION

¬Productive use of resources ¬Increased efficiency and output ¬Achievement of goals ¬Development of friendly relationships ¬Stability in workforce

Objective Of Motivation

The purpose of motivation is to create condition in which people are willing to work with zeal, initiative. Interest, and enthusiasm, with a high personal and group moral satisfaction with a sense of responsibility. To increase loyalty against company. For improve discipline and with pride and confidence in cohesive manner so that the goal of an organization are achieved effectively.

Why Motivation Is Important?

This can summarize by saying that motivation is important both to an individual and a business. Motivation is important to an individual as: 1. Motivation will help him achieve his personal goals. 2. If an individual is motivated, he will have job satisfaction. 3. Motivation will help in self-development of individual. 4. An individual would always gain by working with a dynamic team.

Similarly, motivation is important to a business as: 1. The more motivated the employees are, the more empowered the team is. 2. The more is the team work and individual employee contribution, more profitable and successful is the business. 3. During period of amendments, there will be more adaptability and creativity. 4. Motivation will lead to an optimistic and challenging attitude at work place

Factors affecting on employees motivation---

[8.](https://image.slidesharecdn.com/obppt-160124140654/95/ob-ppt-on-motivation-8-638.jpg?cb=1453644437)Employee Motivation Getting employees to do their best work even in strenuous circumstances, is one of the employees most stable and greasy challenges and this can be made possible through motivating them. Employee Performance fundamentally depend on many factors like performance appraisals, Employee motivation, Employee satisfaction, compensation, Training and development, job security, Organizational structure and other, but the area of study is focused only on employee motivation as this factor highly influence the performance of employees.

[9.](https://image.slidesharecdn.com/obppt-160124140654/95/ob-ppt-on-motivation-9-638.jpg?cb=1453644437)Rewards Reward has the supremacy to magnetize, maintain and motivate individuals towards higher performance. Frederick Taylor and his scientific management associate described money as the most fundamental factor in motivating the industrial workers to attain greater productivity. To use salaries as a motivator effectively, managers must consider salary structures which should include importance organization attach to each job, payment according to performance, personal or special allowances, fringe benefits, pensions and so on .

[10.](https://image.slidesharecdn.com/obppt-160124140654/95/ob-ppt-on-motivation-10-638.jpg?cb=1453644437)Leadership Leadership is about getting things done the right way, to do that you need people to follow you, you need to have them trust you. And if you want them to trust you and do things for you and the organization, they need to be motivated. Theories imply that leader and followers raise one another to higher levels of morality and motivation. Motivation is purely and simply a leadership behavior. It stems from wanting to do what is right for people as well as for the organization. Leadership and motivation are active processes.

[11.](https://image.slidesharecdn.com/obppt-160124140654/95/ob-ppt-on-motivation-11-638.jpg?cb=1453644437)Empowerment Empowerment is the process of enhancing the capacity of individuals or groups to make choices and to transform those choices into desired actions and outcomes. Empowering can flourish virtual human capacities. Empowered employees focus their job and work-life with additional importance and this leads to constant progress in coordination and work procedures.

[12.](https://image.slidesharecdn.com/obppt-160124140654/95/ob-ppt-on-motivation-12-638.jpg?cb=1453644437)Trust Trust is defined as the perception of one about others, If an organization wants to improve and be successful, trust plays a significant role so it should always be preserved to ensure an organizations existence and to enhance employees’ motivation Any positive working relationship is based on trust. An environment of trust assumes that both parties will be safe, and it carries with it an implicit message that you have each other’s best interests in mind. That is why employees can accept criticism and even anger from a boss they trust. The employees know deep down that the boss really means to help.