

# Motivation

# Mechanisms

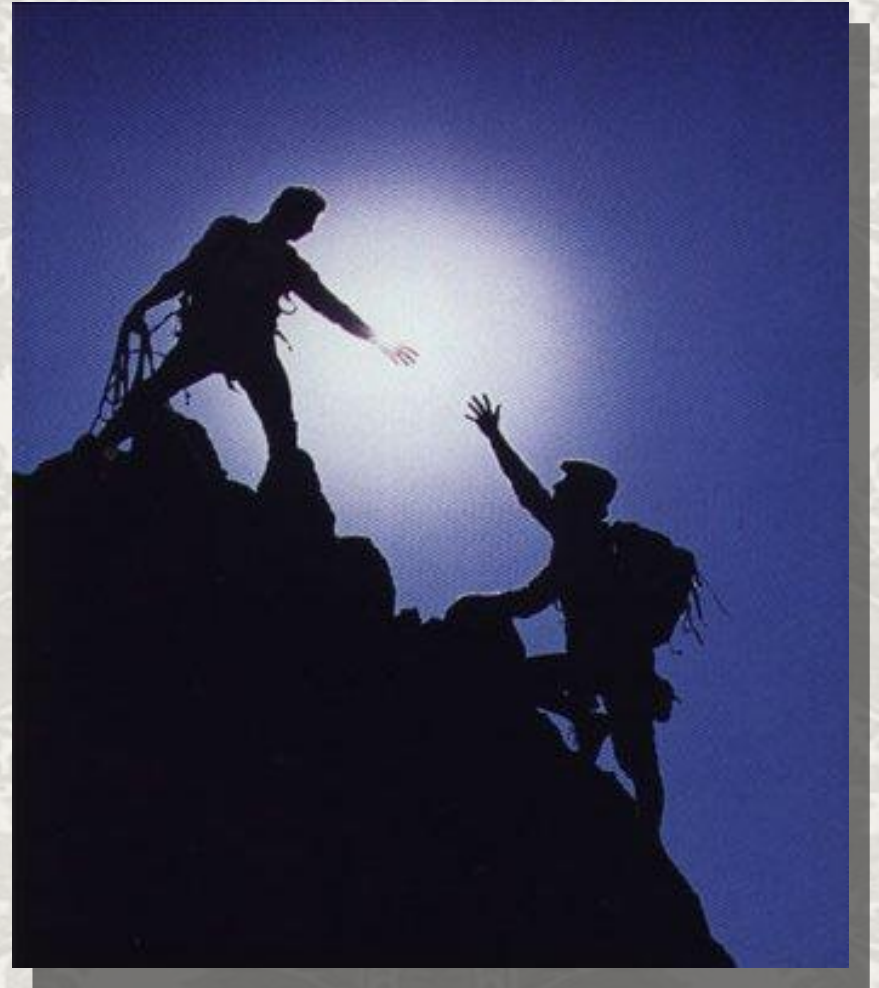
**Motivation** - factors within and outside an organism that cause it to behave a certain way at a certain time

**Motivational state or drive** - an internal condition, which can change over time, that orients an individual to a specific set of goals (e.g., hunger, thirst, sex, curiosity)

**Incentives** - goals or reinforcers in the external environment (e.g., good grades, food, a mate)

# Motivating people

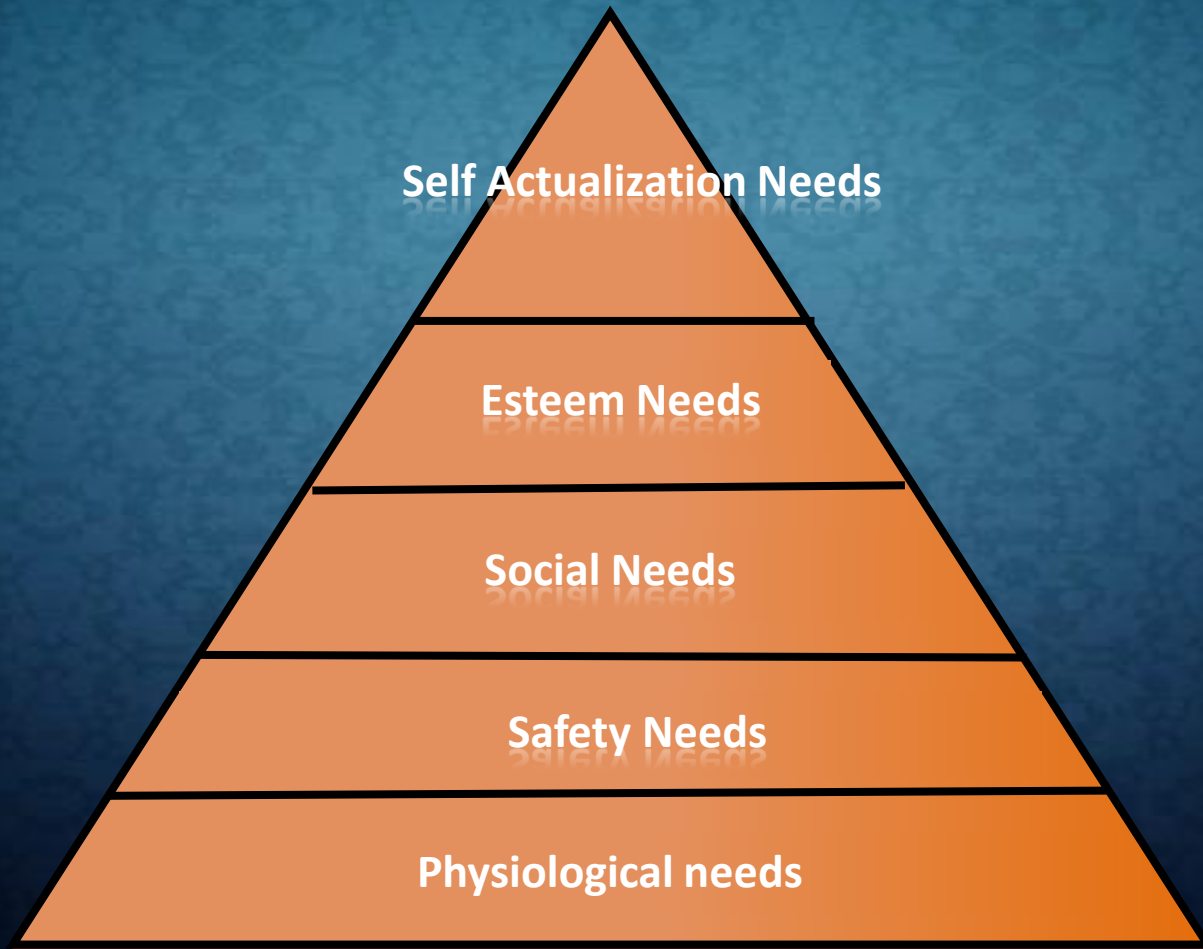
- An important role of a manager is to motivate the people working on a project.



# Motivating people

- Motivation is a complex issue but it appears that there are different types of motivation based on:
  - Basic needs (e.g. food, sleep, etc.)
  - Personal needs (e.g. respect, self-esteem)
  - Social needs (e.g. to be accepted as part of a group)

# Maslow's Needs Hierarchy



# Personality types

- The needs hierarchy is almost certainly an over-simplification of motivation in practice.
- Motivation should also take into account different personality types:
  - Task-oriented
  - Self-oriented
  - Interaction-oriented

# Personality types

- Task-oriented
  - The motivation for doing the work is the work itself
- Self-oriented
  - The work is a means to an end which is the achievement of individual goals - e.g. to get rich, to play tennis, to travel etc.
- Interaction-oriented
  - The principal motivation is the presence and actions of co-workers. People go to work because they like to go to work.

# Motivation Balance

- Individual motivations are made up of elements of each class.
- The balance can change depending on personal circumstances and external events.
- People also like being part of a group and culture. People go to work because they are motivated by the people that they work with





# Contact Information

## **MMM TRAINING SOLUTIONS**

Landline: +91-44-42317735

Cell: +91 9677044366

Cell: +91 9677040908

Email: [administration@mmmts.com](mailto:administration@mmmts.com)

**Website: [www.mmmts.com](http://www.mmmts.com)**

**Pramila Mathew**  
CEO and Executive  
Coach

**Vikas V.**  
Vice-President  
Training