

**Employee Motivation: Role in Modern Management**

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## **Employee Motivation: Role in Modern Management**

Employees are a significant asset to any organization, and they play a crucial role in its growth and development. As Al-Madi et al. (2017) noted, there is a need to have workers perform their duties accordingly and produce the required output. To attain those goals, the management should ensure that an employee desires to discharge their responsibilities and has the stimulus and incentive to achieve intended objectives. Having such measures in place is the essence of employee motivation (Al-Madi et al., 2017). A job description and employee qualifications are not enough to make an employee perform well in their duties. A discussion of the impact of employee motivation on the modern management of organizations will be presented in this essay.

Velten and Lashley (2018) defined employee motivation as the persistence to reach a goal. Velten and Lashley posited that a motivated worker would continually work to complete a task. Motivation occurs in two dimensions: intrinsic and extrinsic (Kuvaas et al., 2017; Velten & Lashley, 2018). According to Kuvaas et al. (2017), intrinsic motivation is “the desire to perform an activity for its own sake, to experience the pleasure and satisfaction inherent in the activity” (p. 245). Kuvaas et al. also defined extrinsic motivation as a person’s desire to accomplish their assigned tasks with the goal being to avoid negative consequences. Research by Lee and Raschke (2016) identified employee motivation theories as motives and needs, expectancy, equity and justice, goal setting, cognitive evaluation, work design, and reinforcement theories. In essence, these theories associate employee motivation with efficiency and better performance.

Effective employee motivation results in higher productivity levels in an organization. Motivated employees can work faster, more efficiently, and often with minimal supervision (Craig, 2017; Sinek, 2014). When that happens, a positive working relationship is established

among employees since they can work as an empowered team; and between workers and the management, thus encouraging the achievement of goals and objectives (Sinek, 2014). Extrinsic and intrinsic motivation can also drive employees to attain their individual goals, which may efficiently merit rewards and management recognition. Furthermore, motivation would enable the company to produce more and register greater sales volume in a production process. Therefore, with motivation, the employees can work diligently to realize their agenda while contributing to the organization's objectives.

Motivating employees creates a possibility of retaining more staff. Lack of job satisfaction is the main reason why workers opt to quit their jobs (De Sousa et al., 2018). Motivated employees are likely to stay in their current roles if the management appreciates their work (Fedirko & Sanz Campo, 2018; Varma, 2017). Low levels of staff turnover imply that the company does not incur costs such as recruitment, orientation, and mentoring related to the hiring of new employees. Furthermore, succession planning is also made easier with qualified, high-quality, and well-performing workers as vacant positions arising from various reasons can be filled promptly.

This essay sought to examine the impact of employee motivation in modern management. Since employees are a significant asset that determines a company's growth and development, managers must implement strategies to foster motivation among workers. Motivated employees can work faster and more efficiently to realize individual and organizational goals, thus contributing to their continuity. When employees perceive that their work is acknowledged and positively impacts a firm's development, they are likely to stay longer in their roles, leading to low staff turnover. Organizations' management should prioritize worker motivation to attain these and other related benefits.

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