



СЕВАСТОПОЛЬСКИЙ  
ГОСУДАРСТВЕННЫЙ  
УНИВЕРСИТЕТ

# Work and motivation

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# The aim

I want to talk  
about  
motivation at  
work and its  
components  
for second-year  
students of  
IFEU





**WORK  
HARD  
HAVE  
FUN**

## The agenda

Motivation is the goal of the manager

Theories of Motivation

Groups of motivation factors

Equation of effectiveness

The main motivators of workers

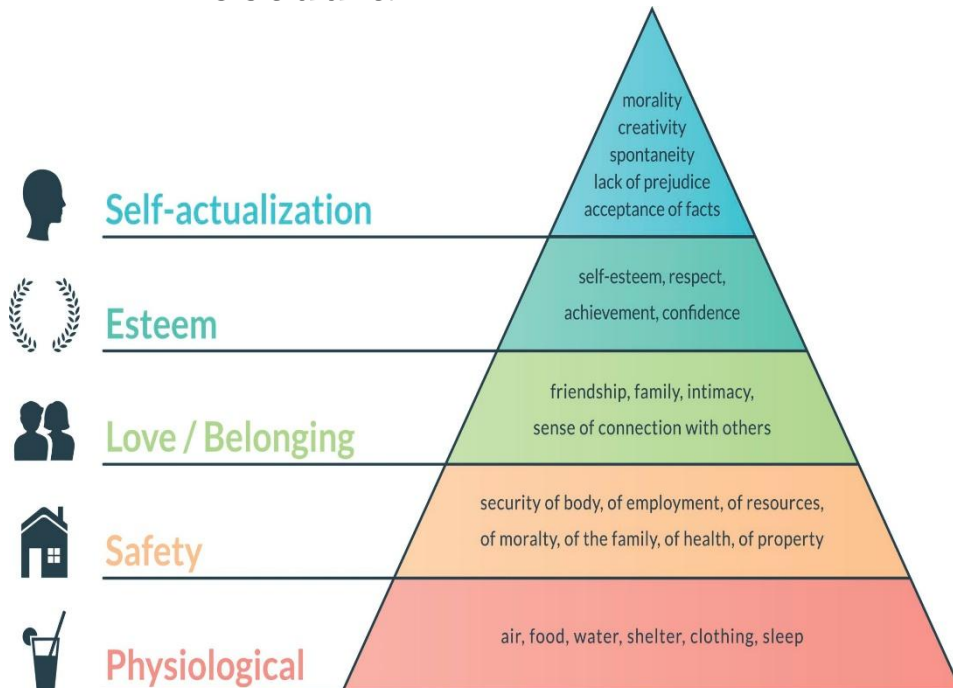
# Motivation

Motivation is the process of motivating oneself and others to work towards personal goals or organization goals.



## Theories of Motivation

- Meaningful
- Procedural



The manager must identify what active needs drive the people around him, as well as what methods should satisfy the needs of subordinates.

According to Maslow's theory, in order to motivate a person's work, a manager must create conditions for the consistent satisfaction of his needs.

## Groups of motivation factors

Hygienic (external to work), which remove dissatisfaction with work;  
These factors do not automatically determine positive motivation.



Motivation factors (internal,  
inherent in the work).

Every individual can work  
motivated when he sees the goal  
and considers its achievement  
possible

# Simple equation of effectiveness

$$\text{Effectiveness} = f ((\text{Ability}) * \text{Motivation})$$



## The main motivators of workers

- Good remuneration (salary, commission, bonuses, perks)
- Good working conditions ( a large, light, quiet, office, efficient secretaries)
- Good working relations with your line manager and colleagues
- Job security  
The possibility of promotion
- A challenging job
- Responsibility
- Contact with people

What **MOTIVATES YOU** at work?





## The main provisions of this work

- Motivation is very important for employees
- Every person needs motivation
- For each person, motivating factors are different.
- An important role in motivation is occupied by primary human needs.
- The effectiveness of the enterprise depends on motivation



““”  
DO WHAT YOU  
HAVE TO DO  
UNTIL YOU CAN  
DO WHAT YOU  
WANT TO DO.  
- OPRAH WINFREY

Thank you for attention!