Advanced Organizational Behavior Unit Two - Motivation

Course Layout and Overview

▶ Five units

  ▶ Unit One: Leadership

  ▶ **Unit Two: Motivation**

  ▶ Unit Three: Conflict Management

  ▶ Unit Four: Team Development

  ▶ Unit Five: Group Dynamics

Unit Two Learning Outcomes

▶ Contrast how leadership styles affect individual motivation and their impact on performance

▶ Evaluate motivation practices that turn employees into high performers

▶ Compare the different roles, responsibilities, and structures of motivation and how they influence behavior

▶ Analyze how organizational strategy, culture, and technology all have to be aligned for employees to be motivated for high performance

Why are Learning Outcomes Important?

▶ Every learning outcome ties back to course materials and content.

▶ Assessments are tied to each learning outcome.

▶ Test preparation

Unit Two Overview Topics

- How leaders impact performance

- Motivational practices for high performance

- Roles, responsibilities and structure of motivation

- Organizational structure, culture and technology alignment for high performance

Motivation Vocabulary

➢ Company culture

➢ Employee motivation

➢ Motivational practices
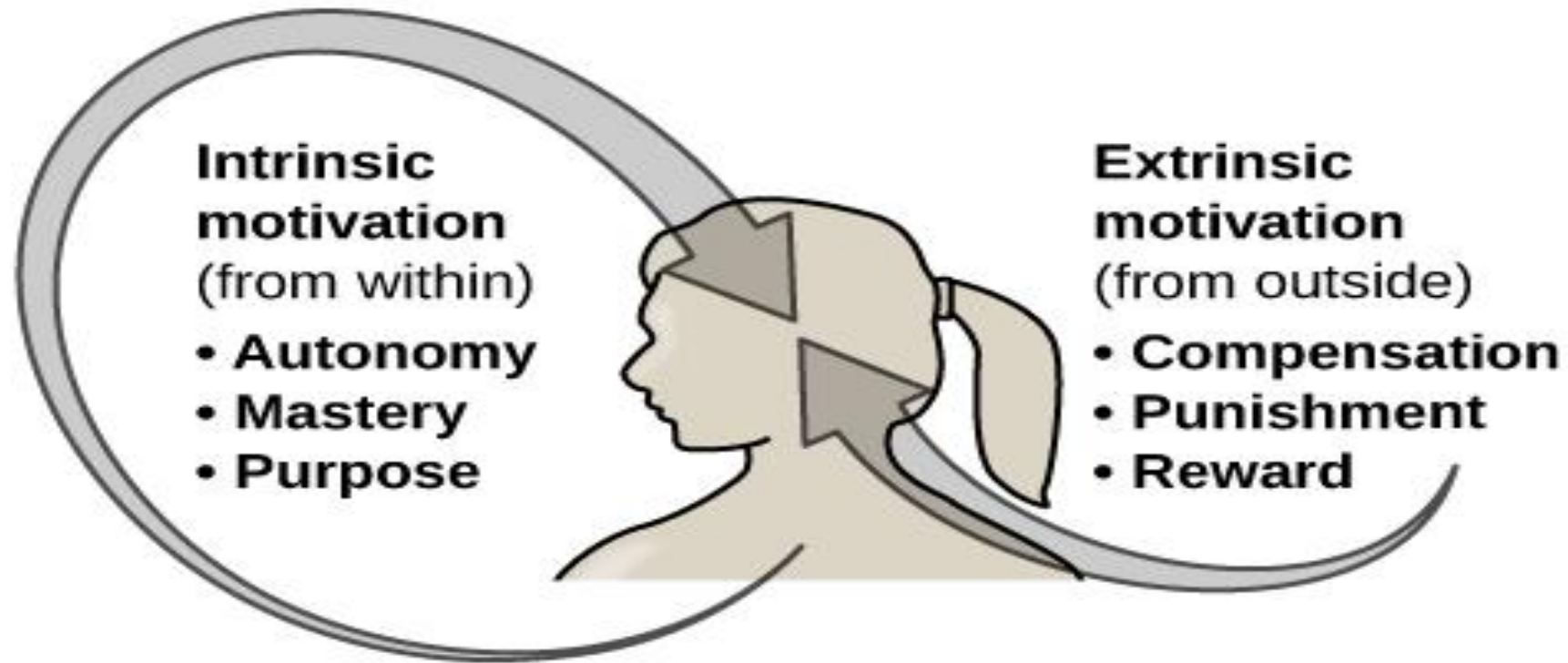
➢ Organizational climate

➢ Organizational structure

How Leaders Impact Performance

▶ How do leader's impact performance?

▶ Employee motivation

▶ Examples of transformational and autocratic leaders

Intrinsic vs Extrinsic Motivation

Intrinsic motivation
(from within)
- Autonomy
- Mastery
- Purpose

Extrinsic motivation
(from outside)
- Compensation
- Punishment
- Reward

Motivational Practices for High Performance

- How can a manager motivate employees?
- Turning employees into high performers
- Motivational practices

Roles, Responsibilities and Structure Related to Motivation

▶ Why organizational structure is important

▶ How organizational structure affects employee motivation

▶ Examples

Motivation and Goals

Organizational Structure, Culture and Technology

▶ Company structure

▶ Organizational climate

▶ Company culture

Conclusion

▶ Unit Two Learning Objectives

  ▶ Contrast how leadership styles affect individual motivation and their impact on performance

  ▶ Evaluate motivation practices that turn employees into high performers

  ▶ Compare the different roles, responsibilities, and structures of motivation and how they influence behavior

  ▶ Analyze how organizational strategy, culture, and technology all have to be aligned for employees to be motivated for high performance

What's Next?

- Unit Three Conflict Management