



Employee Motivation



Employee Motivation Training Course Outline

Foreword:

Employee Motivation is becoming ever more important in the workplace as time goes on, and everyone agrees that a motivated workforce is far more likely to be a successful workforce. The happier and more professional an employee is, the better the results they will deliver for you. Of course, every employer wants to make sure that they have a workforce who will do their best, but this does not simply mean making the job easy for their employees. In fact, part of the problem of motivation is that where the job is too easy, employees become complacent.

There is therefore a challenge for all employers and management in delivering the right balance between a confident, motivated workforce and a workforce which is driven to attain goals. It can be described as a mix between the pleasure of a comfortable working environment and the fear of failure, although in honesty it is more complicated than that equation suggests. Regardless of how it is characterised, it is important to get the right balance in order to ensure that you have a motivated workforce. This manual is designed to show participants the way to get the best out of a confident, motivated set of employees, and to show them how to motivate that group.

Learning Outcomes

By the end of this course participants will be able to:

- Defining motivation, an employer's role in it and how the employee can play a part
- Identifying the importance of Employee Motivation
- Identifying methods of Employee Motivation
- Describing the theories which pertain to Employee Motivation – with particular reference to psychology
- Identifying personality types and how they fit into a plan for Employee Motivation.
- Setting clear and defined goals.
- Identifying specific issues in the field, and addressing these issues and how to maintain this going forward.

Course length:

1-day

<p>Employee Motivation Training Course - Lesson 1 A Psychological Approach</p> <ul style="list-style-type: none">• Herzberg's Theory of Motivation• Maslow's Hierarchy of Needs• The Two Models of Motivation	<p>Employee Motivation Training Course - Lesson 2 Object-Oriented Theory</p> <ul style="list-style-type: none">• The Carrot• The Whip• The Plant
<p>Employee Motivation Training Course - Lesson 3 Using Reinforcement Theory</p> <ul style="list-style-type: none">• A History of Reinforcement Theory• Understanding the Three Factors• Using the Three Factors to Motivate in your Workplace	<p>Employee Motivation Training Course - Lesson 4 Using Expectancy Theory</p> <ul style="list-style-type: none">• A History of Expectancy Theory• Understanding the Three Factors• Using the Three Factors to Motivate in your Workplace

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<p>Employee Motivation Training Course - Lesson 5 Personality's Role in Motivation</p> <ul style="list-style-type: none">• Identifying your Personality Type• Identifying others' Personality Type• Motivators by Personality Type	<p>Employee Motivation Training Course - Lesson 6 Setting Goals</p> <ul style="list-style-type: none">• Goals and Motivation• Setting SMART Goals• Evaluating and Adapting
<p>Employee Motivation Training Course - Lesson 7 A Personal Toolbox</p> <ul style="list-style-type: none">• Building your own Motivational Plan• Encouraging Growth and Development• Getting Others to see the Glass Half-Full	<p>Employee Motivation Training Course - Lesson 8 Motivation on the Job</p> <ul style="list-style-type: none">• The Key Factors• Creating a Motivational Organisation• Creating a Motivational Job
<p>Employee Motivation Training Course - Lesson 9 Addressing Specific Morale Issues</p> <ul style="list-style-type: none">• Dealing with Individual Morale Problems• Addressing Team Morale• What to do when the Whole Company is De-Motivated	<p>Employee Motivation Training Course - Lesson 10 Keeping Yourself Motivated</p> <ul style="list-style-type: none">• Identifying Personal Motivators• Maximising your Motivators• Evaluating and Adapting

Employee Motivation is one of the Professional Development Training Courses delivered by **contract trainers** in Brisbane, Sydney, Canberra, Melbourne, Adelaide and Perth.

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