

# Management and organizational behavior: Using the motivation process

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## COMMENTARY

Motivation is derived from the Latin word *Movere* means to move or to drive or to drive forward, among other things. Employee motivation is defined as motivating, inspiring, and inducing them to perform at their best. Employees cannot be forced to be motivated because motivation is a psychological term. It develops naturally from within the personnel as a result of their motivation to work. For example, if an employee develops a desire to earn more money, he would become restless and begin to consider ways to meet his want. To meet his needs, he may consider working hard in the organization and getting promoted, therefore he will begin to work hard. After some time, he will receive incentives, raises, or promotions that will meet his needs. Motivation aids in the transition from a negative to a good mind-set. Employees who aren't motivated try to do the bare minimum in the workplace. However, motivation fuels the desire to perform at the highest level possible. All of the organization's resources are useless unless and until the employees use them. Employees who are motivated make the most of their resources. Employee's performance improves when they are motivated. Employee motivation increases their efficiency, which means they begin to accomplish their jobs to the best of their abilities with the least amount of time and resources wasted because motivated employees are always looking for the most efficient use of resources. Motivation promotes efficiency by bridging the gap between ability and willingness to work. Assist in accomplishing the organization's objectives. Motivated personnel strives to attain the corporate objective and give their all to achieve it, knowing that only by achieving the organizational goal will they be able to fulfil their own goals. Every employee contributes to the achievement of the objective by putting their efforts in the same direction. Motivated employees create a positive work atmosphere. The relationship

between superiors and subordinates is always improving in motivation. When employee's needs are met or they receive recognition and respect within the organization, they are always willing to lend a helping hand to superiors. In the organization, there is more cooperation and coordination, and all employees work together as a team. Managers who are motivated are more likely to make changes. Motivated employees are less resistant to embracing changes in response to changes in the business environment because they understand that if the changes are not implemented in the company, not only will the organization suffer, but the employees would also struggle to meet their demands. Employees who are motivated are always supportive and cooperative when it comes to embracing organizational changes. Employee turnover is reduced. Employees gain confidence as a result of the incentive that their needs will be met within the firm. Rather than quitting the company and boosting their earnings, they choose to stay in the company and raise their earnings. Employee turnover is reduced when employees are motivated since happy employees never leave. The urge to do well in work is referred to as motivation. It is a force that motivates people to act in a specific way. Organizations can encourage their production line workers using monetary incentives like raises in wage rates or profit-sharing, as well as nonmonetary incentives like job expansion and delegation, as well as motivational theories like McGregor's Theory X and Y and Elton Mayo's Hawthorne Effect. The biggest source of low motivation for production line workers is discontent with their pay. They are paid half as much as quality control inspectors who are not involved in the manufacturing process. These workers are paid a low weekly wage plus a bonus if they reach their output goals. This means that if the factory's electricity goes out or the machinery breaks down, the workers won't be able to fulfil their targets and won't receive the bonus.

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