Michigan Alliance for Greater Mobility Advancement

Course Title: Employee Motivation

Course Length: 1 day

Time Online: N/A

Time in Class: 8 hours

Time in Lab: N/A

Class Size: Minimum 6 / Maximum 15

Price Per Student: $2,795.00*

Location: Company Site

Course Description

When you think of staff motivation, many things may come to mind: more money, a bigger office, a promotion, or a better quality of life. The truth is, no matter what we offer people, true motivation must come from within. Regardless of how it is characterized, it is important to get the right balance in order to ensure that you have a motivated workforce. The Employee Motivation workshop will give participants several types of tools to become a great motivator, including goal setting and influencing skills. Participants will also learn about five of the most popular motivational models, and how to bring them together to create a custom program.

Course Learning Objectives

Participants will learn 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 Content/Syllabus:

1. **Module One: Getting Started**
   a. Workshop Objectives
   b. Pre-Assignment Review
2. **Module Two: A Psychological Approach**
   a. Herzberg's Theory of Motivation
   b. Maslow's Hierarchy of Needs
   c. The Two Models and Motivation
   d. Case Study

* Price based on minimum enrollment, subject to change

e. Module Two: Review Questions

3. Module Three: Object-Oriented Theory

a. The Carrot
b. The Whip
c. The Plant
d. Case Study
e. Module Three: Review Questions

4. Module Four: Using Reinforcement Theory

a. A History of Reinforcement Theory
b. Behavior Modification in Four Steps
c. Appropriate Uses in the Workplace
d. Case Study
e. Module Four: Review Questions

5. Module Five: Using Expectancy Theory

a. A History of Expectancy Theory
b. Understanding the Three Factors
c. Using the Three Factors to Motivate in the Workplace
d. Case Study
e. Module Five: Review Questions

6. Module Six: Personality's Role in Motivation

a. Identifying Your Personality Type
b. Identifying Others' Personality Type
c. Motivators by Personality Type
d. Case Study
e. Module Six: Review Questions

7. Module Seven: Setting Goals

a. Goals and Motivation
b. Setting SMART Goal
c. Evaluating and Adapting
d. Case Study
e. Module Seven: Review Questions