IB DP IB Business Management (IB2)



Summary

2.4 Motivation

Subject Year Start date Duration

Business Management IB2 Week 4, January 1 week 4 hours

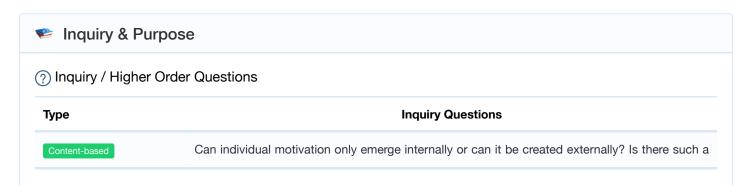
Course Part

2. Human resource management

Description

By the end of this Subtopic - 2.4 Motivation, you should be able to:

- Define the following:
 - Adams' 'Equity' theory
 - Commission
 - Employee share ownership schemes
 - **Empowerment**
 - Extrinsic motivation
 - Fringe benefits
 - Herzberg's 'Two-factor' theory
 - Intrinsic motivation
 - Job enlargement
 - Job enrichment
 - Job rotation
 - Maslow's 'Hierarchy of needs'
 - Motivation
 - Performance-related pay
 - Pink's 'Drive theory of motivation'
 - Profit-related pay
 - Purposeful work
 - Salary
 - Taylor's 'Scientific management'
 - **Teamwork**
 - Wages (time and piece-rate definitions)
- · Outline the differences between intrinsic and extrinsic motivators.
- Compare Maslow's 'Hierarchy of needs' with Herzberg's 'Two-factor' theory.
- Explain the relationship between job enlargement, job enrichment and job rotation.
- · Discuss the advantages and disadvantages of three types of financial reward for employees in a business.
- Discuss the advantages and disadvantages of three types of non-financial reward for employees in a business.
- Discuss the role of culture that may impact a manager's choices regarding motivating employees.



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Type Inquiry Questions

thing as collective motivation?

Curriculum

Aims

Develop in the student the capacity to identify, to analyse critically and to evaluate theories, concepts and arguments about the nature and activities of the individual and society

Objectives

Demonstrate knowledge and understanding of

the business management tools, techniques and theories specified in the syllabus content

Demonstrate application and analysis of

knowledge and skills to a variety of real-world and fictional business situations

Syllabus Content

Unit 2: Human resource management

2.4 Motivation

The following motivation theories: Taylor, Maslow, Herzberg (motivation-hygiene theory), Adams (equity theory), Pink

The following types of financial rewards: salary, wages (time and piece rates), commission, profit-related pay, performance-related pay (PRP), employee share ownership schemes, fringe payments (perks)

The following types of non-financial rewards: job enrichment, job rotation, job enlargement, empowerment, purpose/the opportunity to make a difference, teamwork

How financial and non-financial rewards may affect job satisfaction, motivation and productivity in different cultures

Concepts

Culture is often described as "the way things are done here". Corporate culture refers to a set of beliefs and work attitude that is accepted in an organization. It can refer to the norms within an organization (such as the dress code within a business) and national or regional cultures (and how these impact on the organizational culture).



ATL Skills

P Approaches to Learning





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