

## 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.

## Inquiry & Purpose

### Inquiry / Higher Order Questions

#### Type

#### Inquiry Questions

Content-based

Can individual motivation only emerge internally or can it be created externally? Is there such a

## 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

### Approaches to Learning

#### Thinking

## IB DP IB Business Management (IB2)



Social



Communication



Self-management



Research



### Developing IB Learners

#### ☆ Learner Profile



Inquirers



Knowledgeable



Thinkers



Communicators



Open-minded



### Stream & Resources

#### ☰ Resources



**Katie Wood**

Posted **1 file** on Apr 29, 2021 at 12:12 PM



2.4\_Motivation.pptx

700 KB PowerPoint Presentation