

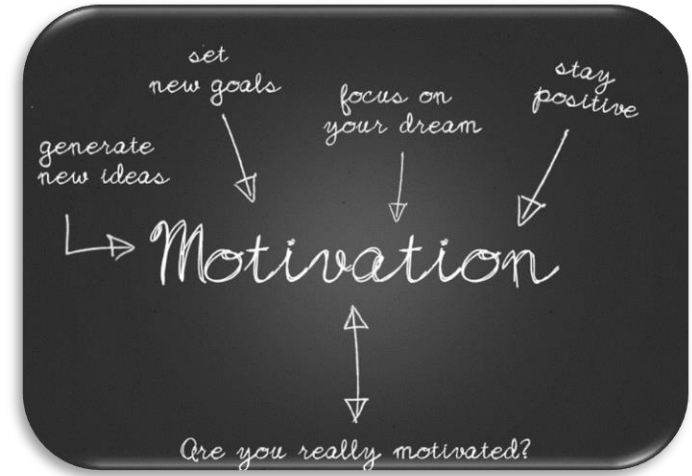


**MOTIVATION AND LACK OF
RECOGNITION IN THE
WORKPLACE**

EXTRINSIC MOTIVATION

- **Objectives of the Module**

The general objective of this module is to bring the knowledge of extrinsic motivation to the managers of companies within the TRAINING SYSTEM FOR MANAGERS IN TIWA



- **Aim:**

This topic aims to present Extrinsic motivation definition and techniques.

- **Objectives:**

- To have a better understanding of extrinsic motivation
- To avoid lack of extrinsic motivations
- To learn techniques to increase motivation



- **Definition**

Motivation is the force that drives people to carry out any type of activity or to initiate and maintain all the projects that are proposed. This motivation acts both on a professional or academic level, such as initiating a competition, and on a personal level, such as starting a weight-loss diet. To achieve these objectives, the person relies on a series of motivations that can be intrinsic or extrinsic



Throughout this presentation we will explain what extrinsic motivation consists of, as well as the differences between it and intrinsic motivation and what stages the person goes through with this type of motivation



- **Definition:**

Internal and external factors that stimulate desire and energy in people to be continually interested and committed to a job, role or subject, or to make an effort to attain a goal.

Motivation



- **Intrinsic Motivation.** Intrinsic motivation is done for internal reasons, for example to align with values or simply for the hedonistic pleasure of doing something. In work, people are intrinsically motivated by working for an inspiring leader or in areas where they have a personal interest..
- ***"Intrinsic motivation refers to the desire to seek, by one's own will, tasks and challenges to expand and train one's skills, and also to explore and learn, without the need for external rewards"***



Extrinsic motivation

- as opposed to intrinsic motivation, does not come from within the person, but is about all those stimuli or rewards that the individual needs to perform a certain action or activity or to put more interest and effort into it. In the strictly working environment, extrinsic motivation would be all those factors or stimuli that come from outside, i.e. external. ***The most common example of extrinsic motivation would be economic incentives but, as we will see below, there are many other factors and spheres of influence in extrinsic motivation that should not be neglected.***



More about extrinsic motivation.

What is extrinsic motivation?



Extrinsic motivation refers *to the type of motivation in which the reasons that lead a person to perform a certain job or activity are located outside of the person; in other words, they are subject to contingencies or external factors.*

In this type of motivation, *incentives or reinforcements, both positive and negative, are external and beyond the person's control.* Therefore, it is conceived as extrinsic motivation all those types of prizes or rewards that we obtain or are given when we perform a certain task or work.



What is extrinsic motivation?

The example of external motivation par excellence *is the salary that a person receives in exchange for doing his or her job*. Another example may be those rewards or prizes that parents give to their children in exchange for good academic performance.

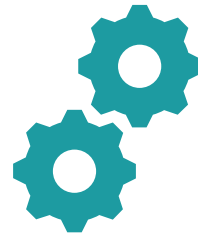


Finally, another less material example is the *praise and recognition* a person may receive after successfully completing an assignment.



What is extrinsic motivation?

However, in most cases where the motivation is exclusively extrinsic, there is a decrease in performance regardless of the area referred to. ***Therefore, extrinsic motivation is not a good ally for long-term projects.***



The external rewards take the person away from the motivation that really matters: the intrinsic motivation.



What is extrinsic motivation?

It has been proven that when a person starts an activity or task motivated by internal factors and then external rewards are added, efficiency and productivity decrease over time. ***The explanation is simple, something that starts out as the mere pleasure of performing an activity ends up being perceived as a duty and is not enjoyed in the same way.***

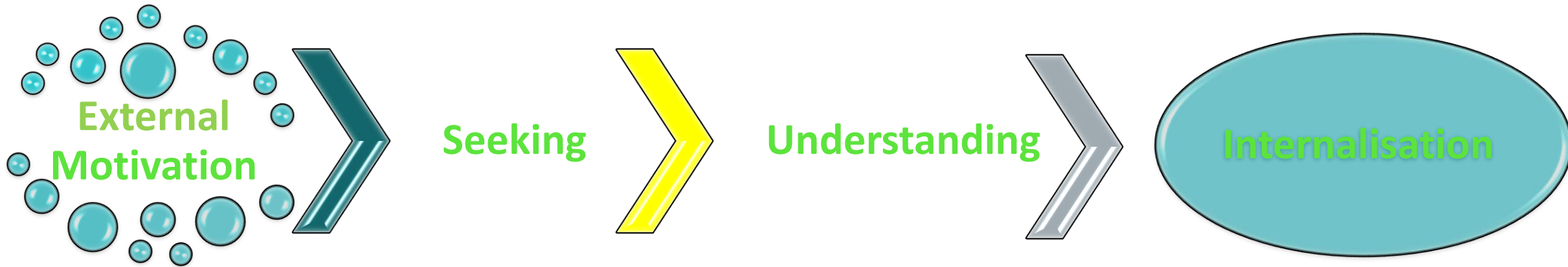


What is extrinsic motivation?

However, this does not imply that all extrinsic motivation is harmful. The sensation of receiving a reward or prize for a job well done is always pleasant and enjoyable, but it should not end up replacing the satisfaction or delight that the activity itself provides.



- It is possible to internalize motivation



➤ **Extrinsic motivation and labour productivity**

An extrinsic motivation focused solely on financial reward does not ensure improved productivity. Moreover, in certain cases it can even be detrimental, since if the only motivation of employees is material or economic, they will not perceive work as a means of personal fulfillment and achievement of welfare, they will see it as something or someone else that provides them with a livelihood and little else. ***The employee will end up feeling the work as a heavy burden, it will become expensive and he will not have any motivation to improve himself and his day by day.***



➤ Types of incentives



Therefore, an incentive programme cannot be based solely on offering financial commissions and rewards. The worker must feel valued and cared for by the company, through incentive actions such as:

- ✓ Opportunities for job promotion.
- ✓ Recognition of achievements.
- ✓ Feeling supported, valued and loved by the company.



➤ Types of incentives



- ✓ Feeling supported, valued and loved by the company.
- ✓ To provide them with the necessary means to work with quality and in an autonomous way.
- ✓ Encourage the contribution of ideas and participation in all areas.



➤ External factors related to extrinsic motivation.

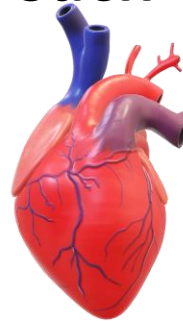
We have seen that extrinsic motivation comes from the outside, which means that the various stimuli that occur around employees can influence them both positively and negatively. ***The main influencing factor is the work climate.***

A bad atmosphere, lack of respect between different professionals or problems in communication with management or superiors are the great enemies of motivation, so it is crucial to take care of these aspects as much as possible, detect problems in time and solve them quickly.



➤ External factors related to extrinsic motivation.

Another fundamental aspect is ***health and safety at work***. The employee must feel cared for by the company and feel that it is constantly looking after his or her safety and well-being through check-ups: ***medical, availability of individual protective equipment (PPE) and the necessary collective measures and also with the utmost care for aspects such as cleanliness and comfort of the rooms..***



➤ **External factors related to extrinsic motivation.**

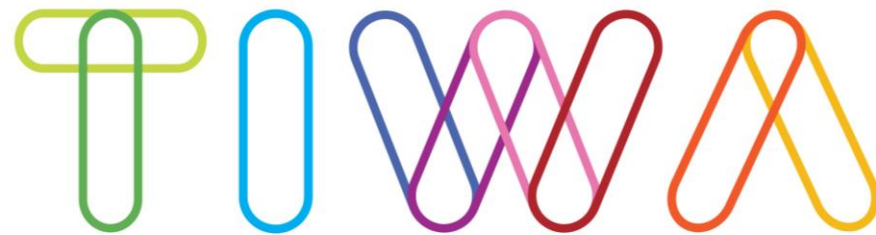
A complete **policy of incentives, economic of course**, but also focused on the personal realization and welfare of the worker, coupled with care of factors such as the **working environment and health at work** *is the best way to achieve in workers a high degree of motivation and identification with the company, which is synonymous with profitability and productivity.*



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