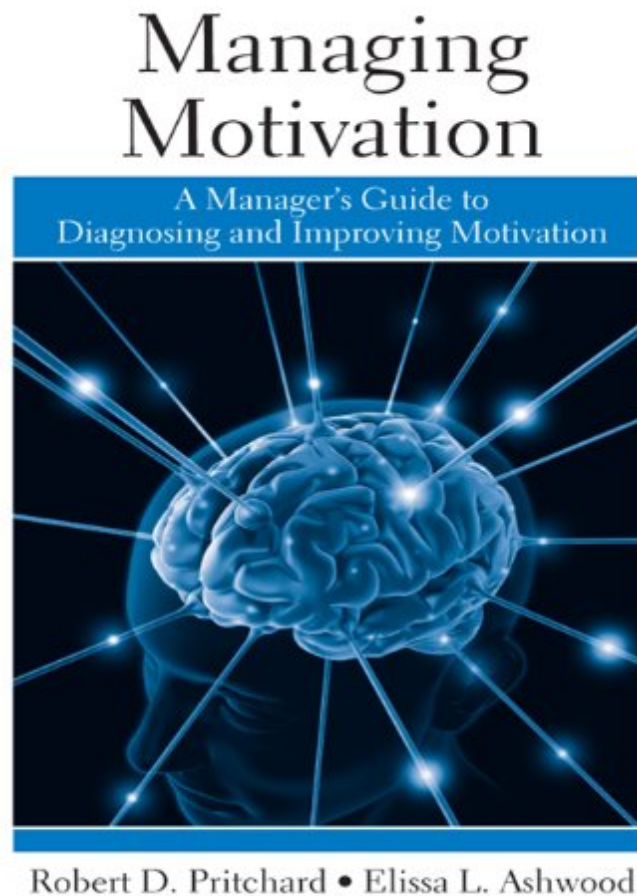


Managing Motivation: A Manager's Guide to Diagnosing and Improving Motivation

Robert Pritchard, Elissa Ashwood
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Robert Pritchard, Elissa Ashwood : Managing Motivation: A Manager's Guide to Diagnosing and Improving Motivation before purchasing it in order to gauge whether or not it would be worth my time, and all praised *Managing Motivation: A Manager's Guide to Diagnosing and Improving Motivation*:

0 of 0 people found the following review helpful. Solid content, good framework but a bit abstract
By Gabor Nagy
I am a consultant/trainer with 10 years experience around engagement/motivation tools for managers. I was very interested in this book, since it promises to be practical. "Managing Motivation" indeed does a great job in analyzing elements in the motivation process (linkages between Actions/Results/Evaluations/Outcomes/Need satisfaction). It provides a good framework for consultants and academic researchers. I see it also a good textbook if somebody is interested in an analytic framework about motivation/reward systems. However, against the claims and some customer testimonials, it

is hard for me to imagine real world managers and first line supervisors reading and implementing this book, because the analytic part is too detailed. My other critic is the book focuses only on the "hard part" of motivation, and doesn't mention much about emotional connections and soft skills. It neither provides help in figuring out the different needs of individual employees, just states that this is a challenge. All in all, I see the content as a valuable framework for consultants and HR managers, and those who are very motivated to learn about motivation. 1 of 1 people found the following review helpful. The "must have" guide for diagnosing and improving motivation

By Raquel Asencio
Managing Motivation is a step by step roadmap for managers or practitioners to diagnose and improve motivation. The language used in the book is all about motivation. However, this book leads to improved productivity by way of motivation making this guide a must have for many organizations. The motivation process is broken up into 5 parts: (1) Actions, (2) Results, (3) Evaluations, (4) Outcomes, and (5) Need Satisfaction. Each section is connected to the following section. For each connection, Managing Motivation shows you how to diagnose and improve problems. This is extremely helpful because by using the guide, you can target a specific area where there weakness and improve it. You don't have to focus time and energy on unnecessary areas, but instead make improvements in areas that will most benefit the organization, and many times, don't cost anything!

Managing Motivation takes a bottom up approach to improving motivation. That is, the units that are used to diagnose and improve motivation are the employees that are being evaluated. This is part of what makes this guide so useful. By using a bottom up approach as opposed to using management, you maximize the opportunity to have everyone participate and buy into the process. As a graduate student, I used Managing Motivation as part of a project. In my research, I have not found another guide like it. This book is years of complex research and technical writing on motivation translated into a clear and concise guide that managers and practitioners can greatly benefit from.

Raquel Asencio Hodge, Graduate Student I/O Psychology, Orlando, FL
0 of 0 people found the following review helpful. Managing Motivation in Higher Education

By C. Rivera-Cruz
I was introduced to this book in a graduate level course on motivation in the workplace. I immediately liked it because of its simplicity and practicality. Additionally, the book is extremely user friendly and a fast, easy read. I was able to read the entire book over a weekend, which is good news for those who have never read the book but also to those who may want to refresh themselves on its content before starting a motivation project at work. I was thrilled when I was able to apply the concepts I learned from the book to a group of college students I worked with. I was amazed at how a book that was meant to be used in a professional setting, was also just as effective in a non-traditional atmosphere. As a matter of fact, I felt that the book really helped me to build a strong rapport with the students in the organization. One person that I had an individual interview with stated that she enjoyed that I was implementing this project in her organization because she felt that she finally got an opportunity to personally tell me, as her adviser, how she felt. She also stated that she felt it was important for all advisers to have one-on-one interviews with every member of the organization in order to understand everyone's perspectives and to understand the unique culture of the organization. I found that all of the interviews I conducted to diagnose motivation in that organization were both revealing and personally rewarding. I would recommend this book to anybody who works with a group of people, no matter the industry. The book and its theories work, and if it is implemented well, the benefits are great.

This slim motivation guidebook was written to bridge the gap between the academic research on motivation and to present it in a form that is useful to the practicing manager. In essence, the book presents a theory of motivation and how to use it without ever mentioning the word "theory". The goal of the book is to give managers a kind of mental model to use in thinking about motivation and to show them how to use this mental model for practical management actions to diagnose and improve motivation of subordinates. The book is written in three sections: Understanding Motivation, Diagnosing Motivation and Improving Motivation. The book incorporates case studies and many examples of how to successfully manage motivation.

"The authors have done an excellent job translating the massive scientific literature on motivation into a more concise practical guidebook describing how to identify and address motivation challenges. The literature review is quite current. It is easy to follow and understand, with many examples." - Rob Ployhart, University of South Carolina

"The proposed book would be appropriate for a lower level college readership and possibly a management development course on work motivation. The principles described are well grounded in scientific research[,] but the book does not read like an advanced text. It is well written, free of jargon, with clear examples, brief overviews of concepts, and helpful charts." -Craig C. Pinder, Distinguished Professor of Organizational Behavior, University of Victoria, Canada

"Finally, a no nonsense book on motivation that is based on solid scientific principles that HRM can give to their line managers." -Gary Latham, Secretary of State Professor of Organizational Effectiveness Rotman School of Management University of Toronto

"When it comes to managing motivation, all too often managers rely on fads and half-truths to make critical decisions that can impact the entire organization. This book presents a logical framework for understanding motivation within organizations; one based on years of research and that will stand the test of time. Leaders who want to increase alignment, persistence and intensity will find that they will make better decisions using the insights Pritchard and Ashwood have described." -Pete Ramstad, Vice President, The Toro

