Motivation and the Workplace

Name

Institution Affiliation

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Drive theory manifests through an internal state compelling the individual in a particular path. On the other hand, incentive theory functions the moment an external stimulus forces the individual in a specific direction. In motivation, incentive theory can be depicted as an external objective that can stimulate behavior. Instinct theory demonstrates that motivation is the consequence of genetic or biological makeup. As a result, every individual in a group of species is conditioned for the same motives (Jones & Page, 1987). This process of motivation can be referred to as a drive, habit, interest, belief, compulsion, desire, need, or instinct. This motivation is responsible for stimulating the individual to act. Certainly, this motivation can expound drives such as sexual activity, competition, dominance, and aggression. Moreover, it can explain the dissimilarities between female and male mating inclinations.

Evidently, emotion and motivation are cognitive occurrences that possess a cause and effect relationship. Emotion is the consequential feelings from the actions by a motive and also from the failure or attainment of a chosen objective (Jones & Page, 1987). Conversely, motivation could be perceived as that which compels a person to behave and act to achieve a preferred outcome.

This information is useful in comprehending that there is an internal organization associated with human behavior. Moreover, the knowledge helps in understanding that human behavior animatedly functions in its environment and has outlaid interacting processes. Humanity is motivated and goal-based. People look for goals such as obtaining nutrition and shelter to having aesthetical principles and devising logical processes.

Behavior is apparently motivated and can be guided by non-conscious inherent mindsets. However, sometimes, behavior is overt and conscious. Behavior that stems from emotions will change under the current state (Steel & Konig, 2006).

For instance, facial expressions possess implications regarding an individual's resolve, psychological state, and successive behavior. Appalling facial expressions will assist a person to generate approach-associated behaviors while angry facial expressions will assist the individual to create avoidance-based behaviors (Steel & Konig, 2006). Emotions have the function of motivating individuals to react spontaneously, grab opportunities, and improve their survival rates.

The knowledge of motivation and emotions is beneficial is having an improved comprehension of the behavior of persons in your environment. This assists in having a better picture of the things they want and effectually interrelate with them. A person will be aware of individual's motivations that were previously difficult to articulate. The functioning of the motivational framework demonstrates to a person the information that people are not willing to convey openly. The viewpoint and approach that one has on life determines the way they react to behavior. When reacting, a person will know how he/she responds to tension and their general emotional state. This will help them to avoid overdramatizing on a specific behavior, comprehend certain behaviors or halt an unwanted behavior.

There are various ways this knowledge can be applied in the workplace. For instance, it is easy to distinguish or avoid disagreements by perceiving individual's emotions and commiserating with them. Additionally, a person improves on compromise because they can comprehend the needs and desires of people. Also, feeling can be conveyed in a positive manner leading to the advancement of a healthy working relationship.

Having positive ways of creating relationships, understanding the things that motivate individuals, and developing deeper connections create an effective manager/executive. Higher performance and job satisfaction can be promoted by a leader that identifies the demands of his staff and satisfies them. This leads to the development of a robust workforce via the application of emotional diversity.

Powerful internal motivators improve self-confidence, enhances the capacity to concentrate on objectives and lessens postponement (Steel & Konig, 2006). This is vital in the workplace because it assists in surpassing shortfalls and leads to creation of active networks. The capacity to postpone fulfillment and perceive the long-term leads to higher achievement in the workplace. Managers could gain more output by encouraging their workers. Moreover, they can communicate regularly and seek for input/suggestions from the workers. Inducements such as gift cards and cash rewards are also great ways of maintaining the best talent.

References

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