MOTIVATING YOUR STAFF: STRATEGIES FOR SUPERVISORS

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A LITTLE ABOUT ME…

- Instructional and Research Librarian at MidAmerica Nazarene University in Olathe, Kansas
- Background in education
- Enjoys dogs, traveling, and home
What is the number one factor in staff motivation?
Motivational Theories
Intrinsic

Extrinsic
HERZBERG’S TWO-FACTOR THEORY OF MOTIVATION
INTRINSIC MOTIVATION WITHIN HERZBERG’S TWO-FACTOR THEORY
EXTRINSIC MOTIVATION WITHIN HERZBERG’S TWO-FACTOR THEORY
Herzberg’s Two Factor Principle

Job Dissatisfaction
- Influenced by Hygiene Factors
  - Working conditions
  - Coworker relations
  - Policies and rules
  - Supervisor quality
  - Base wage, salary

Job Satisfaction
- Influenced by Motivator Factors
  - Achievement
  - Recognition
  - Responsibility
  - Work itself
  - Advancement
  - Personal growth

Increasing the motivator factors increases job satisfaction
Improving the hygiene factors decreases job dissatisfaction
Herzberg's Hygiene and Motivational Factors

Dissatisfiers
- Working conditions
- Policies and administrative practices
- Salary and benefits
- Supervision
- Status
- Job security
- Co-workers
- Personal life

Motivators
- Recognition
- Achievement
- Advancement
- Growth
- Responsibility
- Job challenge
JOB FACTORS THAT LEAD TO WORKPLACE DISSATISFACTION AND SATISFACTION

- Key Idea: You can not motivate people out of dissatisfaction.
- Key Idea: To decrease dissatisfaction get rid of the tangible problems that frustrate employees.
- Key Idea: You can motivate people to satisfaction.
- Key Idea: To increase satisfaction focus on the intangibles that do lead to motivation
Herzberg’s Two-Factor Theory of Motivation
CASE STUDIES
STAFF TRAINING MEETINGS
DAY-TO-DAY INTERACTIONS

*New Project Ideas
*Professional Development
*In Changing Circumstances
BRAINSTORM WAYS TO APPLY HERZBERG’S TWO-FACTOR THEORY OF MOTIVATION
SUMMARY

Extrinsic/Hygiene Factors
- Give rewards
- Listen and support
- Explain “why”
- Review and update policies
- Advocate for good work conditions
- Promote healthy communication

Intrinsic/Motivator Factors
- Support needs and desires
- Tap into interests
- Emphasize the greater good
- Allow for self-direction
- Provide choices
QUESTIONS?

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REFERENCES


- Lumen Learning on Herzberg’s Two Factor: tps://courses.lumenlearning.com/boundless-management/chapter/employee-needs-and-motivation/