

MOTIVATION AND WORK-TASK PERFORMANCE

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It is common in any industry to prioritize achieving goals and target schedules rather than the well-being and disposition of their employees. It's not much different in the educational system, where the employees are the instructors and the industry is the administration. It is easy to forget that teachers also need something to drive them towards achieving favorable results. Given how the epidemic has altered the way people live, it is more crucial than ever before to have a well-functioning and competent staff. The modular method the Department of education chose to go forth with requires enormous teamwork from the teachers as well as the management and other school staff.

It is increasingly critical that management understands how to employ incentives to motivate instructors to increase productivity and efficiency at work. There have been researches that show a link between motivation and production. Employees must be adequately rewarded and happy, which requires effective people management. Good group management also boosts employees' trust in their managers. It liquefies the barrier, leading to misunderstanding and misinterpretation. The cornerstone of the connection between managers and their employees should be founded on respect for their talents rather than fear. A skilled manager understands which tasks compliment a certain employee's strengths. It is an issue of determining each individual's skill set and competence. It is also a desirable managerial attribute to be able to offer comments and appreciation anytime their employees do anything noteworthy.

Employee motivation and its influence on employee performance have long been studied by scholars. It is viewed as a driving force that motivates employees to achieve

certain goals and objectives. Every management expects their staff to maximize their abilities.

However, this is not always achievable; everyone has ups and downs in their professions, and every team member is anticipated to endure a temporary fall in output from time to time. The major function of business organization managers is to ensure that personnel perform projects or obligations appropriately. Employee motivation is defined as a representation of the amount of energy, passion, and inventiveness that people bring to their employment in a firm. Motivating individuals is the most effective technique to inspire them to work hard. People today must comprehend why they labor so hard. Each person in an organization has their own set of motivations. The goal of organization is to include motivating tools to encourage programs and employee contributions to increase efficiency and quality of service delivery. Employees should be encouraged and motivated to accomplish this by the boss. But saying it is much simpler than doing it.

These strategies only work, however, if the management knows how to highlight motivational feedback. Monitoring everyone's progress through regular but structured meetings to ensure that no one is left behind and to allow people to showcase their work and progress is also essential. It rejuvenates the spirit of rivalry and encourages contact among groups and splinter groups working on various projects. Meetings are also an excellent way to keep staff members informed about general system matters that may affect their work or contribution. Giving employees freedom and authority over decisions impacting their growth and development makes them an experienced unit. It is where proper skills and training come to play. If the workforce is properly prepared for their role, the risk of unguided mistakes and errors of judgment is slim to none. Allowing employees and staff to have freedom and control over the processes of curtail and important de making that will be impactful for their growth and improvement makes them more versatile and well-adapted. Well-trained and equipped personnel can perform

well, hence, proper training. The chance of unguided blunders and errors of judgment is minimal to none if workers are suitably educated for their obligations.

Beyond all else, it is critical to establish an ideal environment in which minds can operate and ideas may be formed. People may grow and develop in a low-stress atmosphere, and they can be motivated and achieve their goals. Such an environment may indeed be difficult to achieve, especially given the state of the world today, but it is the management's responsibility to make every effort to achieve it, especially because schools are not factories that produce inanimate objects; schools produce Teachers, Lawyers, Doctors, Leaders, and the future; it is far-fetched to suggest that they deserve that much.

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