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Collana	Creating success
Disciplina	658.314
Soggetti	Employee motivation Goal setting in personnel management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Previous ed.: 2000.
Nota di contenuto	Intro -- Contents -- Introduction -- The motivation process -- The management task -- Management characteristics -- How people feel about work -- Theory X and Theory Y -- Maslow's hierarchy of needs -- Herzberg's motivator/hygiene factors -- Expectancy theory -- Practical implications -- Aiming for excellence -- The negative side of the balance -- Company policy and administration -- Positive use of policy and administration -- Supervision -- Interpersonal relationships -- Positive use of interpersonalrelationships -- Working conditions -- Personal life -- Security -- Status -- Salary -- The positive side of the balance -- Achievement -- Recognition -- Recognition through rewards -- The work itself -- Responsibility -- Advancement -- Growth -- The full mix -- Taking the temperature -- Accurate measurement -- Creating a strategy to influence motivation -- Approaches to continuous measurement -- Specific measurement opportunities -- Major measurement -- The link between information and action -- A firm foundation -- Incentive schemes -- A caveat -- Employee packages -- Financial incentives -- Non-financial schemes -- Tax implications -- Maintaining interest -- Communications -- Extreme measures -- The contribution of communication -- The contribution of management style -- The role of communication -- Consultation -- Development -- Delegation -- Appraisal -- Exit

interviews -- Communication -- Involvement and empowerment --
Putting empowerment to work -- Making empowerment possible --
Letting go -- Making empowerment effective -- Towards excellence --
Action plan -- Linking to specific staff -- A foundation for action --
The dangers -- Positive habits -- A motivational calendar -- Individual
records -- Spontaneity -- A social dimension -- A rolling plan --
Afterword.

Sommario/riassunto

Managers are under increasing pressure to get results and may feel they need all the help they can get. They are responsible for achieving results through other people. Employees must not only be able to do what managers want them to do, they must want to do so. Completely revised and updated, this second edition continues to illustrate how to inspire individuals or teams to develop, appraise and empower to get the very best results. This comprehensive guide provides practical guidelines and suggestions for action, leaving no stone unturned in exploring how to influence and motivate people.
