

## Guided Practice for Chapter 2, Motivation

Time estimate to complete this assignment: 2 hours

### Overview

Employee motivation is critical because it allows management to meet the company's goals. Without a motivated workplace, companies could be placed in a very risky position. Motivated employees can lead to increased productivity and allow an organization to achieve higher levels of output. This chapter covers the concepts and relevant theories of motivation.

### Learning Objectives

Basic objectives: After this class, you will be able to...

1. Define motivation
2. Explain the importance of motivating employees
3. Explain major motivational theories
4. Develop a list of goals that motivate employees

Advanced objectives: After this class, you will be able to...

1. Examine a situation, select the most appropriate theory
2. Construct effective strategies based on the theory

### Learning Resources

- **Reading:** Read Chapter 2 of the textbook.

### Exercises

*Reminder:* Complete the following exercises. Do not read the textbook until indicated otherwise.

1. Write in your own words the definition of motivation. Remember, your description must be easy enough for a 5-year old to understand.
2. Write in your own words why employee motivation is important for hospitality organizations.
3. Read chapter 2 in the textbook.
4. Write in your own words the definition of motivation. Remember, your description must be easy enough for a 5-year old to understand. Is your answer different from that in question 1? How did it change?

5. Write in your own words why employee motivation is important for hospitality organizations. Is your answer different from that in question 2? How did it change?
6. There are five major motivational theories in this chapter: Self-determination Theory, Equity Theory, Expectancy Theory, Herzberg's Two Factor Theory, and Maslow's Hierarchy of Needs. Thoroughly summarize each theory.
7. Explain the Goal Setting Theory and the SMART goal setting.

### **Submission Instructions**

Please do the work in a word document, and then submit it in Blackboard. Do not submit Google Doc.

## In-class Activity for Chapter 2: Motivation

Class time: 75 minutes

Topic or concept: Motivation

### Basic objectives for preparatory work:

1. Define motivation
2. Explain the importance of motivating employees
3. Explain major motivational theories
4. Develop a list of goals that motivate employees

### Advanced objectives for classwork & after class work:

5. Examine a situation, select the most appropriate theory
6. Construct the effective strategies based on the theory

	Time planned	Activity and rationale	Resources needed
Beginning of class period	5 mins	<b>Announcements</b>	
	15 mins	<b>Group quiz</b>  Students as a group answer a series of questions asking major concepts and theories in motivation.  The answers will be reviewed and explained briefly.	Pen/pencil
Middle of period	10 mins	<b>Mini-lecture</b> on how to evaluate situations that employee feel motivated or demotivated through various theories in motivation	Whiteboard/PPT slides
Middle of period	40 mins	<b>Think Pair Share</b>  Based on the mini-lecture as an example, students work on developing strategies to increase employee motivation. Students	Pen/pencil

	Time planned	Activity and rationale	Resources needed
		<p>will...</p> <ol style="list-style-type: none"> <li>a. Evaluate the given situation</li> <li>b. Select one motivational theory</li> <li>c. Based on the theory, establish specific strategies to boost employee motivation</li> <li>d. Share the work with the group</li> <li>e. Discuss the shared ideas with the entire class</li> </ol>	
End of period	5 mins	<b>Mini-lecture</b> reviewing major points of this chapter	PPT slides

## **Post-class Activity for Chapter 2, Motivation**

Time estimate to complete this assignment: 1 hour

*Reminder:* This is an individual assignment. Please complete the following exercises and submit it Blackboard. Please do not submit Google Doc.

### **Exercises**

1. Describe the situation when you were highly demotivated at the current job (or the most recent job if not employed currently) in detail.
2. Analyze why you were demotivated using one of the theories in motivation. A brief illustration of the theory selected must be included.
3. Provide a list of recommendations to the manager who could have motivated you. The recommendations should be well aligned with the theory of your choice.