

Motivation

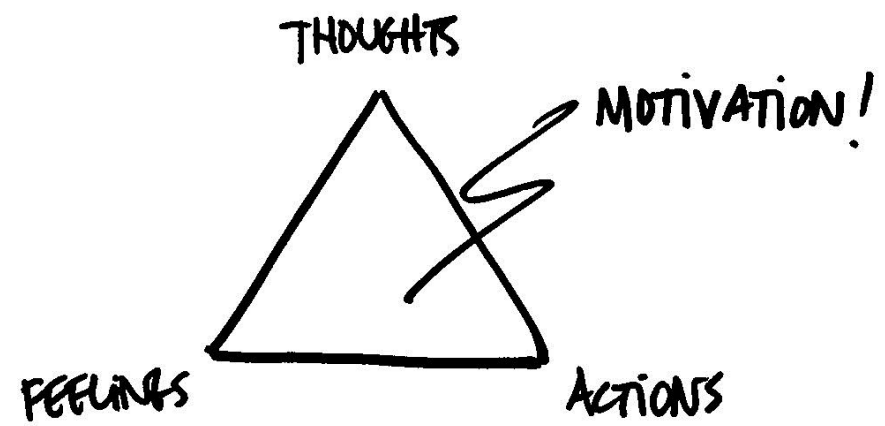
Dr Than Thiri Htwe

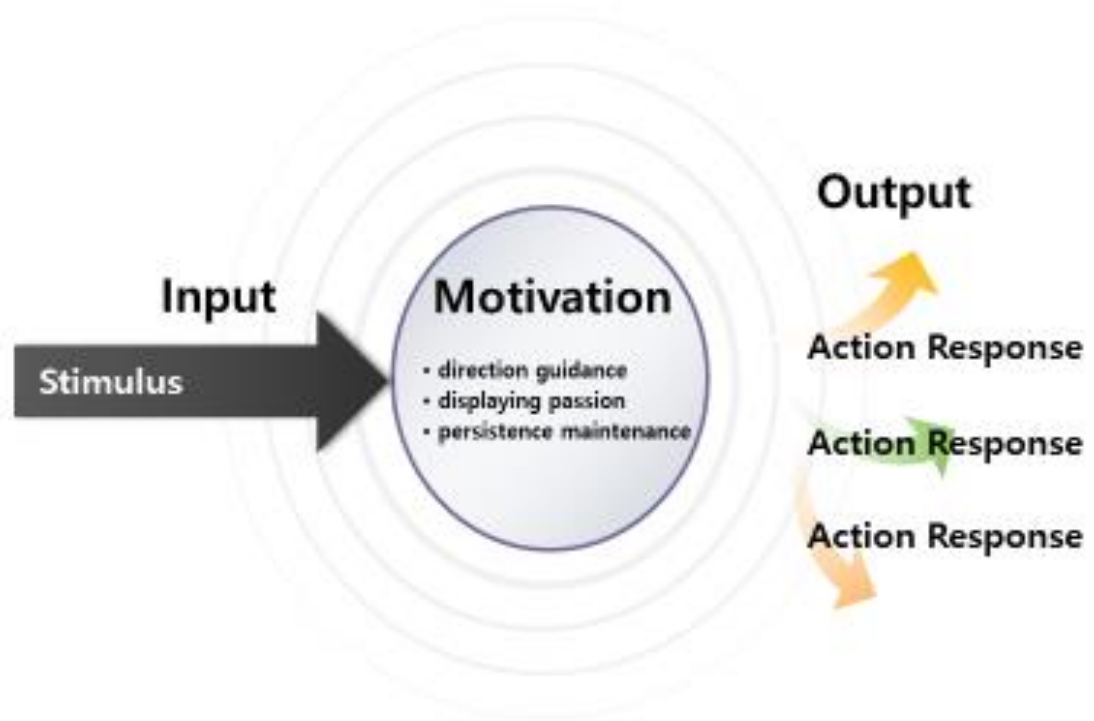
SAS Physician

NOGH

Feelings are important

- ▶ Productivity systems rarely take emotions into account.
- ▶ Feelings are a fundamental and unavoidable part of why humans do what they do.
- ▶ We can't ignore our emotions.
- ▶ Because of the way our brains are structured, when thought and feelings compete, feelings almost always win.



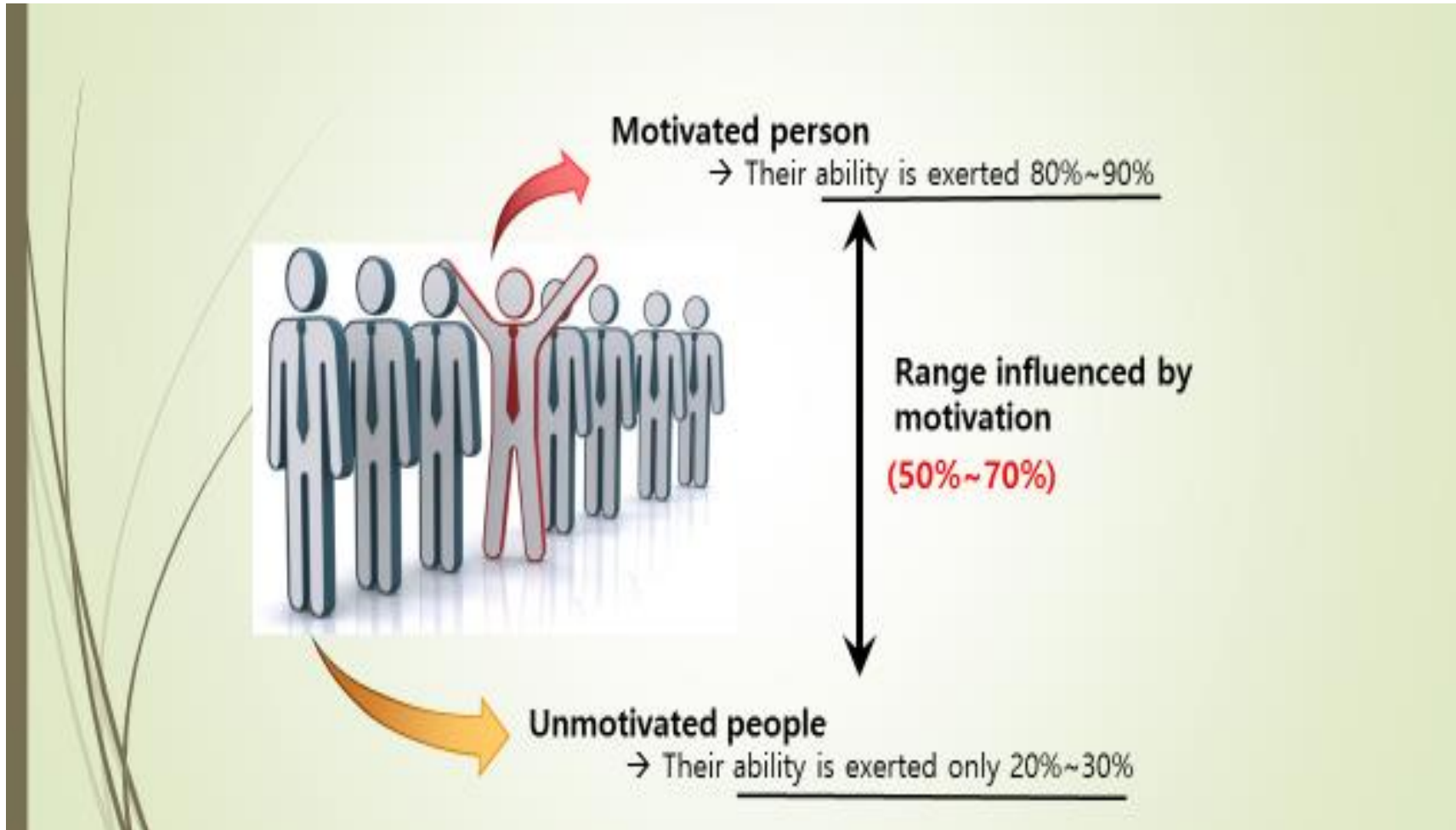


Performance = Ability \times Motivation

Even if ability is 90
and motivation is 10
performance is
900



If ability is 70
and motivation is 80
performance would be
5600!



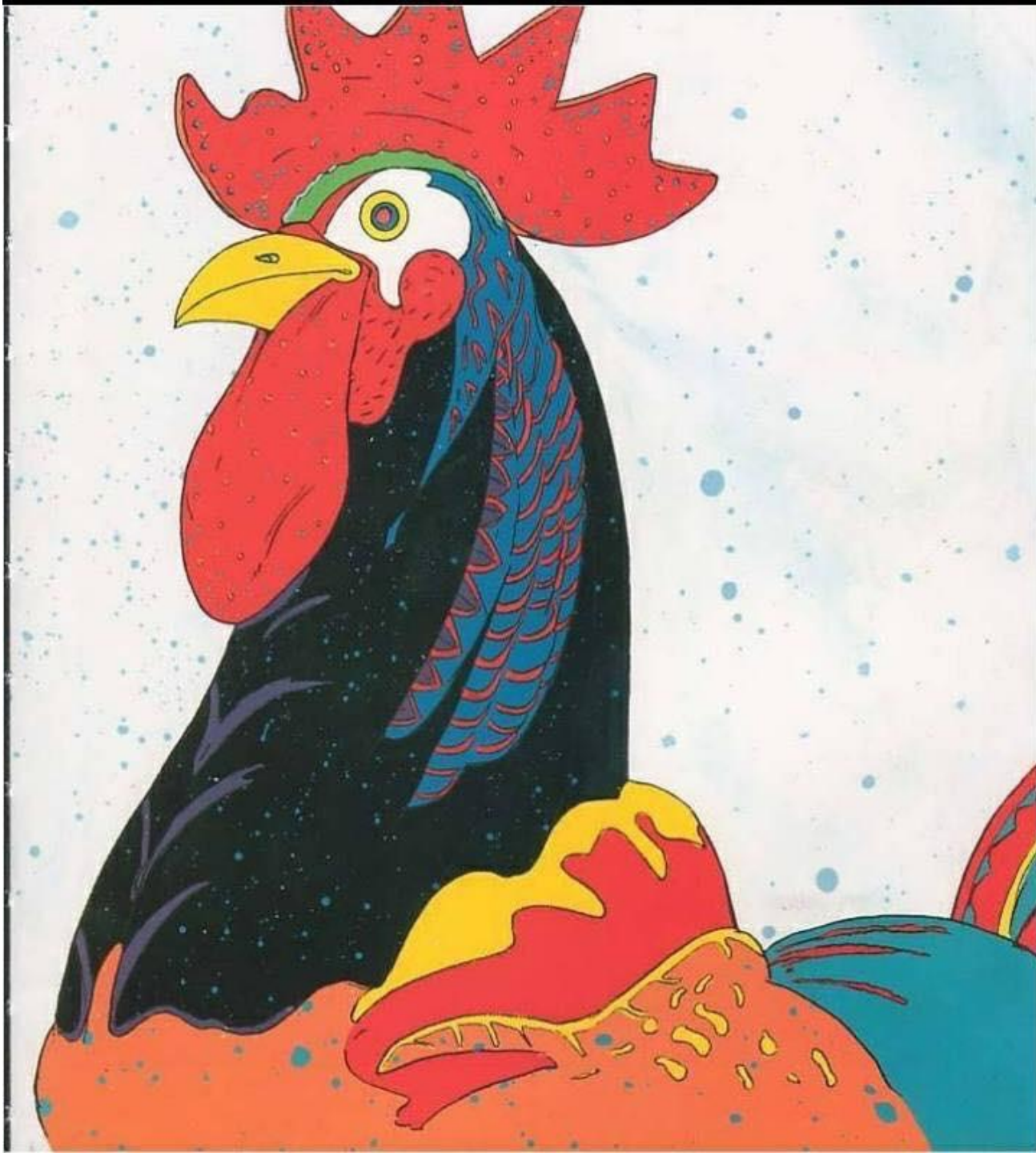
Factors that can cause demotivation

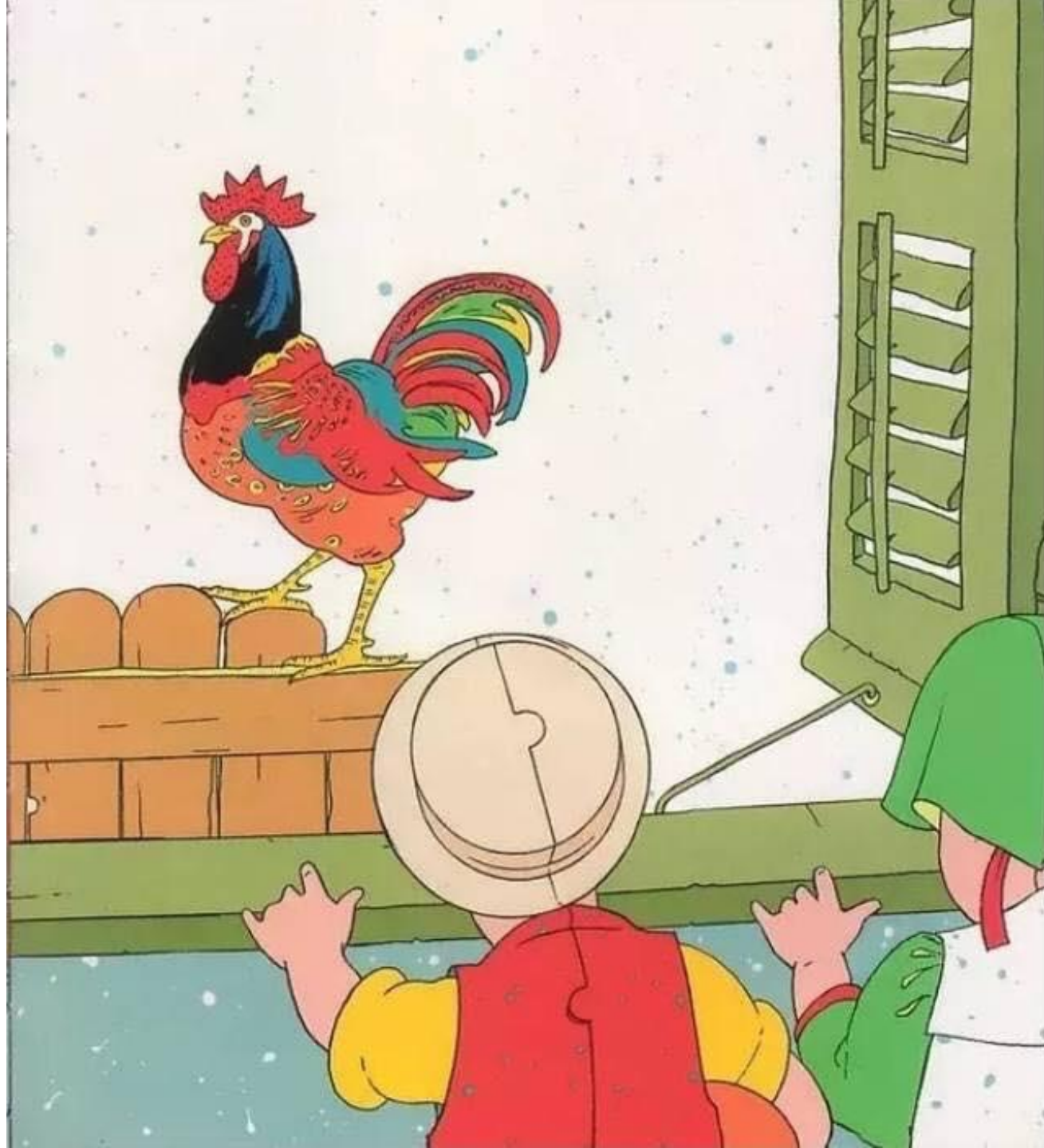
DEMOTIVATION

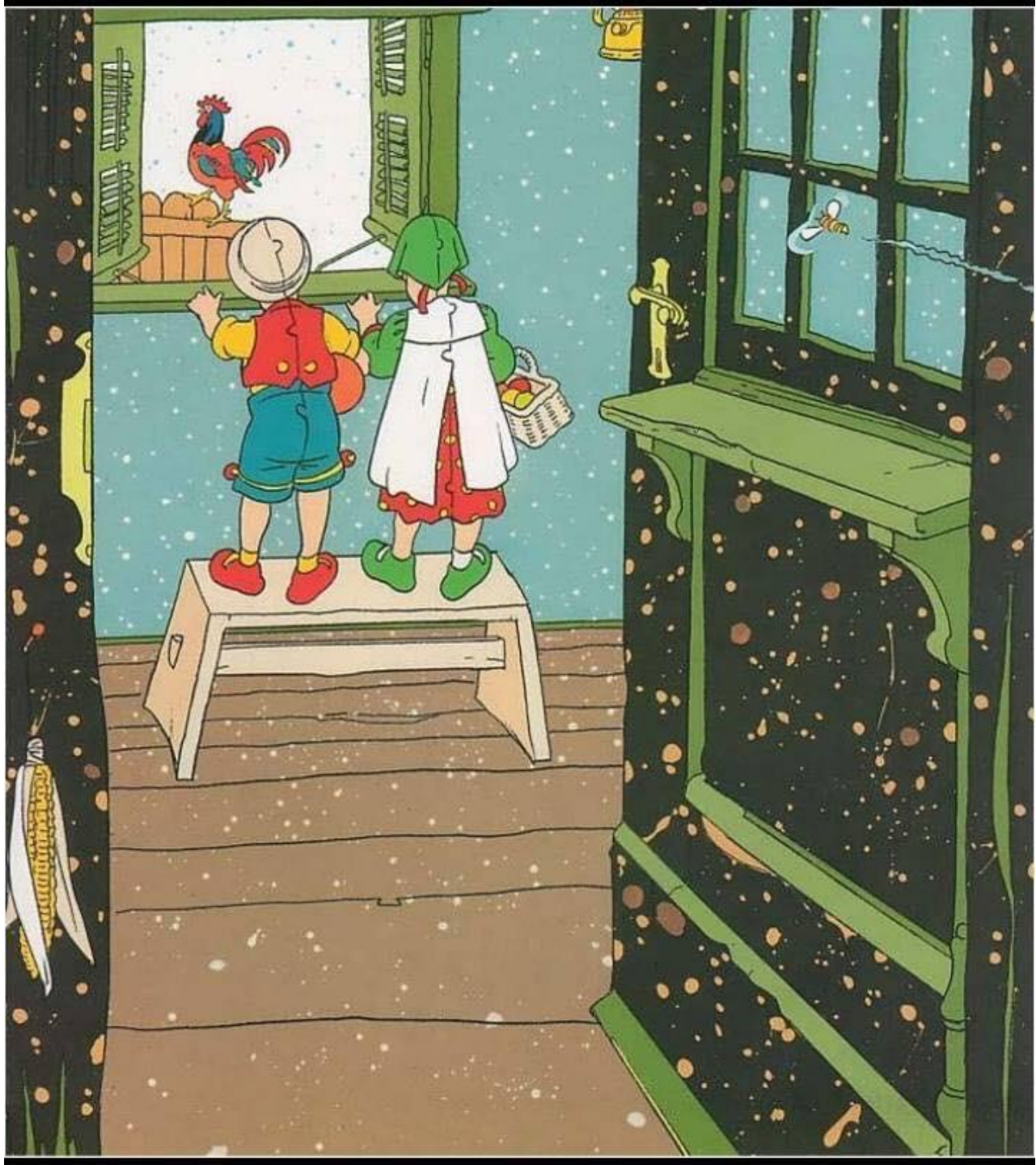
How to motivate yourself

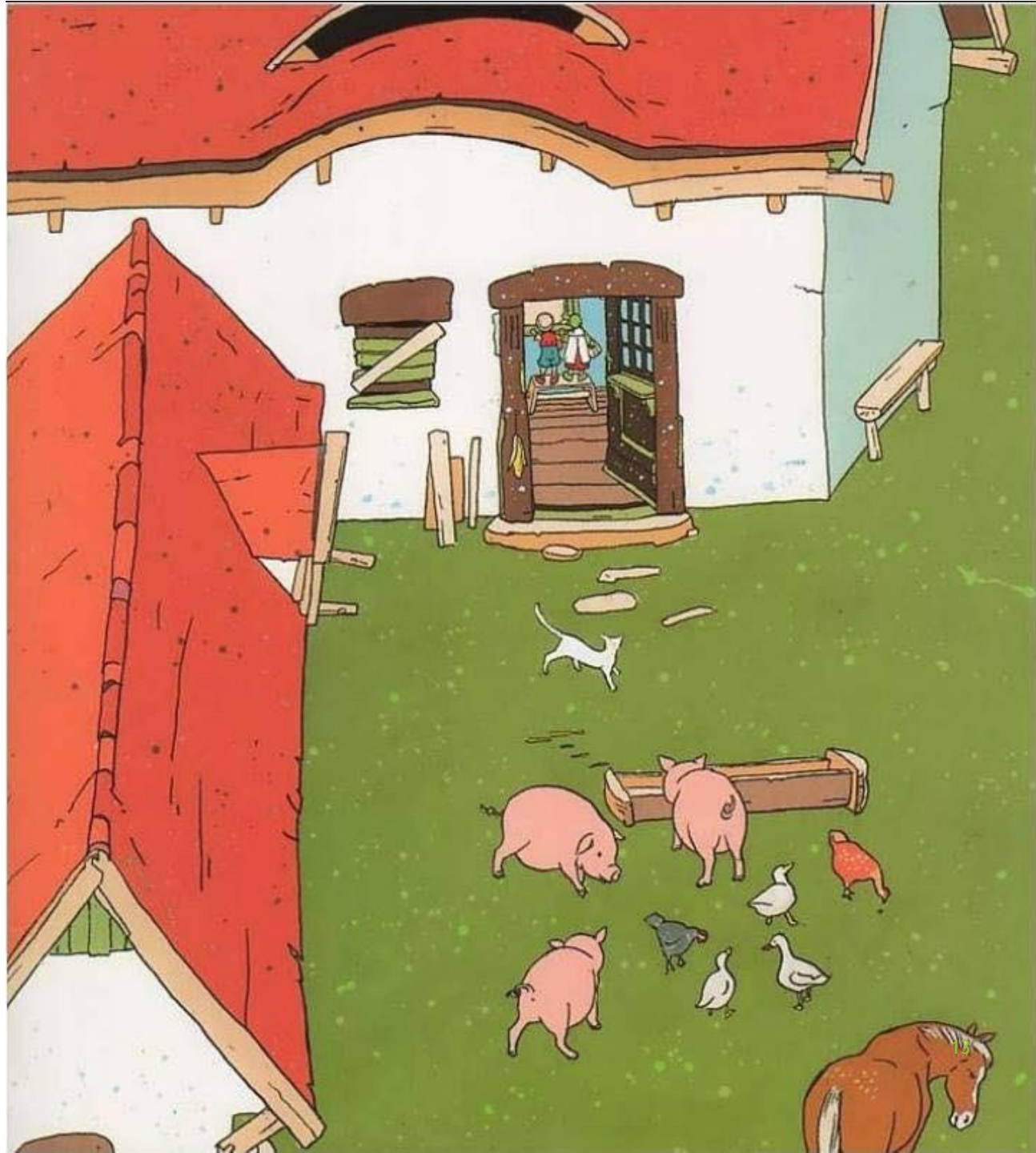
- ▶ **Get Positive**
- ▶ **Get Rewarded**
- ▶ **Get Peer Pressure**
- ▶ **Avoid over thinking**

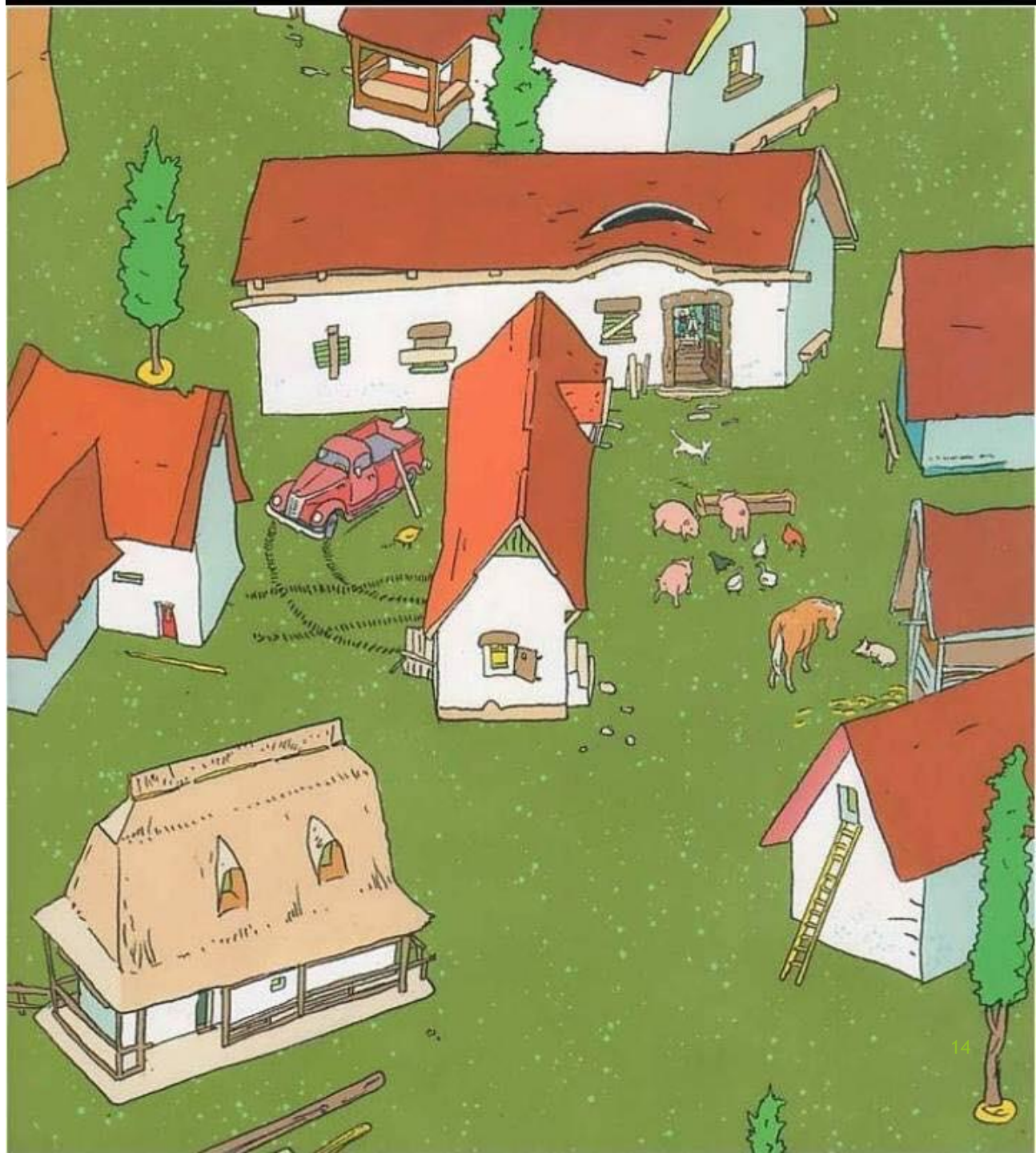












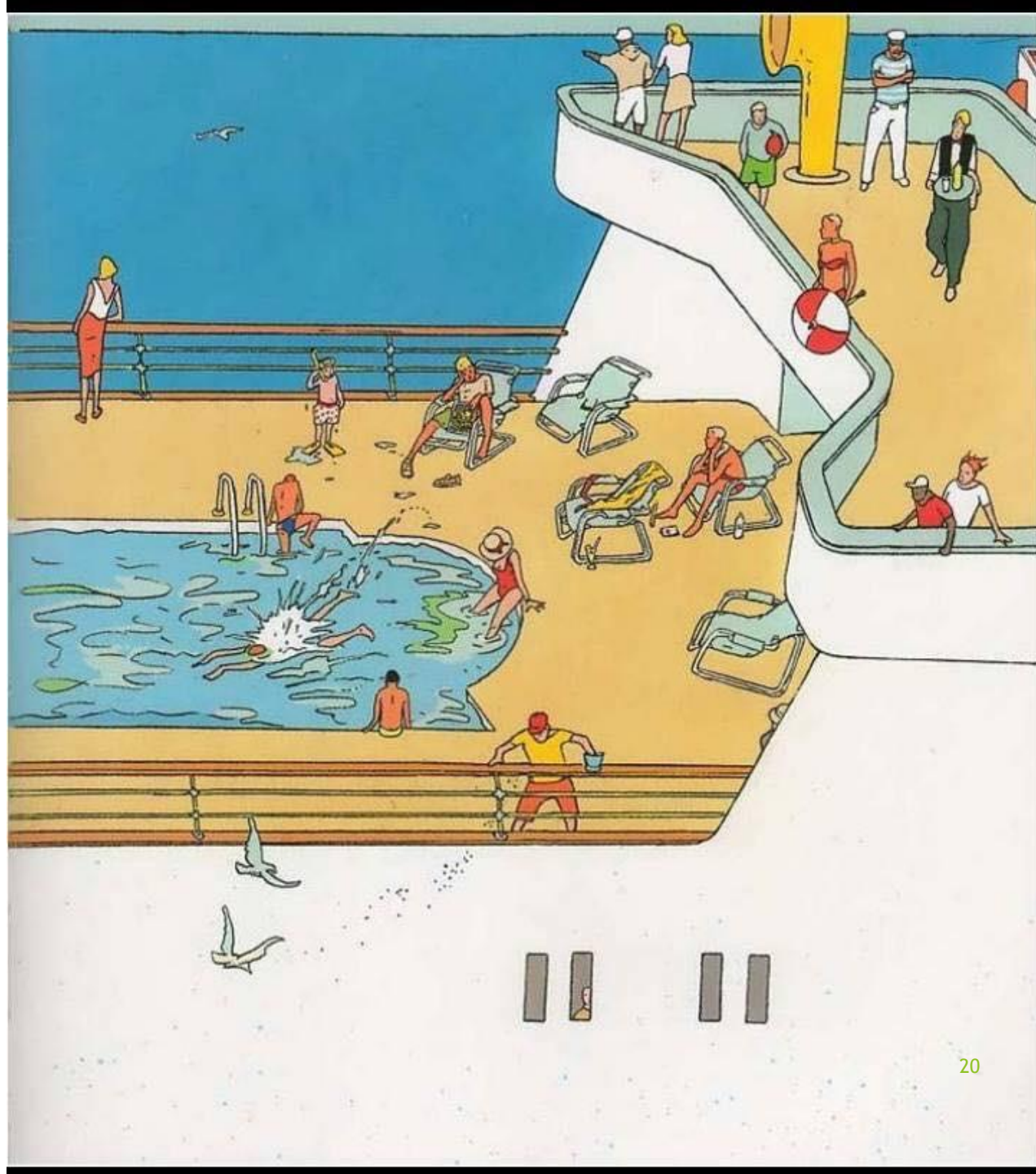






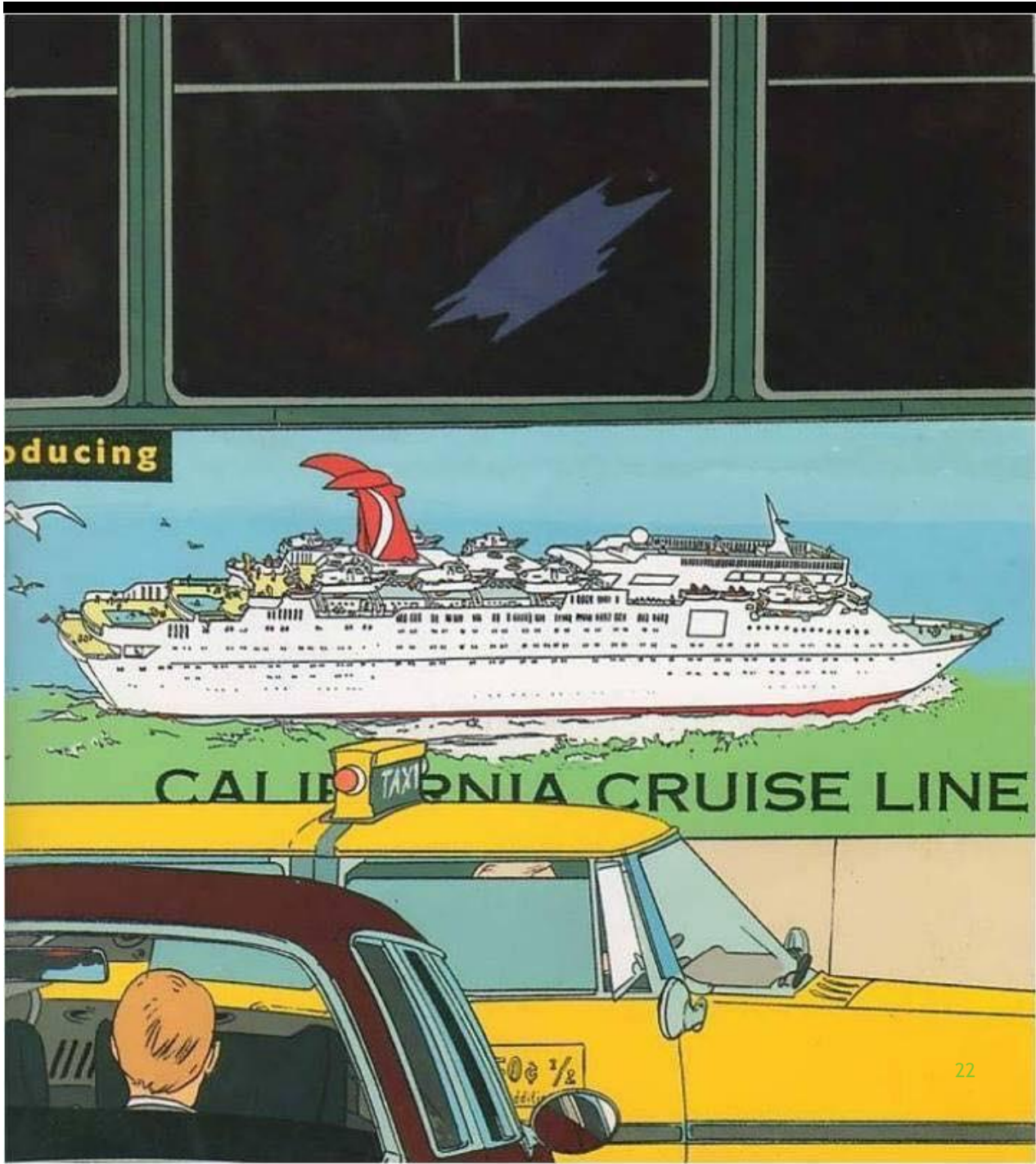






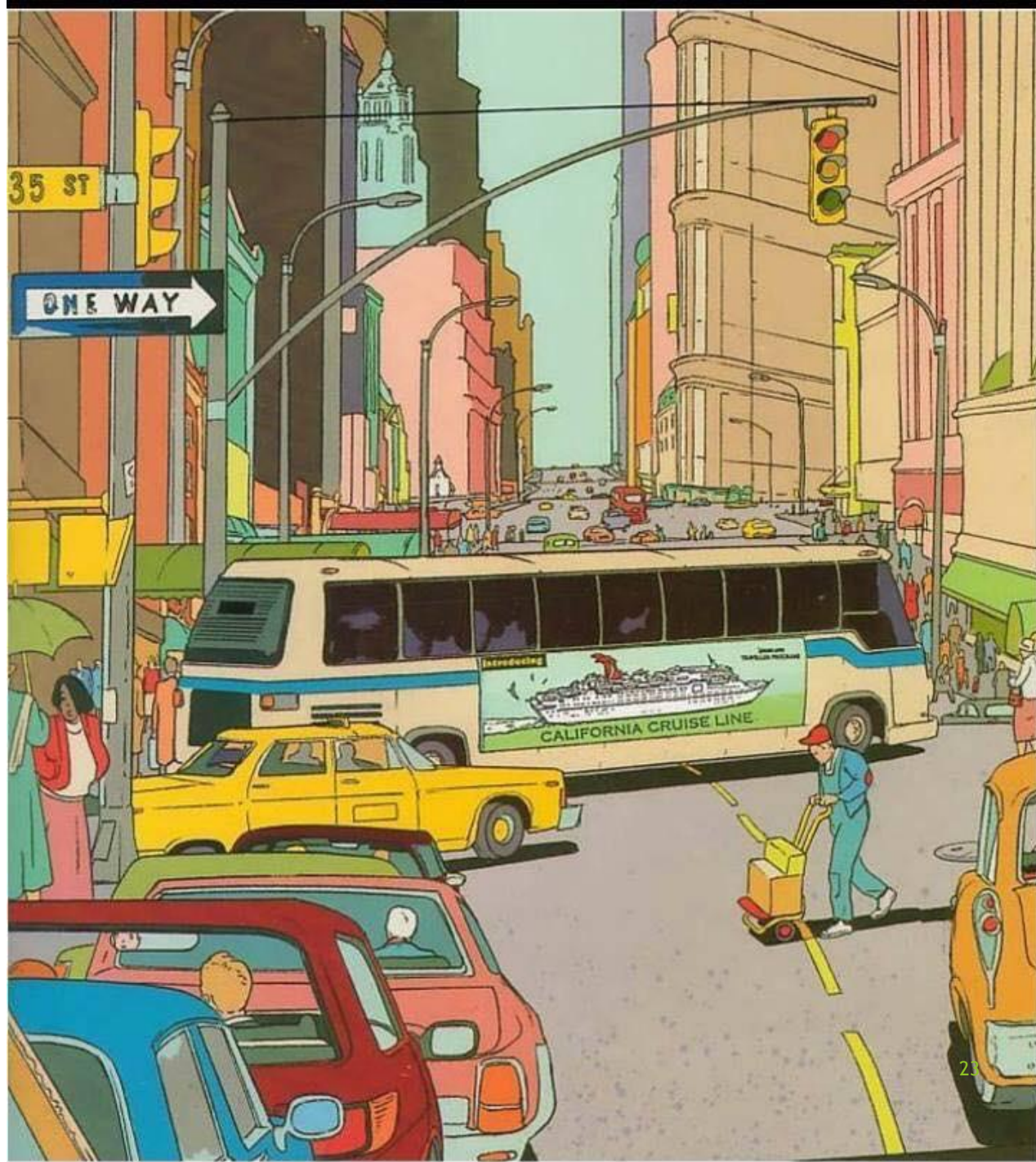
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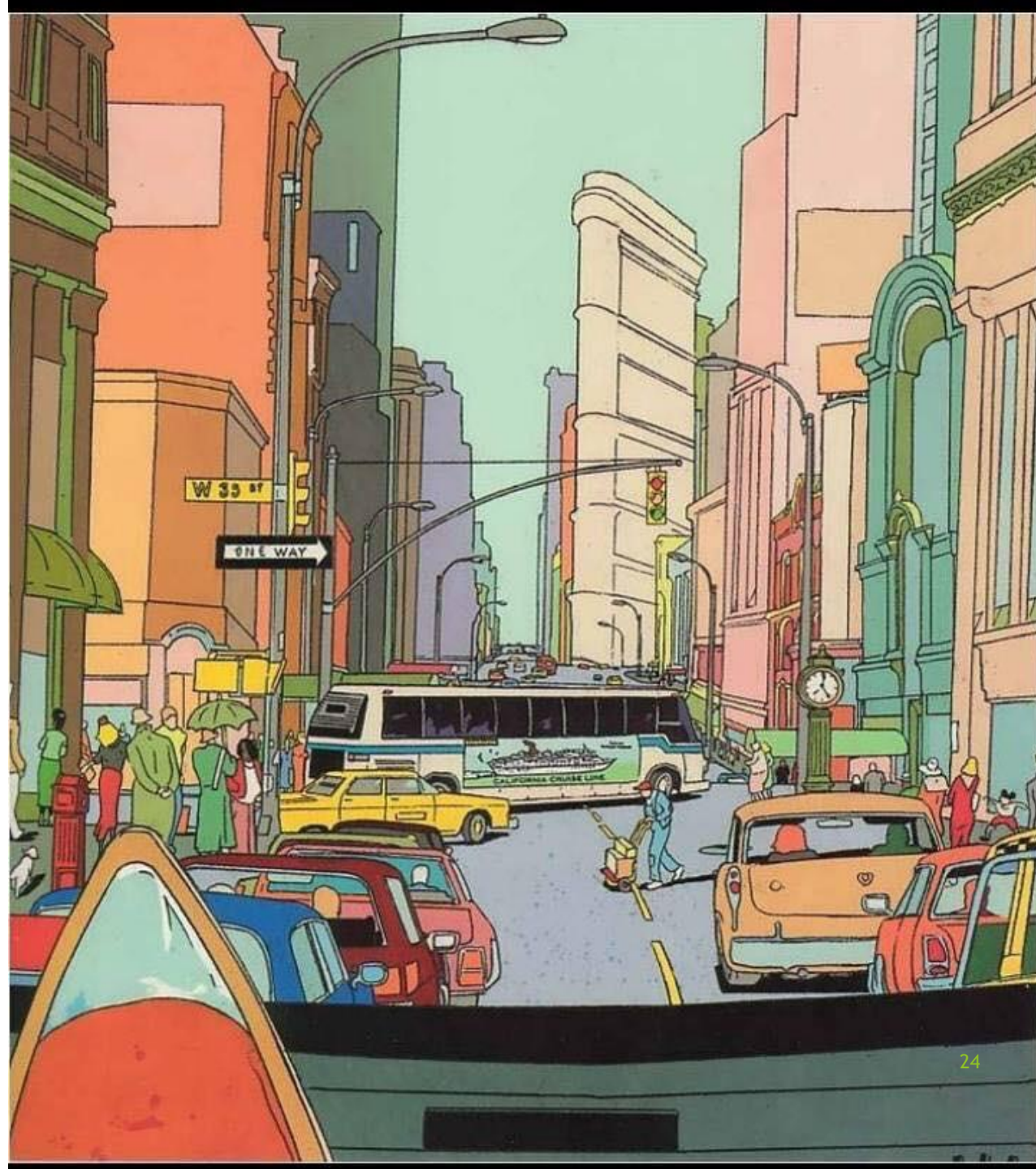


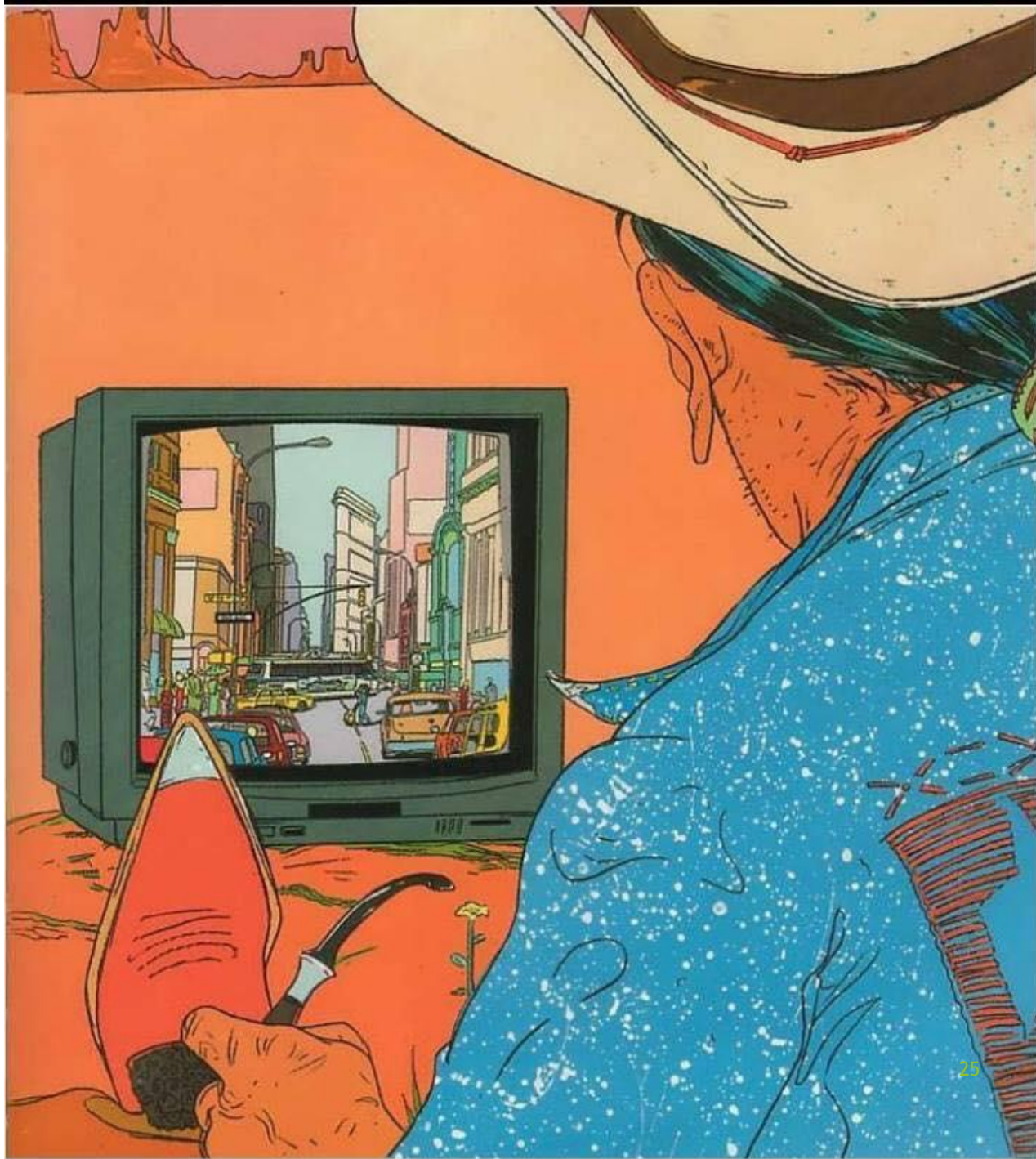


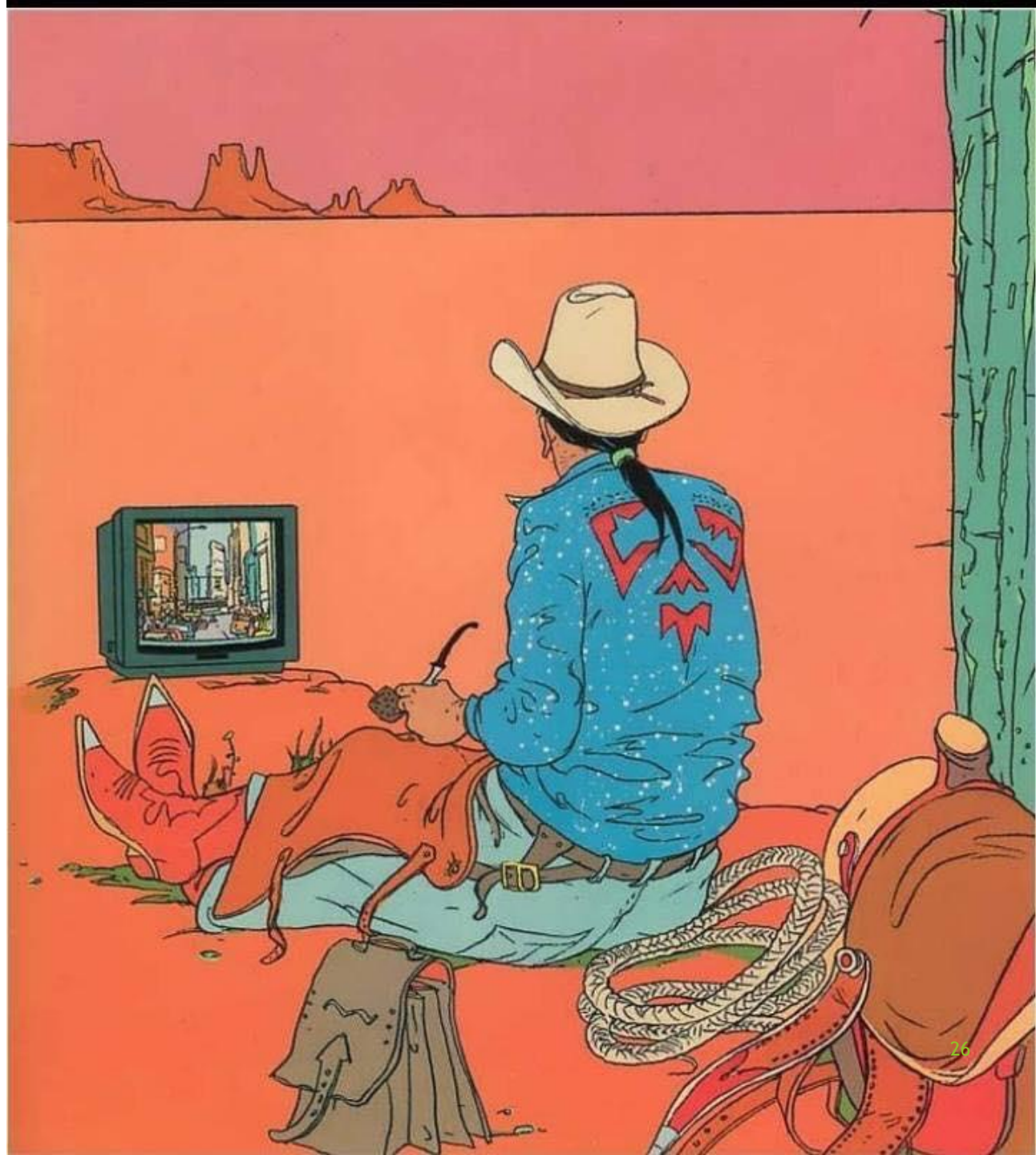
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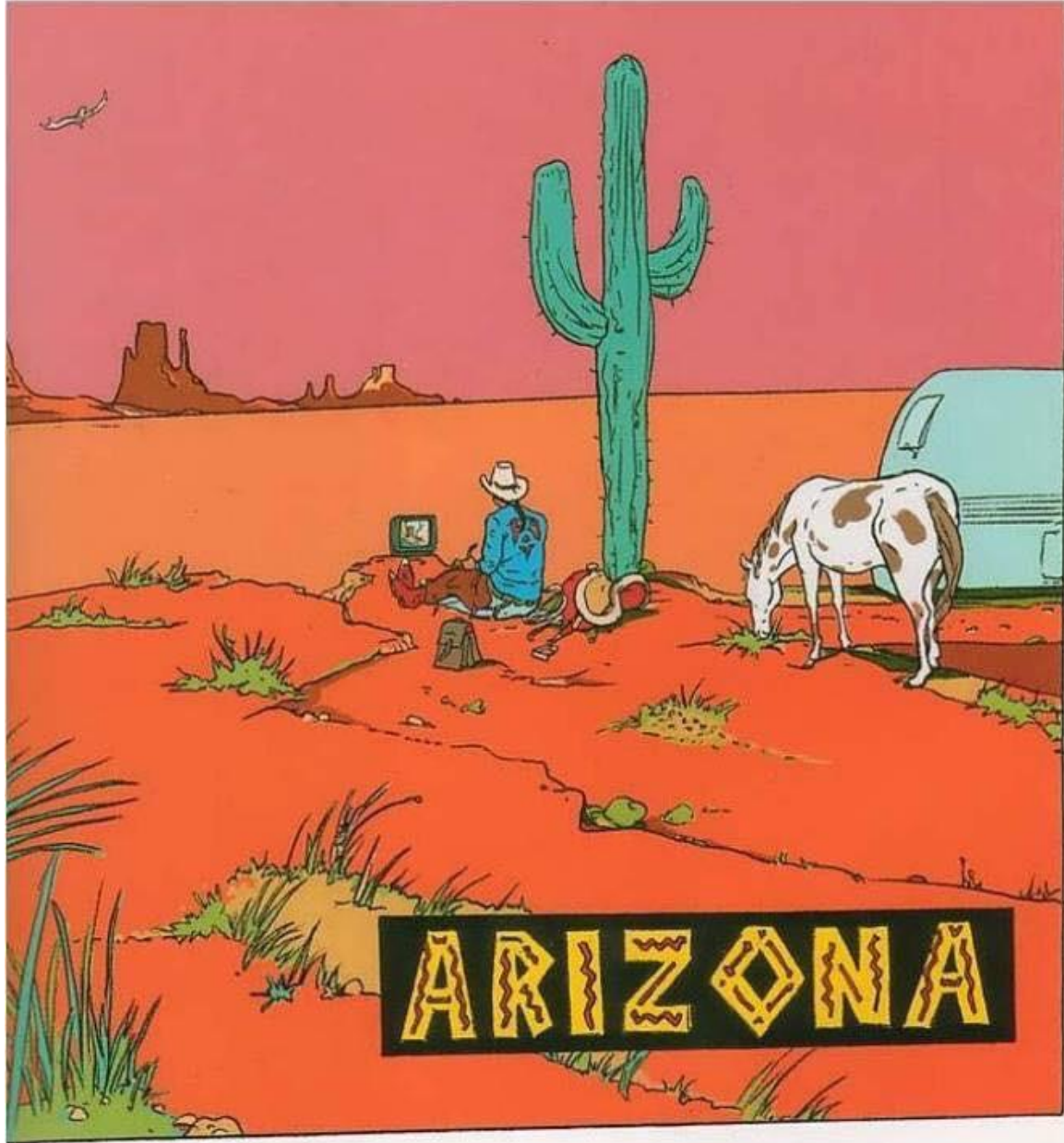
CALIFORNIA CRUISE LINE



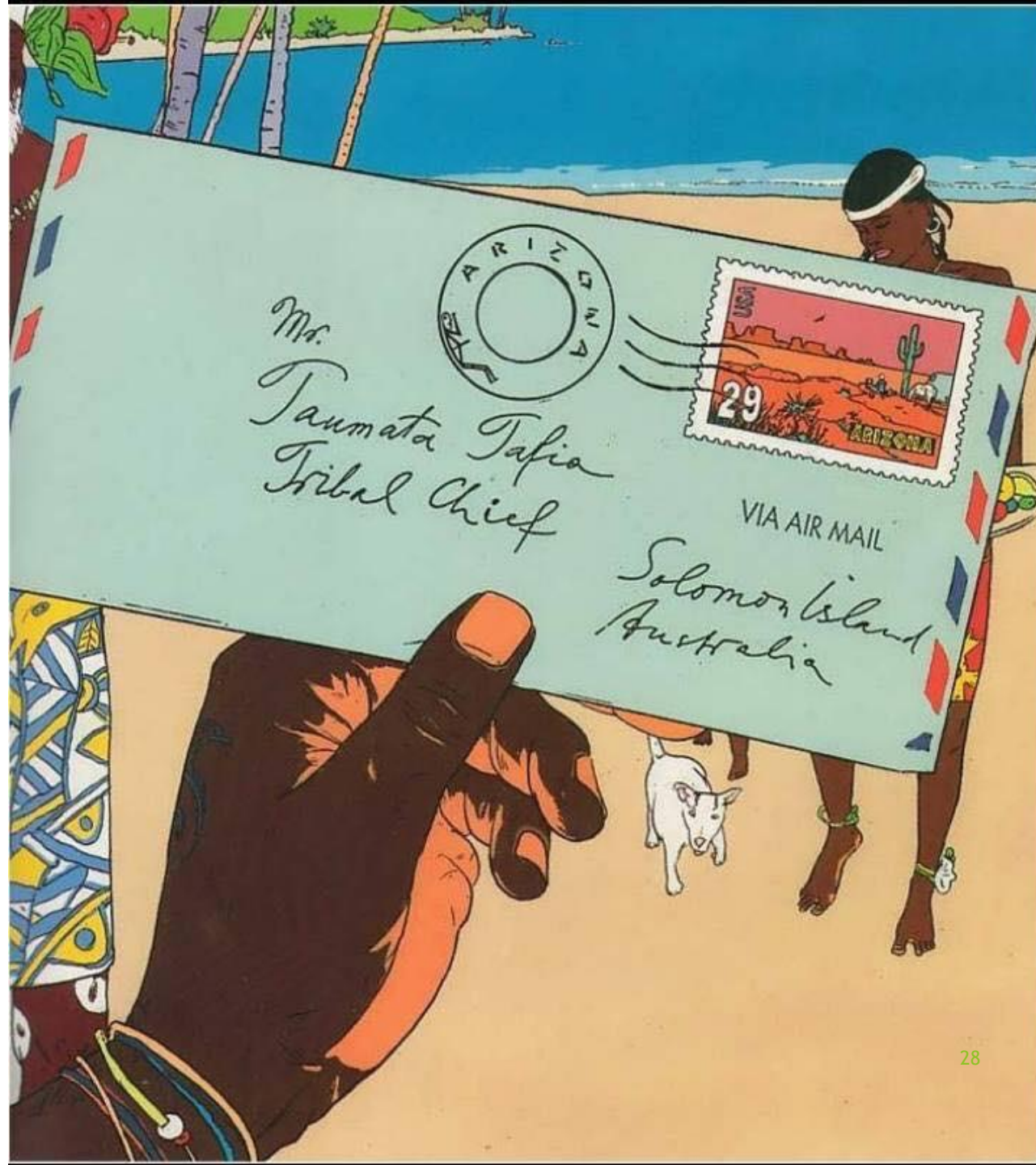


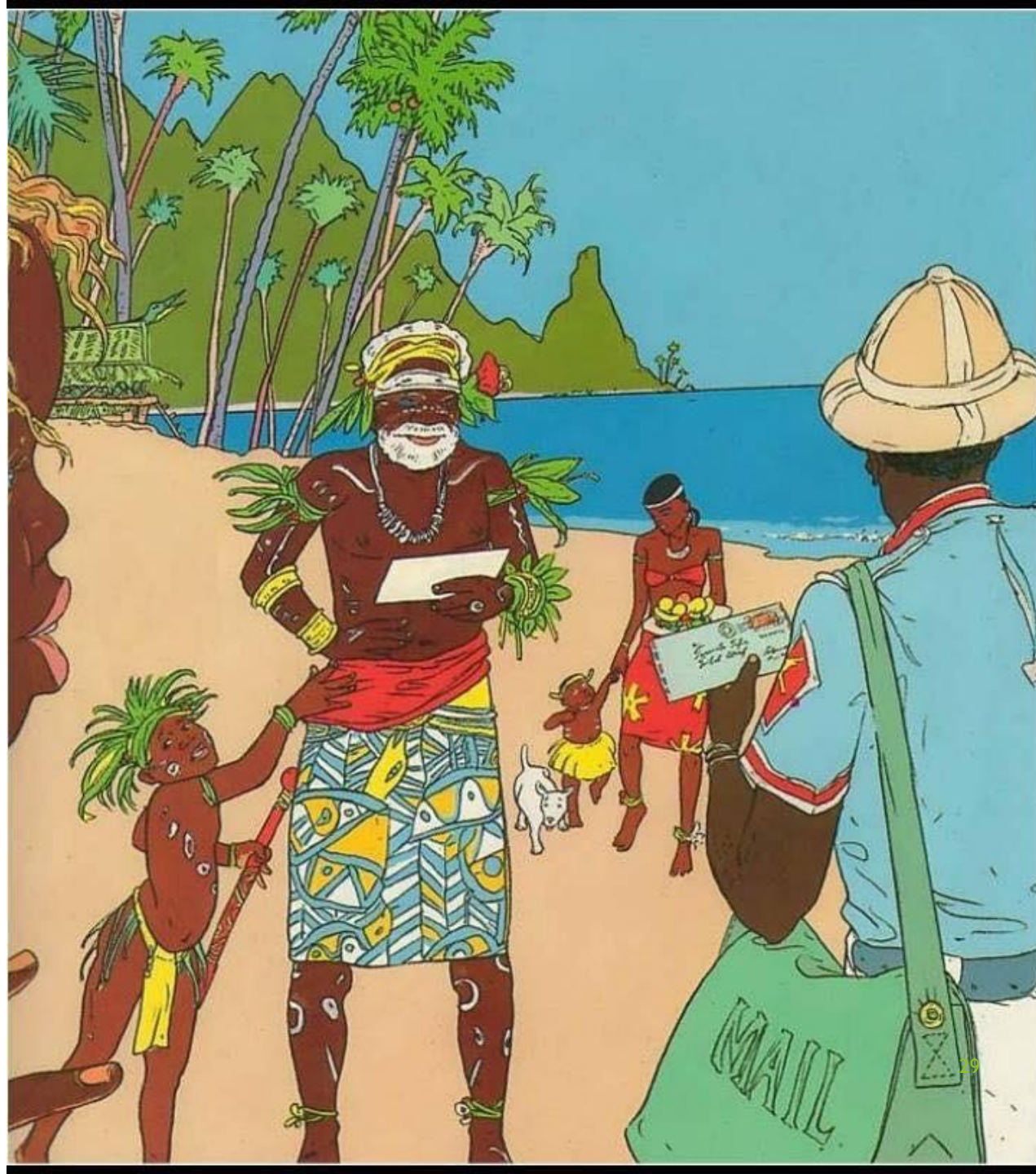


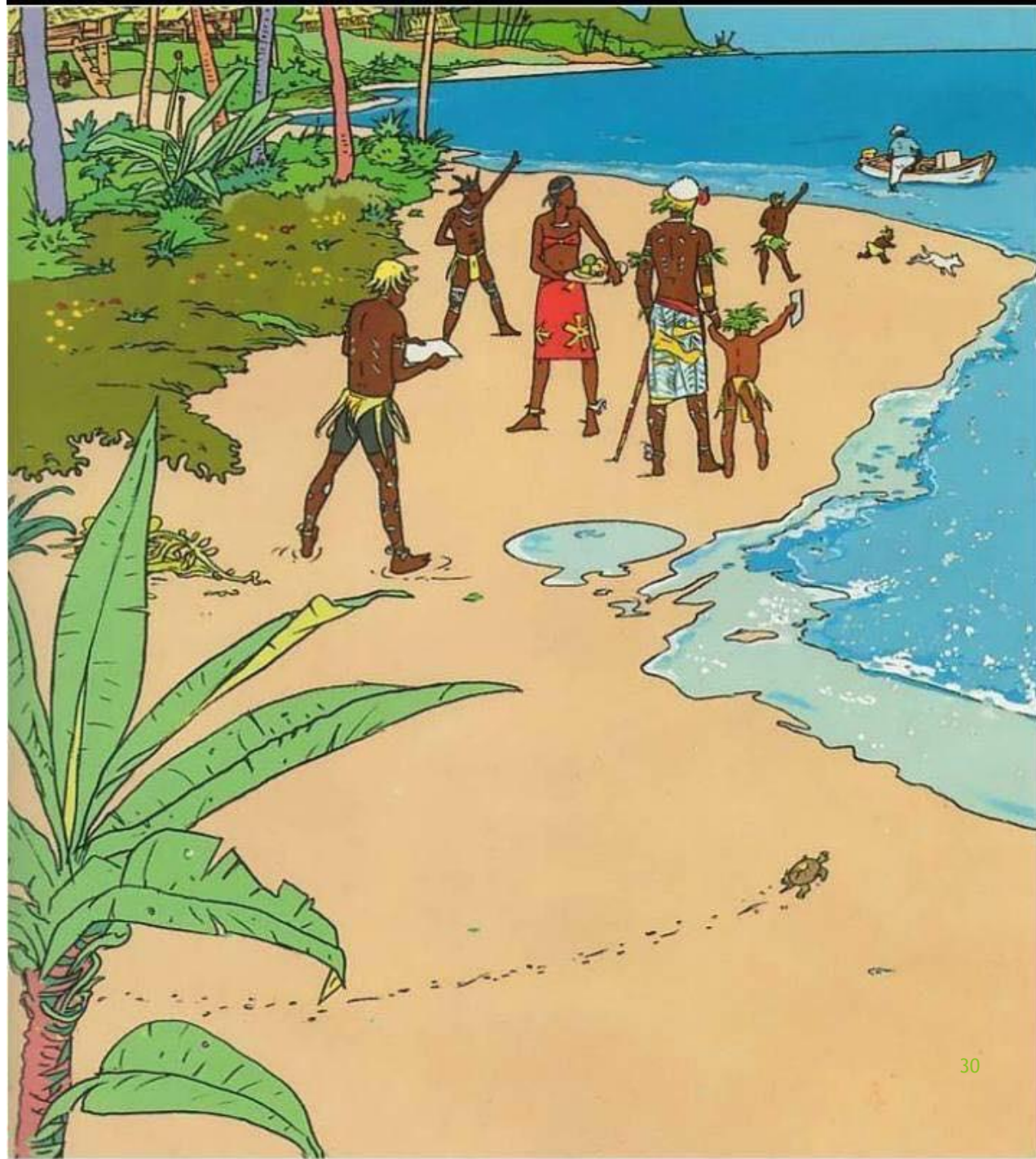




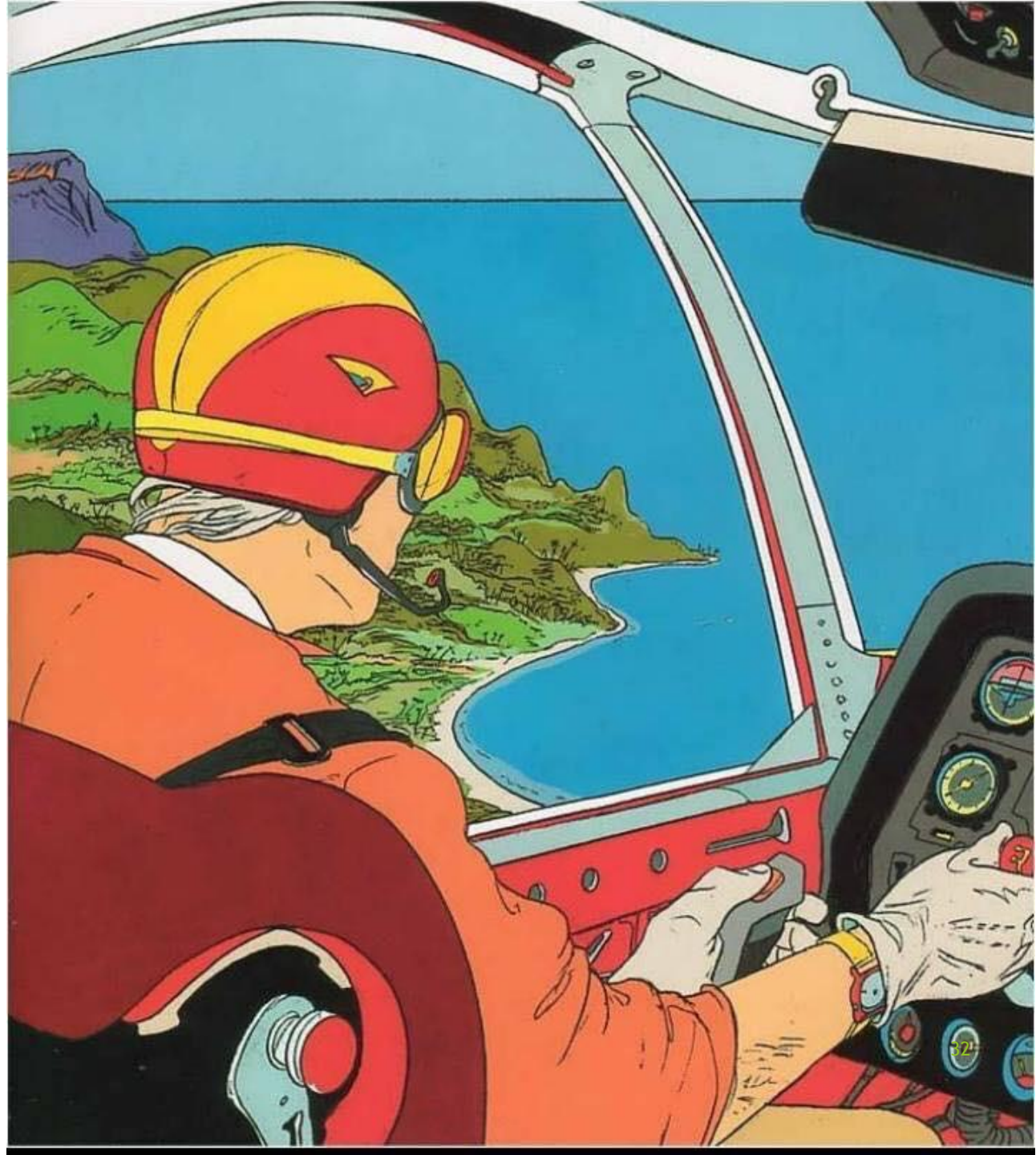
ARIZONA



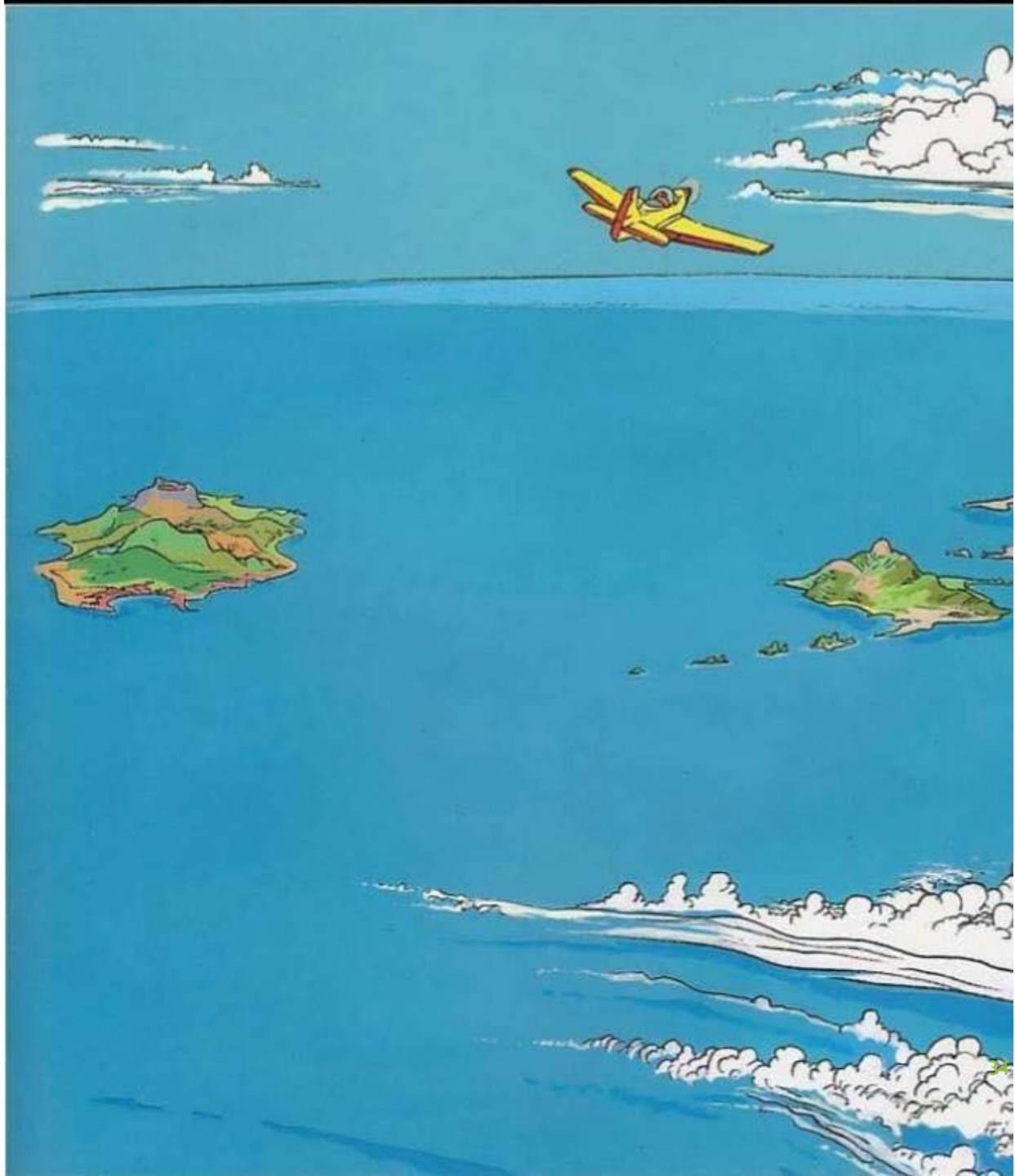


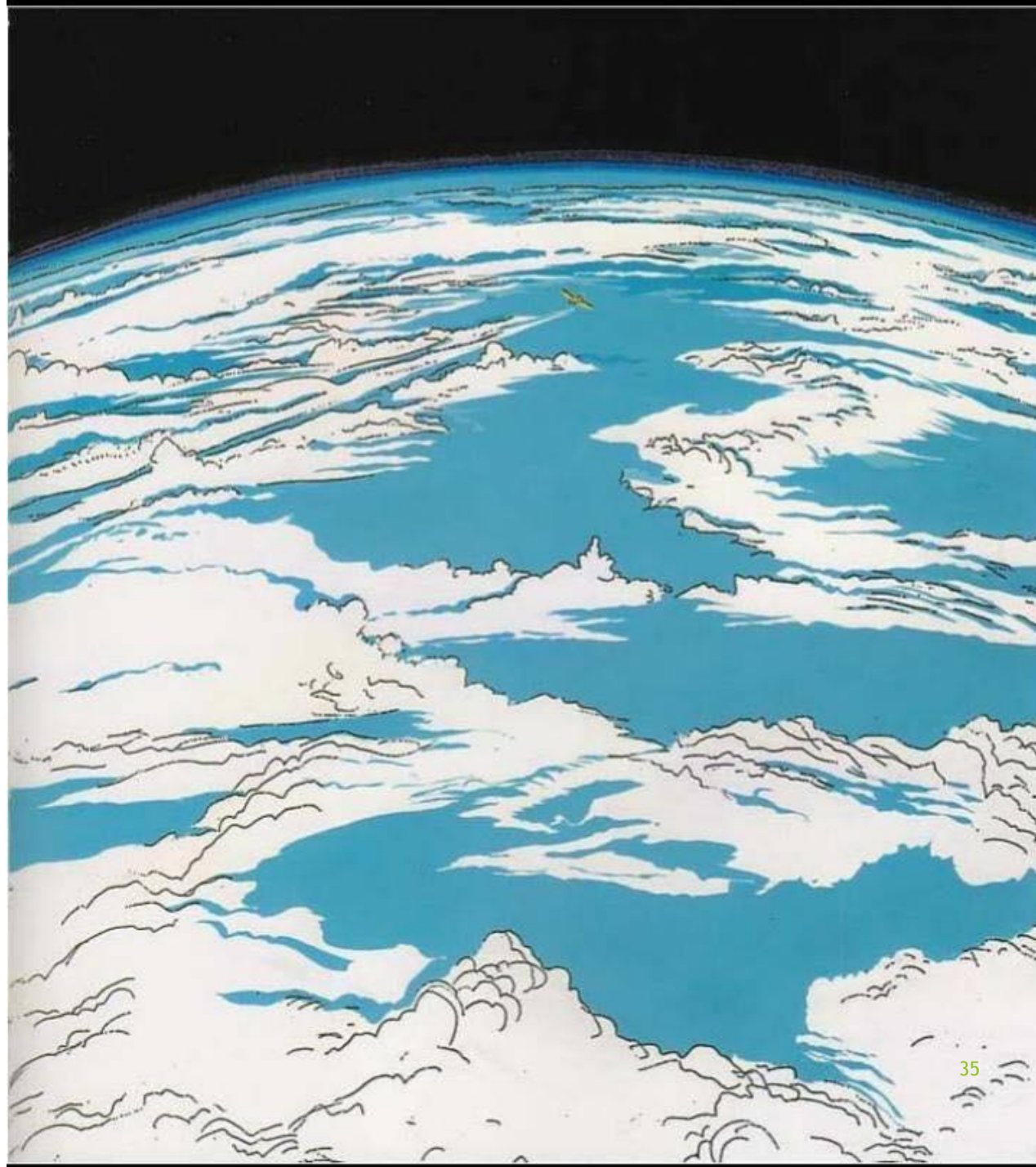


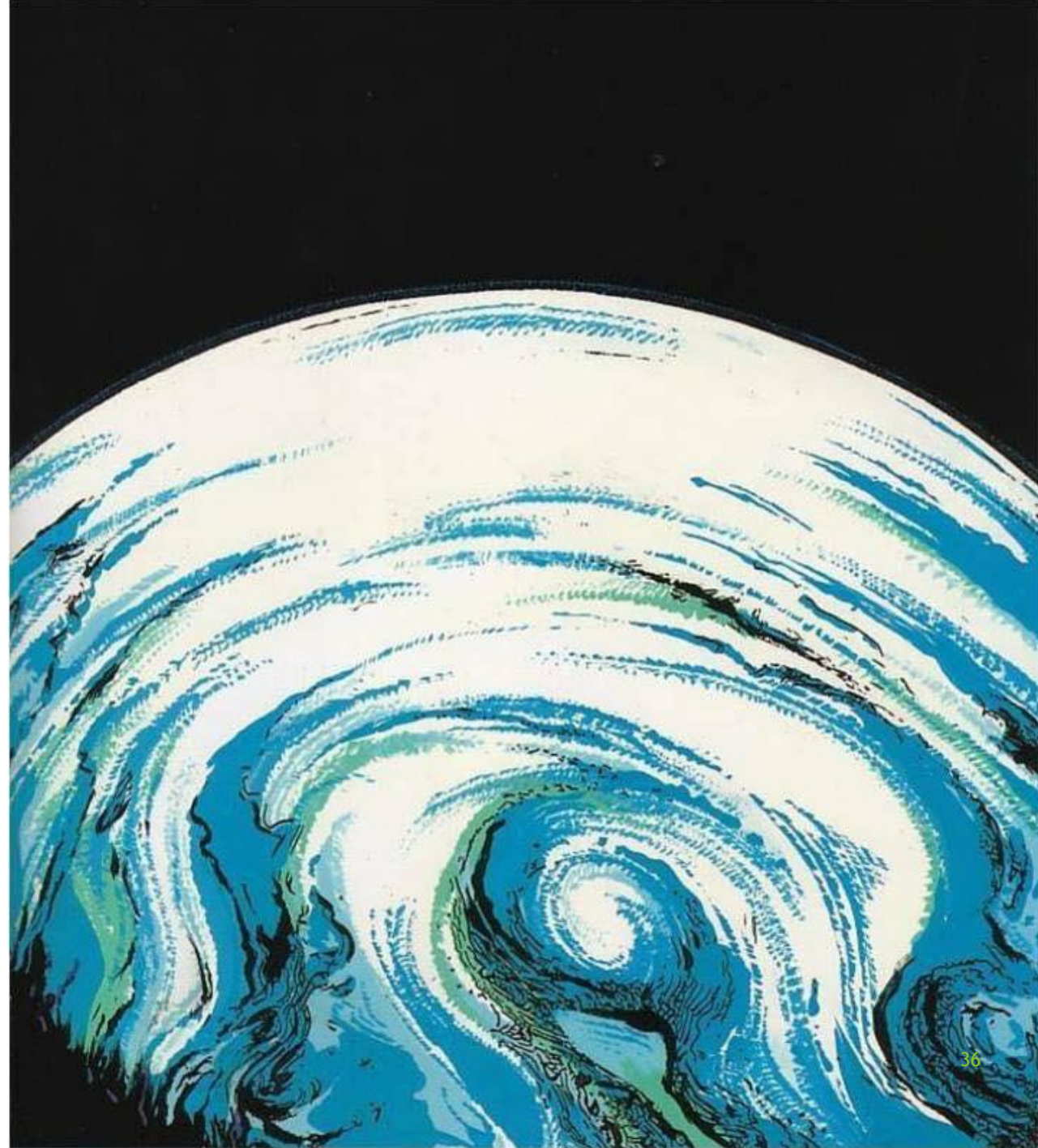














How about your feeling?

Definition of Motivation

- ▶ Susan (1995) defined motivation as an energizing force that stimulates arousal, direction, and persistence of **behavior**.
- ▶ Andrew (2000) says that motivation is concern with the **"why" of behavior**; the reason people do things.
- ▶ According to Stephen (2000), motivation is the willingness to exert a persistent and high level of effort towards **organizational goals**, conditioned by the effort's ability to satisfy some individual needs.

 Needs Want Good to have

Motivation in Theory

Contents Theory

- Need hierarchy
- two-factor theory
- ERG theory
- Achievement motivation theory

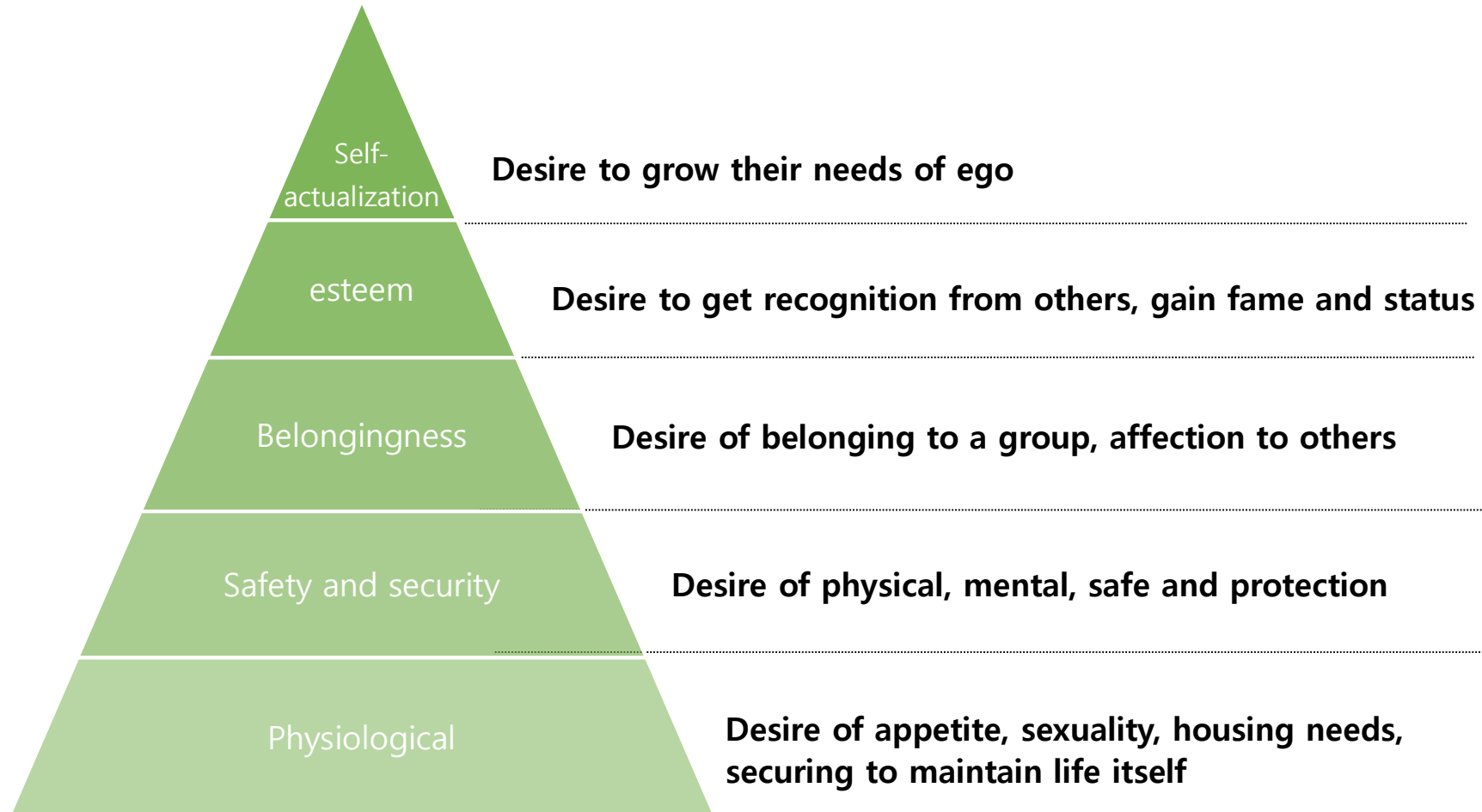
- What are the needs that motivate people?
- compensation means and information

Process Theory

- **Fairness theory**
- **Equality theories**
- **Goal setting theory**
- intrinsic motivation theory

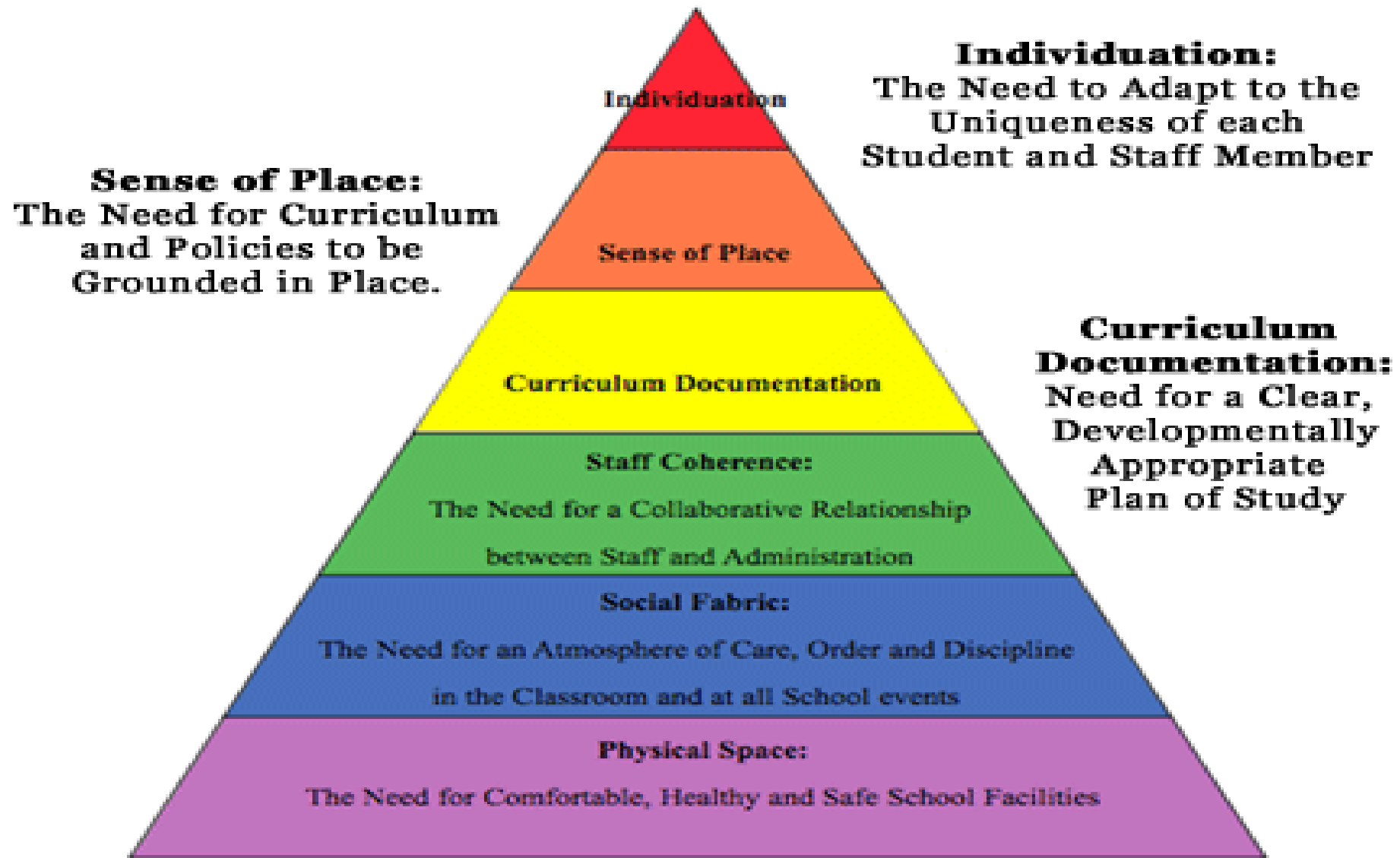
- How are people motivated?
- Compensation management processes/procedures

Maslow's need hierarchy



How to apply individually?

How to apply in Organization?



**A Hierarchy of School Needs
based on Maslow's Hierarchy of Needs for Individuals**

Motivation	Manipulation
About serving others	About serving self
Takes people as they are	Forces people to be what we want them to be
Based on time, effort, and sincerity	Based on the use of techniques
Is hard	Is easy

**“You can take a horse to the pond but
cannot make it drink”**



‘It is true to human beings as well’

A Presentation by Vivek Mehrotra

ပညာသည် မည်သည်
ပျော်လျှင် ကျွန်ထက်လုပ်သည်...
ကျွန်လို ခိုင်းလျှင်ကား
မပျော်တတ်ကြ...

#မင်းသုဂင်္ဂ (၁၅.၈.၁၉၄၇)

Feeling?

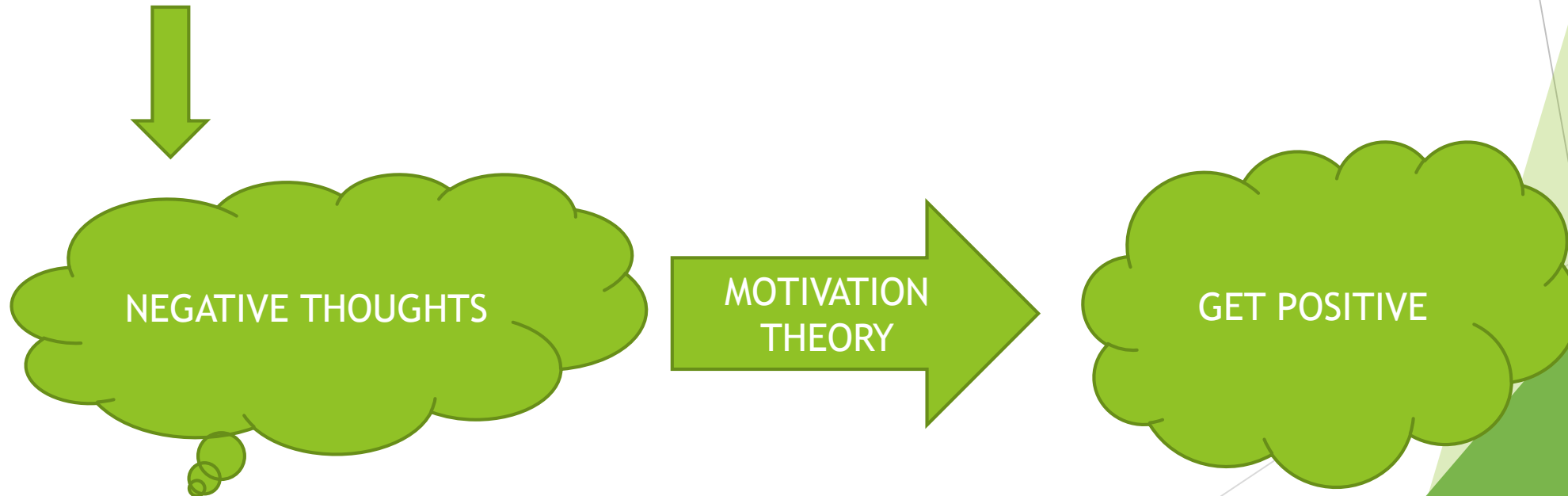
Will you wait for motivation?

How about your role as a motivator?

Everybody is a leader.

Do you ever face questions?

- ▶ Why doesn't this person work?
- ▶ Why does this colleague hate me?
- ▶ Why do I always get bad people to work with?
- ▶ Could someone be more ungrateful than him?
- ▶ Why this person want to embarrass me?





HURT PEOPLE,
HURT PEOPLE.

*healed people,
heal people.*

@LYSATERKEURST



Motive people motivate people

References



People Management

Full Length Research Paper

Motivation-related values across cultures

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THANK YOU

