

SIMBA INTERNATIONAL SCHOOL
BUSINESS STUDIES
A LATERAL APPROACH TO MOTIVATION AT WORK

To me, Business is more than simply money. It is the study of psychology as well. It is getting into the hearts and minds of those who work for you so that you can challenge them and channel their efforts into individual and organizational triumph. **E. W.**

Let us read and analyse these quotes as a start to the HRM portion of your syllabus.

John Ruskin

In order that people may be happy in their work, these three things are needed: They must be fit for it: They must not do too much of it: And they must have a sense of success in it.

Edwin H Stuart

Men who do things without being told draw the most wages.

Denis Waitley

Winners take time to relish their work, knowing that scaling the mountain is what makes the view from the top so exhilarating.

Joe Gibbs

People who enjoy what they are doing invariably do it well.

Lou Holtz

Motivation is simple. You eliminate those who are not motivated.

J. Marriott Jr

Motivate them, train them, care about them, and make winners out of them... they'll treat the customers right. And if customers are treated right, they'll come back.

Peter Davies

Motivation is like food for the brain. You cannot get enough in one sitting. It needs continual and regular top up's.

Ulysses S. Grant

Labor disgraces no man; unfortunately, you occasionally find men who disgrace labor.

Confucius: Quotes

Look for an occupation that you like, and you will not need to labor for a single day in your life.

Points to ponder:

The Confucius quote: Many people find jobs they like, but then go one to labour every single day of their lives. Why do you think this is the case? (This quote has also come in many similar forms.)

Peter Davies quote: How do you think this quote can be used by management at all levels?

J Marriott Jr quote: Do what extent does the customer-employee relationship in the service sector depend on high levels of motivation?

Edwin H Stuart/Denis Waitley quotes: What type of employee are we looking at here? Where would this type of employee fit in the "motivational theorists" scheme of things?

Lou Holtz quote: What type of manager are we looking at here? To what extent can such an approach succeed in this day and age?

Many other inferences can be drawn from these quotes and many others like them. The main aim of this approach is to allow you to think laterally and consider how different approaches may be used with different types of individuals. Remember: Just like a house isn't a home without the people who live in it, a business isn't an organization without the people who work for it.

And, if you have exceptional writing skills who might like to consider using these quotes as starting points for examination style essays.

Designed as an introduction to AS Level Business Studies: Motivation at Work by Alister Renaux © September 2009