

HRM261e Work Motivation

Level: 2

Credit Units: 5 Credit Units

Language: ENGLISH

Presentation Pattern: EVERY SEMESTER

E-Learning: BLENDED - Learning is done MAINLY online using interactive study materials in Canvas. Students receive guidance and support from online instructors via discussion forums and emails. This is supplemented with SOME face-to-face sessions. If the course has an exam component, this will be administered on-campus.

Synopsis:

This course provides an analysis and application of motivational theories and principles to individuals and groups in the workplace. Contemporary and earlier models of motivation theory and its application to various organisational settings including job enrichment, participative management, supervision, compensation systems, goal setting, management by objectives, reinforcement, and leadership influence techniques are presented.

Topics:

- Why do we work?
- Measuring motivation
- Needs, drives, and incentives
- Individual differences in motivation
- Intrinsic motivation and flow
- Goals theories of work motivation
- Expectancy and self-efficacy
- Self-esteem and well-being
- Person-environment fit
- Motivation and reward
- Low motivation: causes and consequences
- Enhancing motivation

Textbooks:

Johnmarshall Reeve (2015): Understanding Motivation and Emotion, (eBook) 2015 John Wiley
ISBN-13: 9781118804568

Johnmarshall Reeve (2015): Understanding Motivation and Emotion, (eBook) 2015 John Wiley
ISBN-13: 9781118804568-AA

Learning Outcome:

- Distinguish the inter-relationships of job satisfaction, performance and motivation
- Relate the impact of motivating factors to organisational effectiveness
- Develop an understanding of the needs that motivate people in the work environment.
- Analyse motivational issues and determine how these may be resolved
- Demonstrate delivering motivational feedback
- Adopt an appropriate approach for each specific individual and situation in managing motivation work issues

Assessment Strategies:

Continuous Assessment Component	Weightage (%)
PRE-CLASS QUIZ	2
PRE-CLASS QUIZ	3
GROUP BASED ASSIGNMENT	45
Sub-Total	50

Examinable Component	Weightage (%)
Written Exam	50
Sub-Total	50

Weightage Total **100**