The Motivation Question:

How can LEADERS get people to WANT to complete a task?

What motivates YOU ?

- Write down the reason you decided to pursue your degree
  
  (What motivated you?)

- Is your answer different from the others' reasons? PROBABLY YES

MOTIVATION PROBLEM - pg 1

The Aggie Freshman Leaders Club has a morale problem that is evidenced by low attendance at the bi-monthly club meetings. The problem was apparent at the 1st October meeting but was particularly severe at the most recent meeting. The officers are having a meeting to devise a feasible solution to the problem.
The Aggie Freshman Leadership Club members are chosen from applications received following TAMU Freshman Orientation. The members are considered the most promising leaders and the club provides networking opportunities with administrators and upper-class student leaders. Also, the club initiates several leadership service projects including working with high school students who may want to come to A&M.

Based on the given information, what would you, as a part of the officer team, do to improve motivation and increase participation?

Please use Maslow’s Hierarchy of Needs to plan your tactics.
Job Factors Survey
Rank what you think is most important to least important (1=most, 10=least)

I. Feeling of being in on things
II. Job security
III. Interesting work
IV. Personal loyalty to employees
V. Tactful disciplining
VI. Good working conditions
VII. Promotions & growth in the company
VIII. Good wages
IX. Sympathetic help on personal problems
X. Full appreciation of work done

What researched employees said:

I. Feeling of being in on things 2
II. Job security 4
III. Interesting work 6
IV. Personal loyalty to employees 8
V. Tactful disciplining 10
VI. Good working conditions 9
VII. Promotions & growth in the company 7
VIII. Good wages 5
IX. Sympathetic help on personal problems 3
X. Full appreciation of work done 1

What researched supervisors said:

<table>
<thead>
<tr>
<th>EMP</th>
<th>SUP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Feeling of being in on things</td>
<td>2</td>
</tr>
<tr>
<td>Job security</td>
<td>4</td>
</tr>
<tr>
<td>Interesting work</td>
<td>6</td>
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<td>Personal loyalty to employees</td>
<td>8</td>
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<tr>
<td>Tactful disciplining</td>
<td>10</td>
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<tr>
<td>Good working conditions</td>
<td>9</td>
</tr>
<tr>
<td>Promotions &amp; growth in the company</td>
<td>7</td>
</tr>
<tr>
<td>Good wages</td>
<td>5</td>
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<tr>
<td>Sympathetic help on personal problems</td>
<td>3</td>
</tr>
<tr>
<td>Full appreciation of work done</td>
<td>1</td>
</tr>
</tbody>
</table>
Comparison - What's Happening?

- Feeling of being in on things: EMP 2, SUP 10
- Job security
- Interesting work
- Personal loyalty to employees
- Tactful disciplining
- Good working conditions
- Promotions & growth in the company
- Good wages
- Sympathetic help on personal problems: EMP 3, SUP 9
- Full appreciation of work done: EMP 1, SUP 8

Could the difference be Herzberg's Dual Factor Theory?

Hygiene Factors

- Without them you are not happy
- But adding more doesn’t really motivate you

Hygiene Factors

- Supervision
- Relationship with leader
- Work conditions
- Personal life
- Status
- Security
- Salary
MOTIVATOR FACTORS

WITH THEM YOU ARE MOTIVATED;
WITHOUT THEM YOU AREN'T MOTIVATED TO WORK FOR BETTER PERFORMANCE

MOTIVATORS

- ACHIEVEMENT
- RESPONSIBILITY
- RECOGNITION
- ADVANCEMENT
- WORK ITSELF
- GROWTH

MC McCLELAND TRICHOTOMY OF NEEDS

- Achievement
- Affiliation
- Power
Now, you decide:

How can LEADERS get people to WANT to stay in a youth club/leadership organization?