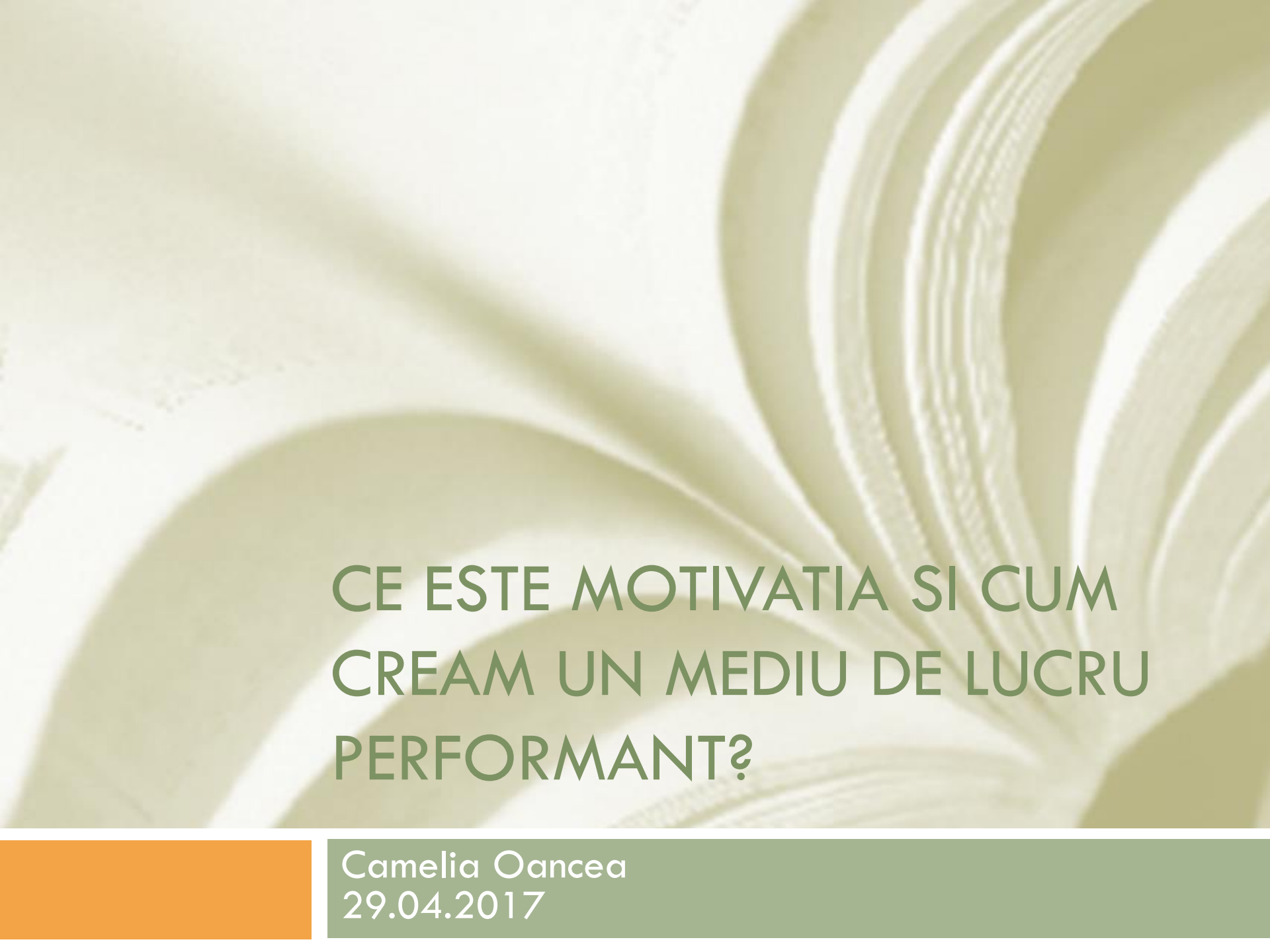




CE ESTE MOTIVATIA SI CUM CREAM UN MEDIU DE LUCRU PERFORMANT?

Camelia Oancea
29.04.2017

Hai sa ne cunoastem

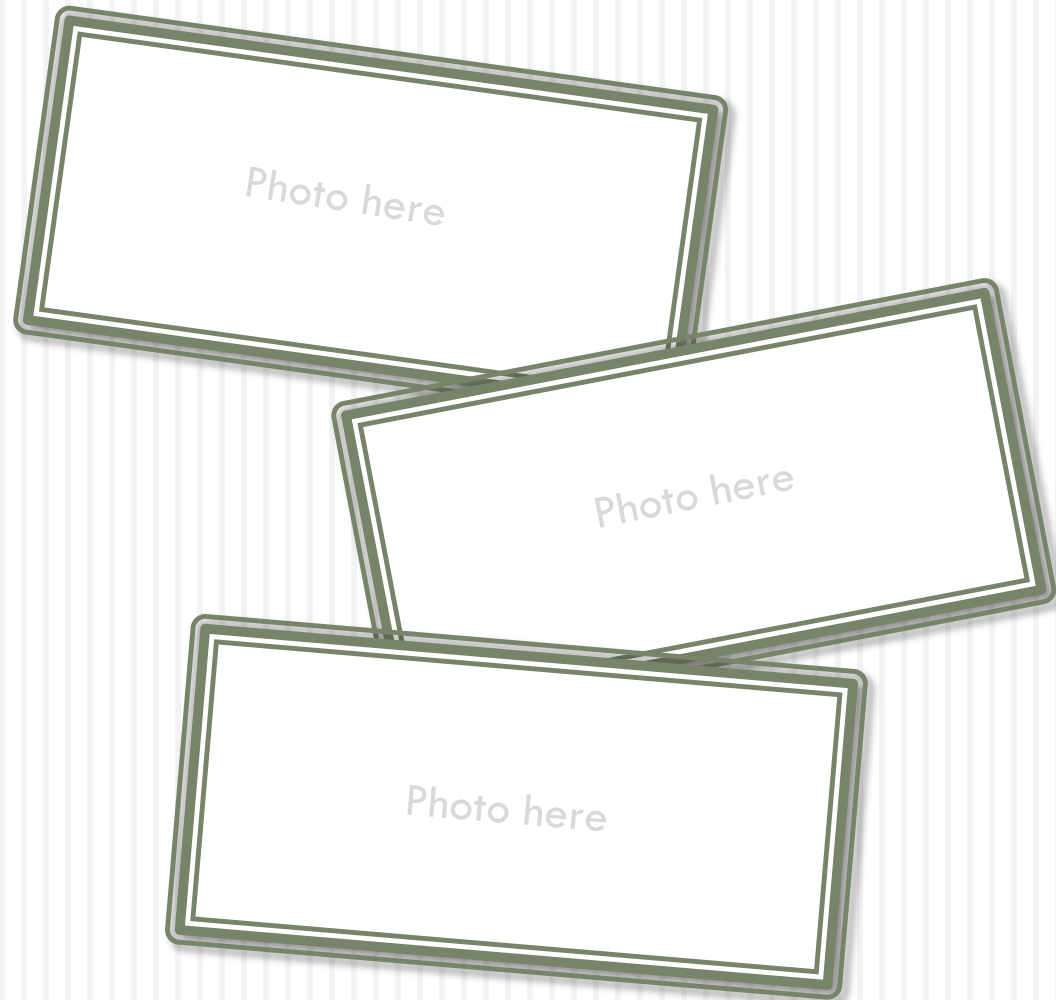
Motto-ul meu:

“Leave life so completely that
we leave nothing but a
burned-down castle”

Nikos Kazantzakis/Irvin Yalom



Randul tau 😊



Ce vom face astazi?



➤ Care sunt asteptarile tale?

Dezvoltarea personala la locul de munca

Înainte de toate...

➤ Let's play a little game 😊

- Volunteer needed
- Construiți configurația 1 și 2 (individual)

Inainte de toate...

- Let's play a little game 😊
 - Construiti configuratia 3 si 4

Debate

- Raspundeti la intrebarile urmatoare: (5 min)
 - In ce masura experienta a fost diferita pentru tine pe durata celor 2 sesiuni?

Nevoi psihologice

- COMPETENCE
- RELATEDNESS
- AUTONOMY



Recompense

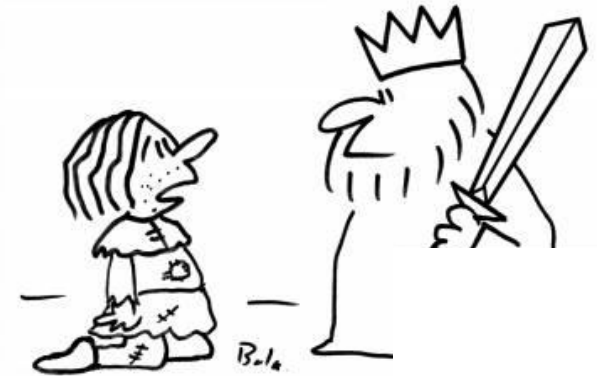
□ Tipuri de recompense:

■ In functie de temporalitate

- Cunoscute de catre angajat (*Expected*)
- Necunoscute de catre angajat (*Unexpected*)

■ In functie de sarcina (*Contingencies*):

- Independent de sarcina (*task-noncontingent*)
- Dependent de sarcina (*task-contingent*)
- Dependent de performanta (*performance-contingent*)



"Instead of a knighthood, Sire, could I maybe just have the money instead?"

Recompense

- Contextul interpersonal
 - Masura in care contextul este unul caracterizat de un control excesiv
- Recompense verbale (feedback)



Asadar, ce este motivatia?

➤ Motivatia intrinseca:

- Se refera la implicarea in activitati pe care oamenii le considera interesante si satisfacatoare.
- Comportamente motivate de nevoile psihologice de afirmare a competentelor si auto-determinare

□ Motivatia extrinseca

- Presupune existenta unei relatii de instrumentalitate intre activitatea desfasurata si alte consecinte independente, precum recompense tangibile sau verbale
- Satisfactia nu se regaseste in activitatea in sine ci in consecintele extrinseci asociate activitatii

Motivatie extrinseca vs intrinseca

- In ce masura metodele de recompensare afecteaza motivatia intrinseca?



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Recompense si impactul asupra motivatiei intrinseci

□ Recompense

- Cunoscute de catre angajat (*Expected*)
- Necunoscute de catre angajat (*Unexpected*)
- Independent de sarcina (*task-noncontingent*)
- Dependent de sarcina (*task-contingent*)
- Dependent de performanta (*performance-contingent*)
- Feedback
- Recompense tangibile

□ Impact

—

+

n.s.

—

— / n.s.

+

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Demotivare

- La ce trebuie sa fim atenti pentru a evita demotivarea angajatilor

- Modelul JD-R:

- Job resources

- Feedback
 - Social support
 - Supervisory coaching

- Job char.

- Skill variety
 - Task identity
 - Task significance
 - Autonomy

- Job demands

- Work overload
 - Emotional demands

Concluzii

- Aplicabilitatea informatiilor in organizatia ta

Referinte & QandA



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➤ coance01@mail.bbk.ac.uk

➤ 0742942917