

Subunit 1.8 Motivation in Theory and Practice

Introduction activity: Match-Up

 Purpose:

To start thinking about what motivation means, why it matters at work, and how people are motivated in different ways.

Part A – What Is Motivation?

Match each description to the correct idea and write it on the column.

Ideas: A. Motivation B. Internal motivation C. External motivation D. Job satisfaction
E. Labor turnover

Description	Idea
The reasons why people choose to work hard or achieve goals	
Feeling proud or satisfied with your work	
Working harder because of pay or rewards	
When people enjoy their job and want to stay longer	
When many employees leave a company in a short time	

Part B – What Motivates People?

Below are different statements about what might motivate workers. Match each statement to the person or idea that best fits and write it on the column.

Options: A. Focus on money and performance B. Focus on human needs C. Focus on social relationships

Statement	Thinker / Idea
"People work best when they are paid for what they produce."	
"People need to feel safe, belong, and grow to be truly motivated."	
"People are more motivated when they feel valued and included."	

Part C – Ways to Motivate Employees

Match each example to the type of motivation it represents and write it on the column.

Types: A. Financial B. Non-Financial

Example	Type
Giving a cash bonus for meeting a sales target	
Allowing employees to work flexible hours	
Training workers so they can improve their skills	
Praising someone in a team meeting	

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Offering promotions and career growth opportunities	
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