

## IDEA SOLUTION STA630 ASSIGNMENT #1 SPRING 2012

**Idea, for example I am going to write background/literature review of this topic**

**“The Relationship between Reward Practice and Employees Motivation:”**

**Now how to write literature on the above topic?**

**Solution**

### **LITERATURE REVIEW**

In modern world of globalization the workplace realities of (yesterday) past organizations no longer exists. It is matter of past and needs to be revised carefully. It is important for the organizations to meet and introduce new motivational needs of employees since the change have been observed on the workplace realities in today's organizations (Roberts, 2003). Beer et al, (1984) strongly asserts in their research of changing work environment the reality that organizations today have totally changed, therefore it is more important for the top management to carry out new methodologies of developing strong and durable relationship between the organization and employees for meeting the organizational goals and fulfilling the continually changing needs of both parties. A complete and thorough understanding of employees' motivation is required for organizations to address and accomplish these expectations (Beer et al, 1984). It is clear from the above that strong relationship among organizations and employees is an instrument for success in fulfilling the needs of changing work environment for both the parties. To make strong bond with employees the role of top management is crucial in this respect.

Carnige (1985) focused the human aspect regarding management, strongly believes people who craft a formulation for an organization's success or failure are the chief executive-responsible for motivating his company employees in respect of their satisfaction and assurance of organizational success. Carnige mainly insists on human capital that plays pivotal role in an organizational effectiveness compared to financial capital. People rather than finance are observed in modern times as the primary source of a company competitive advantage.



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According to Butkus & Green (1999), motivation is derived from the word “motivate”, means to move, push or persuade to act for satisfying a need. Baron (1983) defined motivation in his own right. He says that “motivation is a set of process concerned with a kind of force that energizes behavior and directs it towards achieving some specific goals. Many writers have expressed motivation is goal directed behavior. This objective nature of motivation is also suggested by Kreitner and Kinicki (2001, p. 162) put forward that motivation represents “those psychological processes that cause the stimulation, persistence of voluntary actions that are goal directed”.

At the end of topic background give reference related to your topic.

## Reference

1. Deeprose, D. (1994). How to recognize and reward employees. New York: AMACOM
2. Butkus, R.T. & Green, T.B. 1999. Motivation, Beliefs and organizational Transformation Organizational Quorum Books.
3. Roberts R.L. (May, 2005): Relationship between rewards, recognition and motivation at insurance company in the Western Cape: University Of The Western Cape.
4. Deeprose, D. (1994). How to recognize and reward employees. New York: AMACOM.
5. Armstrong, M., & Murlis, H. (1991). Reward management. London: Kogan Page Ltd.

These above are the few reference of the literature, now look carefully, my topic relationship between Reward practice and employee motivation. In the literature I have narrated and gave all statement related to my topic and develop strong background of this topic. Now at the end of this literature I have wrote some references, look carefully all the references are matching with my topic. That is all. Give maximum references about your topic. Best of luck