**Workforce Motivation**

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Employees are an organization's most valuable resource as they commit their time and effort to achieve the organization's objectives (Miller, 2015). For employees' commitment and dedication to their work, it is possible to argue that no amount of material reward can suffice human input (labor and expertise). It is further evidenced by an increased value of human capital despite advancements in technology. The human input is the only trusted resource in firm decision making, therefore arguably irreplaceable. Having underscored the value of human capital: most human resource practitioners grapple with the challenge of maintaining a motivated workforce.

Motivation can be defined as the symbiotic relationship between an organization and its workforce or means used by an organization to influence its workforce. An organization's existence is to achieve its goals in the same way an organization's workforce has expectations for their labor returns. In order to balance these differing needs, an organization has to integrate the fulfillment of its employees' needs to its core objectives, which is limited to employee remuneration as another business expense. While extrinsic benefits are key to the workforce's livelihood (Ng, 2018), they are not permanent motivators and cause unethical financial behavior among the workforce, notably employee fraud at Well's Fargo in 2016 (Tayan, 2019). The limitations as mentioned above of extrinsic rewards inform the emphasis on this study's insistence on intrinsic strategies to motivate the workforce.

Organizations should follow the structure of a close-knit family with shared values and unwavering support systems (Fan, 2018). A family is founded on a shared culture that dictates expectations and common standards that apply to causes of action. The family concept defines actions for deviation from the expected outcome and corrective action to achieve desired results. Responsibilities are clearly defined based on position with clarity of role-playing and communication patterns. Employees spend over a third of their hour’s allocation at work, factor in traffic hours: that's averagely more time spent at work than on self and family, so hypothetically work is an employee's second family depending on the motivating factors.

In the wake of increased social problems, declining happiness standards, and increasing stress levels (Bond and Lang, 2018), organizations need to invest in the social and mental welfare of their workforce. I once attended a corporate get-together to encourage interpersonal workplace interactions to enforce teamwork and a sense of belonging. The overall success of the event was not limited to promoting work relations. Simultaneously, employee camouflage in their fields of expertise social interactions outside the work environment provides a better assessment of employees’ character.

**Perceived Organization Support**

The support system of organizations includes: (1) voluntarily helping their employees in times of need, (2) engaging all the employees in decision making, (3) showing empathy, and (4) building empathy.

Employees develop a positive attitude when they receive more support from an organization, leading to increased workers' performance and reducing absenteeism at work stations (Eiesnberger et al., 1986 cited in Hussain & Asif, 2012). Organizational support builds trust among employees and the organization as a whole, resulting in a comfortable working environment that enables employees to serve for long in the organization. This is due to the motivation of employees, which encourages them to perform better to achieve organizational goals. Through motivation in terms of support, the HR manager can understand employees' needs and help them accordingly to satisfy them (Hussain & Asif, 2012). This is because human capital is part of an organizational asset and plays a vital role in the success of the business.

**Conclusion**

The organization should focus on the intrinsic motivation of employees rather than extrinsic because it is more captivating. There is no visible reward for employees' actions such as empathy, engagement of employees in decision-making, building trust and appreciation, voluntarily helping the needy employees. Despite this, human beings are very emotional; hence when empathy is channeled out, it can bring positive and negative impacts. Empathy can result in increased turnover, and it can also subject to breakdown. Hence organizations should focus on balancing their support to employees so that it results in more benefits for both the organization and employees.

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