Task : Motivation

**I have taken only two tasks for my assignment**

1. Diagnose the motivational problem; and
2. Suggest a managerial response ( e.g increase in pay, prospect of promotion, closer collaboration with team leader, threat of disciplinary procedures, frequent praise from team leader, better working conditions, new responsibility for shaping an initiative ).

CASE 1 : A colleague who has recently started their own business outside the work place seems to be contributing less and less to the work of the team.

The suggestion given by my team of cohort 2 colleagues, while discussing this case was that the person needs to be given a leadership position and responsibility with targets set and in addition to this, she needs to be given an increase in pay and praised on her past contributions as well as show her that the company values her contribution and her presence is very much needed .

CASE 2: A colleague who is clearly having trouble with their organizational abilities and appears to be wearied by the daily struggle is increasingly being absent with illness and regularly failing to follow through standard procedures.

The person will be spoken to on her physical health and conditions at home and suggested if any help is required at the home front. Few tips on importance of maintaining good health is shared . As she gets comfortable, the person is given an understanding on the organizational abilities and made to view few websites to understand the organizational structure; she is also given a chance to present her views on the organizational abilities and recognized as an important member of the team. She will be given anew responsibility and frequently praised for the initiatives taken.

----------------------------------------------------------------------------------------------