

EMPLOYEE MOTIVATION AND DISCIPLINE

NEW SHERIFF'S TRAINING

2020

JEFFERSON CITY, MISSOURI

EMPLOYEE MOTIVATION AND DISCIPLINE

POSITIVE PEOPLE MANAGEMENT

RESPECT

ENCOURAGEMENT

CONNECTED

"Yesterday was the Tough day"

EMPLOYEE MOTIVATION AND DISCIPLINE

PEOPLE DON'T LEAVE JOBS

THEY LEAVE SUPERVISORS

"You have not lived today until you have done something for someone who can never repay you." --John Bunyan

EMPLOYEE MOTIVATION AND DISCIPLINE

- Average manager fails to take personal responsibility for employee's departure.
 - Ignore factors within their control
 - Typically point to external factors
 - Managers need awareness training
 - Managers need tools to meet personal accountability to retain

“If people are good only because they fear punishment, and hope for rewards, then we are a sorry lot indeed.” --Albert Einstein

EMPLOYEE MOTIVATION AND DISCIPLINE

- Motivation is an internal drive that stimulates a person to try hard to achieve his or her goals.
- A motivated employee tries harder than an unmotivated one to get the job done and to do it well. Motivation to perform well exists when a conscious or unconscious need or desire is met through work.
- An effective manager understands this and finds ways to align the worker's needs or desires with his or her work.

EMPLOYEE MOTIVATION AND DISCIPLINE

- Most people feel they could make a greater contribution at work. What often holds people back is not lack of skill or desire, but the manager who supervises them. By failing to understand what motivates employees and creating challenging work opportunities, managers create the conditions for discontent.
- Often unknowingly, managers support unproductive behavior.

EMPLOYEE MOTIVATION AND DISCIPLINE

"I can charge a person's battery and then recharge it and recharge it again. But it is only when one has a generator of one's own that we can talk about motivation. One then needs no outside stimulation. One *wants to do it.*"

-- Frederick Herzberg

EMPLOYEE MOTIVATION AND DISCIPLINE

Motivating Factors: Recognition, Challenging, Responsibility

Hygiene Factors: Job Security, Salary, Benefits

- Motivating factors are also believed to have a much longer-term effect on employees' attitudes than Hygiene factors. This means the time devoted to helping an employee find meaning in his or her work is time well spent.

"Famous men are remembered for their great deeds, but it is the little things that make a man in the eyes of a boy"

EMPLOYEE MOTIVATION AND DISCIPLINE

BACK IN THE DAY

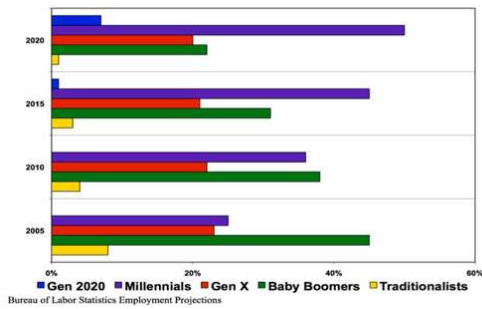
Work Hard Everyday	A Job for Life
Loyal to the Organization	A home away from home
Give 100% each day	Regular salary increases and promotions

How connected to community is your staff?

WHO DO WE HAVE AT WORK?

1. TRADITIONALS (Pre 1944)
2. BABY BOOMERS (1944-1964)
3. GENERATION X (1965-1980) 65 MILLION
4. MILLENNIALS (1981-1995) 72.1 MILLION
5. GENERATION Z (1996-2010)
6. GENERATION ALPHA 2010 – ??

Five Generations in the Workplace



EMPLOYEE MOTIVATION AND DISCIPLINE

VIDEO

QUESTIONS
