

## **Answer on Question #53255, Management / Other**

How power is used in an organization by its employees.

### **Explanation:**

The secret to the success of any service is to select the right people. In any organization, there are good times and bad. A good team like a drifting, quietly and steadily fulfilling customer requests. In a complex collective the team rowing hard against the tide, still is fulfilling all customer inquiries. In both cases, the customer cannot see the difference.

We process service can be the best, most thoughtful customer-oriented, but if your people are poorly motivated, sad, or simply do not know how to work together seamlessly - all will fail. That is why it is important to maintain a significant asset that you have - the people.

Many managers are of the opinion that the main instrument of influence on the motivation of staff - is money. But not only money determines people's attitude to business and their relationship to the organization. In order to better understand the challenges that must be solved to improve the motivation of employees to work, it is necessary to look at the situation through the eyes of the worker. In which case the employee appears sincere desire to maximize the use of the knowledge, skills and experience? When an employee is ready to work hard with full dedication? Obviously, this desire arises only in the case if an employee sees a close connection between personal interests (career goals, gaining recognition and respect, material well-being, confidence in the future, etc..) to the work the employee performs in the company. These commitments are experienced employee as a sincere desire to work in the interests of good company; they define its concern for its reputation, its image in the eyes of its partners and customers.

There are many ways to target employees for success and a positive mood. Promotions - one of them. Each company has its own atmosphere, and it should be treated carefully. Incentives should reflect the norms and habits prevailing in the team. Awards can significantly improve employee morale and job satisfaction, but you need to consider a few pitfalls.

Cash promote do not necessarily lead to the expected result. At first it seems like a good idea, but often leads to the fact that cohesion is destroyed and replaced by the spirit of competition. As a result, it damages the atmosphere in general.

Systematic promotion is losing its power. Employees no longer fight for them. It is important to identify the principle of encouraging the employee for real achievements. Another approach to the promotion is to identify employees at the end of a difficult task or project.

The creative challenge is to build a motivated team that likes to run with it. In order to keep people in good shape, it needed to involve them in the activities of other companies, including travel and work away from the office. Trips create good conditions for training and cooperation with the team. During the events team brings experience and knowledge with

other people from the industry. In such circumstances, employees will be able to hone your skills, to present information.

People who work in the organization are the key success factor, without the effective use of which is calculated on business results possible. Only the company's commitment to employees willing to the extra mile at work, without the need for this additional payment

The commitment of employees in the organization has three components:

1. The belief in the corporate values and the adoption of the goals of the organization;
2. Involvement in work, the desire to make their best efforts for the benefit of the organization;
3. Loyalty to the organization, the desire to remain a member of this organization.

All three components of commitment are enhanced if the employee satisfies the conditions of his/her work and career prospects, when he/she meets the company a fair recognition of their achievements and sees opportunities for professional and career growth. The commitment of staff increases, the staff begin to work better if they have an internal commitment to the company, if they understand and accept the goals and objectives of the business. Thus, the indifferent attitude to the problems of the company, willingness to contribute to its development and the solution of its problems are based on a clear.

If the organization does not undertake concerted efforts to build commitment among its employees, while a lever of influence on the motivation of the staff is getting smaller. Fidelity employees of their organization are based on trust and practiced reflects the company's management decision-making processes, people and management principles adopted in the company's communication style.