



Motivation through ProMES

By Anne-Kristin Rademacher

GRIN Verlag. Paperback. Book Condition: New. Paperback. 28 pages. Dimensions: 8.3in. x 5.6in. x 0.2in. Scholarly Research Paper from the year 2012 in the subject Business economics - Personnel and Organisation, grade: 1, 3, University of Applied Sciences, course: Human Resource Management, language: English, abstract: It is in the nature of humans to increase own welfare. Profit orientation of shareholders and demands of employees are reflected by the same target: prosperity. Successful companies yield profit for shareholders, but also secured working places, good salary and wage developments, even shareholding is possible (cf. Kleinbeck et al 2001, p. 24). In order to be successful productivity continuously has to be improved. Increasing productivity means to accomplish more with less. This movement is driven by the concept of scarce resources as well as the growing competition on the markets, enabled by globalization. The productivity of a company strongly depends on the input of employees. Until the 60s it was assumed that employees are firstly motivated by economic incentives and only later through security of employment and fair working conditions. With the human relation movement abandoning wage incentives it appeared that there should be more factors that influence the productivity of employees. It was...



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