

CHAPTER 2

Management and Motivation

Nancy H. Shanks

LEARNING OBJECTIVES

By the end of this chapter the student will be able to:

- Define the concepts for understanding the concept of motivation, particularly what and what motivates employees.
- Provide an overview of the different theories of motivation.
- Identify extrinsic and intrinsic factors that impact motivation.
- Assess discrepancies about motivation and,
- Suggest strategies to enhance employee motivation.

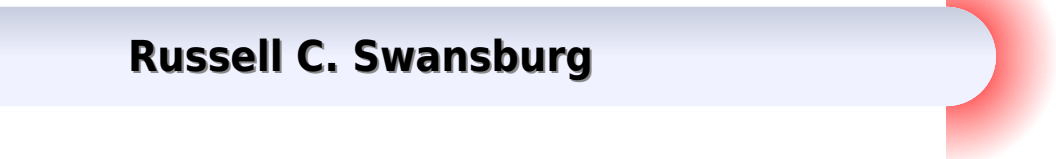
INTRODUCTION

Managers are continuously challenged to motivate a workforce to do new things. This first challenge is to motivate employees to work toward helping the organization achieve its goals. The second is to motivate employees to work toward achieving their own personal goals.

Motivating the minds and achieving the goals of both the employee and the employer is often difficult for managers in all types of organizations. In health care, however, this is often more difficult, in part as a result of the complexity of health-care organizations, but also as a function of the wide array of employees who are employed by or work collaboratively with

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Essentials of Managing Public Health Organizations James A. Johnson, Kimberly S. Davey, 2019-11-26 Written for undergraduate students in public health community health and a range of other health disciplines as well as beginning managers and supervisors working in public health *Essentials of Managing Public Health Organizations* is a concise yet comprehensive text that uniquely focuses on managing public health organizations by addressing key management topics processes and emerging issues Beginning with an overview of public health and key public health organizations the text moves onto explain public health management fundamentals and functions from planning and decision making organizing and managing change to staffing leading budgeting ethics and more By the end of the text the reader will not only better understand public health organizations but the skills and functions needed to effectively manage them Experiential activities discussion questions web based assignments and public health interviews that offer a real world perspective and practice to engage and challenge students Full color tables exhibits and illustrations to illuminate and clarify management concepts Content that is linked to core competencies expected by APHA and public health accrediting commissions Invaluable instructor's resources that include PowerPoint slides Test Bank and Instructor's Manual with summaries teaching tips and suggested classroom activities This text has been written specifically for undergraduate public health community health and health professions courses in public health leadership and management but will also be useful for beginning managers and supervisors working in public health 2021 220 pages

Human Resource Management in Health Care Charles R. McConnell, 2019-10-10 Written for practitioners and students in health related disciplines this practical hands on guide to human resources covers such topics as recruitment compensation and benefits training termination legal issues labor unions and more Each chapter is introduced by a case study related to the material that follows The case study is resolved by the end of each chapter and includes expert commentary and practical suggestions that can be used in the real world Chapters also feature learning objectives questions for review and discussion key terms and spotlight on customer service Numerous examples sample forms and documents are also included The Third Edition includes new employment related legislation and case law including the Health Insurance Portability and Accountability Act HIPAA a new chapter on the impact and effect of social media more in depth and updated treatment of privacy and sexual harassment expanded discussion of succession planning and much more

Conference Proceedings. The Future of Education Pixel, 2017

Continuous Improvement Strategies Anthony Matthew Hopper, 2018-02-15 During this era of continuous improvement healthcare organizations need to be staffed by engaged motivated and hard working frontline employees As these clinical and non clinical personnel handle most of the important tasks in any organization and are often the people who directly interact with patients and customers it is the job of managers to oversee and motivate their staff members Using Lean management strategies this easy to read book for leaders and managers provides useful insightful and innovative information to help managers engage motivate and retain

their employees during any Lean or other continuous improvement initiative

Training and Development in

Organizations Stanley Ross,2018-10-03 Training and Development in Organizations introduces students to the field of training and development showcasing how the role and function of training within an organization supports the organization's efforts at fulfilling its mission Focusing on six themes strategic view training paradigm training model types of training rubrics and andragogy a theory focused specifically on the adult learner the author offers an applied approach to designing and implementing a training program Readers will learn about different types of training programs ranging from simple to complex while a model program design demonstrates the critical elements associated with designing a program such as subjects time frame learning objectives and more Practical exercises and thought provoking end of chapter questions help students learn how to apply the concepts successfully while Chapter Twelve specifically includes a variety of practical exercises for use in application oriented assignments Undergraduate students of human resource management and training and development as well as business managers seeking to develop their training knowledge will appreciate this commonsense treatment of the subject

Study Guide for Jones & Bartlett Learning's Administrative Medical Assisting Julie Ledbetter,2020-04-23 Designed to ensure that every medical assisting graduate can quickly trade a cap and gown for a set of scrubs Jones Bartlett Learning's Administrative Medical Assisting Fourth Edition is more than just a textbook it's an engaging dynamic suite of learning resources designed to train medical assisting students in the administrative skills they'll need in today's rapidly changing health care environment

Essentials of Nursing Leadership & Management Sally Weiss,Ruth Tappen,Karen Grimley,2023-10-02 Davis Advantage for Pathophysiology is a complete integrated solution that combines a student friendly textbook with personalized learning clinical judgment and quizzing assignments that engage learners help them make the connections to key topics prepare them for the Next Gen NCLEX and drive success

Leadership for Health Professionals: Theory, Skills, and Applications () (Jerry) R. R. R. Ledlow,Michele Bosworth,Thomas Maryon,2023-01-10 Leadership for Health Professionals Theory Skills and Applications Fourth Edition is the first textbook of its kind to apply classical knowledge of leadership theory and time honored best practices of industry leaders to a health organization context This comprehensive and well organized text is grounded in real world applications of theoretical concepts and focuses on practical examples of leadership in actual healthcare scenarios Themes such as organizational culture cultural competency ethical frameworks and moral practice scientific methodology and leader competencies are woven through the entire text

Motivation and Action Manish Joshi,2025-02-20 Motivation and Action Key Concepts is a comprehensive guidebook that explores the intricate relationship between motivation and action offering insights strategies and practical advice for achieving personal and professional success We delve into the psychology of motivation uncovering the underlying factors that drive individuals to pursue their goals and take decisive actions Readers will discover effective techniques for enhancing motivation overcoming obstacles and staying focused on their objectives

Drawing from a wealth of research and real world examples we provide actionable steps to cultivate a growth mindset build resilience and develop self discipline From setting SMART goals to creating accountability systems each chapter offers valuable tools and exercises to empower readers to take meaningful steps toward their aspirations Our book also delves into the role of habits mindset shifts and environmental factors in shaping motivation and actions We explore the impact of positive thinking goal alignment with personal values and the importance of self care in maintaining long term motivation and productivity Whether readers seek to excel in their careers enhance their well being or pursue personal passions Motivation and Action Key Concepts serves as a roadmap for unlocking potential embracing challenges and achieving desired outcomes With its engaging narrative and practical strategies this book is a valuable resource for anyone committed to harnessing motivation and translating it into tangible results in various aspects of life

Theoretical Basis for Nursing
Melanie McEwen, Evelyn M. Wills, 2017-12-28 Access the essential information you need to understand and apply theory in practice research education and administration management The most concise and contemporary nursing theory resource available Theoretical Basis for Nursing 5th Edition clarifies the application of theory and helps you become a more confident well rounded nurse This acclaimed text is extensively researched and easy to read giving you an engaging approachable guide to developing analyzing and evaluating theory in your nursing career

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Introduction to Health Care Management Sharon B.

Buchbinder, Nancy H. Shanks, Bobbie J Kite, 2019-10-14

Theoretical Basis for Nursing Melanie McEwan, Evelyn M.

Wills, 2021-12-02 Concise contemporary and accessible to students with little to no prior knowledge of nursing theory

Theoretical Basis for Nursing 6th Edition clarifies the application of theory and helps students become more confident well rounded nurses With balanced coverage of grand middle range and shared theories this acclaimed AJN Award winning text is extensively researched and easy to read providing an engaging approachable guide to developing analyzing and evaluating theory in students nursing careers Updated content reflects the latest perspectives on clinical judgment evidence based practice and situation specific theories accompanied by engaging resources that give students the confidence to apply concepts to their own practice

Leadership and Nursing Care Management - E-Book Diane Huber, 2017-07-26

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Respiratory Care: Principles and Practice Dean R. Hess, Neil R. MacIntyre, Shelley C. Mishoe, William F. Galvin, 2011-02-24 A new edition of the classic text Respiratory Care Principles and Practice Second Edition is a truly authoritative text for respiratory care students who desire a complete and up to date exploration of the technical and professional aspects of respiratory care With foundations in evidence based practice this essential text reviews respiratory assessment respiratory therapeutics respiratory diseases basic sciences and their application to respiratory care the respiratory care profession and much more Important Notice The digital edition of this book is missing some of the images or content found in the physical edition

Globalization and Governance in the International Political Economy Hacio?lu, Ümit, 2013-10-31 This book investigates the impact of diverse cultures on the

development and actualization of global economic entities exploring advanced methods and best practices for the effective utilization and management of financial organizations within a globalized political context Provided by publisher

Teaching Social and Emotional Learning in Health Education Mary Connolly, 2021-06-29 This text will be targeted to both active health educators as well as students and instructors in health education teacher preparation programs Per the Bureau of Labor Statistics there are roughly 118 500 health educators in the United States with a 16% increase in jobs projected through 2026 This includes health educators working with audien

Advances in Ethical Work Climate and Employee Well-Being Ige-Olaobaju, Adejoke Yesimi, Ganiyu, Idris Olayiwola, Atiku, Sulaiman Olusegun, Olarewaju, Odunayo

Magret,2025-04-02 Through a strategic alignment of organizational culture policies and practices businesses can cultivate an environment conducive to enhance stakeholder satisfaction and employee wellbeing Despite the increasing awareness from different stakeholders many businesses have continued to engage in unethical behaviors and practices that have resulted in corporate scandals legal problems boycotts negative social media campaigns and damaging images and reputational damage With the negative impacts of unethical work climates becoming more evident businesses are under pressure to adopt practices and processes that are more ethically friendly This shift towards ethics and morals not only benefits the employees but also presents several prospects for businesses to become more trustworthy and reputable Advances in Ethical Work Climate and Employee Well Being discusses strategies and best practices for promoting ethical work climate and employee wellbeing by businesses globally It examines the importance of business management processes and practices in promoting ethical organizations that tend to help businesses achieve the trust of their employees and integrity among other stakeholders Covering topics such as virtual leadership social responsibility and micro wellness interventions this book is an excellent resource for business leaders business managers consultants advisors professionals researchers scholars academicians and more

Motivational Spirit: How to Keep Yours Solid as a Rock! Robert L. Kirby,2018-12-20 The reality is each day that we awaken we take a step toward our goals remain the same or take a step back With this important fact in mind the goal of this book is to keep you aware of the importance of fueling your motivational spirit so that you can accomplish your goals and realize your dreams The essence of this book is about gaining awareness of the various sources of motivation This is a great book for athletes who seek to utilize 100% of their potential and athletic abilities without losing focus being distracted or losing confidence It is an amazing book for everyone because it provides awareness and insight into the profoundly important concept of motivation in a concise informative fashion We have only one life to live and there is only one way to live it to the fullest it is by keeping your motivational spirit solid as a rock This book is your key to accomplishing this goal

Brilliant Leadership Alan Belasen,Nicole Pfeffermann,2024-11-11 The need for restructuring and transforming business practices for the benefit of humanity and the environment is a major theme of this book Interactivity and connectedness of people and things data is transforming everything Many organizations even the traditional ones have entered a process of transformation through innovation and rethinking their business models which affects the way leaders communicate lead and co create Brilliant leadership is a new intellectual framework to guide strategists gamechangers senior executives and aspiring leaders This new framework is based on our current work on leadership development and focuses on what it means to become a brilliant leader Brilliant leaders have an authentic personality the willingness to engage people teams inspire others facilitate co innovation and commit to making significant contributions humanity environment ethics and be relevant The framework is also consistent with the United Nations Sustainable Development Goals SDG of ensuring inclusive and equitable quality education fostering innovation and developing a lifelong learning mindset

Each chapter of the book is more than a collection of ideas. It is a part of the new intellectual framework that describes Brilliant Leadership. Each chapter includes a distinct contribution by experts and that at the same time is connected to other chapters through the book's organizing schema, paralleling how the different facets of leadership are inseparable from one another. Together, the chapters present a holistic view of what it means to become a brilliant leader in the transformative digital age. The framework demonstrates this connectivity through a theoretical framework, our model, and a plan book chapters of how to approach the specific research inquiry, the tenets of brilliant leadership. What makes this new edition unique? The book is aimed at providing practical strategies and becoming a source of inspiration for what it means to have a new leadership mindset: a brilliant leader who understands how to communicate with empathy and authenticity, engage and inspire others, shift responsibility into shared commitment, and spark learning in a purpose-driven innovation culture.

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