



Frederick Herzberg

(18 April 1923 – 19 January 2000)

"Father of job enrichment principle"

WWII Nazi Dachau Concentration Camp witness, Germany

1946 Graduate, City College

1950 Ph.D., University of Pittsburgh

1951 Research Director, Psychological Services of Pittsburgh

1957 Professor of Psychology, Case Western Reserve University, Cleveland

1972 Professor of Management, University of Utah

1959 book release:

"The Motivation to Work"

Focuses on a particular motivation theory which based his future publications.

1968 publication on motivation:

"One More Time, How Do You Motivate Employees?"

1.2 million reprints in 1987

Most requested article from Harvard Business Review

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Motivation to Work Frederick Herzberg, 2017-07-28 Quality work that fosters job satisfaction and health enjoys top priority in industry all over the world This was not always so Until recently analysis of job attitudes focused primarily on human relations problems within organizations While American industry was trying to solve the unsolvable problem of avoiding interpersonal dissatisfaction problems with the potential for solution such as training and quality production were ignored When first published *The Motivation to Work* challenged the received wisdom by showing that worker fulfillment came from achievement and growth within the job itself In his new introduction Herzberg examines thirty years of motivational research in job related areas Based on workers accounts of real events that have made them feel good or bad on the job the findings of Herzberg and his colleagues have stimulated research and controversy that continue to the present day The authors surprisingly found that while a poor work environment generated discontent improved conditions seldom brought about improved attitudes Instead satisfaction came most often from factors intrinsic to work achievements job recognition and work that was challenging interesting and responsible The evidence marshaled by this volume called into question many previous assumptions about job satisfaction and worker motivation Feelings about intrinsic and extrinsic factors could not be validly averaged on a single scale of measurement Motivation and performance are not merely dependent upon environmental needs and external rewards Frederick Herzberg and his staff based their motivation hygiene theory on a variety of human needs and applied it to a strategy of job enrichment that has widely influenced motivation and job design strategies *Motivation to Work* is a landmark volume that is of enduring interest to sociologists psychologists labor studies specialists and organization analysts *The Motivation to Work* Bernard Mausner, Barbara Bloch Snyderman, 1993-01-01 When first published *Motivation to Work* challenged the received wisdom by showing that worker fulfillment came from achievement and growth within the job itself In his new introduction Herzberg examines thirty years of motivational research in job related areas Back cover *The Motivation to Work* [by] Frederick Herzberg, Bernard Mausner [and] Barbara Bloch Snyderman Frederick Herzberg, *The Motivation to Work* Frederick Herzberg, 1959 Using workers accounts of real events that have made them feel good or bad on the job Herzberg stimulated research and controversy that continue to the present day The authors surprisingly found that a poor work environment generated discontent but improved conditions seldom brought about improved attitudes Instead satisfaction came most often from factors intrinsic to work achievements job recognition and work that was challenging interesting and responsible Herzberg s strategy of job enrichment has widely influenced motivation and job design Copyright Libri GmbH All rights reserved **The Motivation to Work** ,2010 *The Motivation to Work. Second Edition. [By] F. Herzberg, Bernard Mausner, Barbara Bloch Snyderman* Frederick Herzberg, Bernard MAUSNER, Barbara Bloch SNYDERMAN, 1959 *The Motivation to Work* Frederick Herzberg, Barbara B. Snydermann, Bernard Mausner, 1959 *One More Time* Frederick Herzberg, 2008 Imagine overseeing

a workforce so motivated that employees relish more hours of work shoulder more responsibility themselves and favor challenging jobs over paychecks or bonuses In One More Time How Do You Motivate Employees Frederick Herzberg shows managers how to shift from relying on extrinsic incentives to activating the real drivers of high performance interesting challenging work and the opportunity to continually achieve and grow into greater responsibility The results An ultramotivated workforce

The Motivation to Work Frederick Herzberg,1966 *Motivation to Work* Frederick Herzberg,Bernard Mausner,Barbara Bloch Snyderman,1959 *Frederick Herzberg's Motivation-hygiene Theory and the 21st Century Workforce* Jennifer Danback,Mercy College (Dobbs Ferry, N.Y.),2001

Herzberg on Motivation Frederick Herzberg,Industry week,1983

Herzberg's Motivation Factors and Their Relationship to Self-actualization Graydon Burton Jr Young,Frederick Herzberg,1970

Herzberg's Two-Factor Theory of Motivation: Another Thought Concerning Motivation, and Selected Military Research Concerning Career Satisfaction Niven J. Baird,ARMY WAR COLL CARLISLE BARRACKS PA.,1972

The theme is motivation The initial thrust to examine Frederick Herzberg s theory of motivation with permission was enriched to include an expansion of thoughts generated by college lectures in behavioral science and some research findings conducted by the military services Comments concerning perceived equitable reward were prepared prior to the substantial pay increase granted military members with less than two years Federal service It is suggested that the military services should test the findings of authorities in career satisfaction for possible improvements which would enhance the opportunity for a fully volunteer force

An Exploratory Study of Herzberg's Two-factor Theory of Motivation Joseph Frederick Moore,1982 *One More Time* ,1991

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