



# Employees' Motivation and its Origins

*Daniel Tschater*

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Bachelor Thesis from the year 2010 in the subject Business economics - Personnel and Organisation, grade: 1,6, University of Cooperative Education Villingen-Schwenningen (Mittelständische Wirtschaft), course: Strategic Management, language: English, abstract: This Bachelor thesis investigates the motivation of employees and its origins. It will figure out especially which factors influence people and how these factors influence the quality of peoples' performance in their workplace. Our times are shaped by a number of different bad influences that more and more create feelings of disaffection, insecurity and even fear. There is a great increase of mental diseases beneath our population and even in situations less drastic, it one will find that people are more and more unhappy and disaffected by their situation even in their jobs. Furthermore, it can be noticed that it seems as there are two sides in business society. It seems as if managers on the one and employees on the other side are working in their own, separate environment and that both have a critical opinion towards the other. For supervisors employees often are seen just as plodders that have to function and do what they are told. There is no space for the private situation of the employees in the office. Superiors often are seen as arbitrary, aloof and unfair. Not only for the employees but as well for the companies this situation is not satisfying as they use much time and money to motivate their employees but, however, with only little success. But as well occuring economical costs for the company will be investigated. Our current society is facing a turning point. It has to be investigated if rather the individual people have to change their mind and behaviour to satisfy the demands the companies pose to them or if the companies should reconsider if the way they manage their employees is the right one. In fact in parts of our business society something is going wrong and this development leads

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