

Survey: Motivation at Work and Lack of It

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Problem statement

The quality of the work environment matters a lot to employees and contributes to improved worker productivity and motivation. The concept of fun while working is exciting and research shows that it improves employee productivity (Catherine, Lottie & Jeremy, 2014). Although the idea of fun at work may be problematic because employees may tend to trivialize everything, emerging evidence, shows that employees can still have fun while taking their core work seriously. Employees clearly want to take things more lightly than currently allowed in most companies. However, what is missing from the current literature is what fun really does to employees making them work harder and focus more on their work. Work stress and frustration are commonly cited as the most common killer of motivation (Hazelton, 2014). If that was the case, how does fun eliminate work stress? Researchers have largely ignored this important question. Fun in the work environment appears to improve communication and reduce frustration (Lamm& Meeks, 2012).

The source of frustration could be due to poor communication. For example, if a low-level employee is required to complete certain work and yet cannot more direction as he/she feel needed, it can be a source of frustration (Bennett, Owers, Pitt, & Tucker, 2010). An organization that promotes a culture of fun and informality breaks down inhibitions that hinder communication (Baptiste, 2012). The mechanism through which fun improves the general work environment fosters communication and reduces stress is poorly understood. It is not enough to know that fun is good for improving employee motivation and productivity. Employers need to understand what fun actually does to change people from being frustrated with happy and hardworking people. This information can be captured by interviewing employees and as well as collecting data on things such as absenteeism and sick leave. There is a genuine fear that embracing fun in the workplace would erode professionalism. Knowing what exactly makes employees happy in an environment of fun is important in removing the fears human resource managers and employers may be having.

Lack Of Motivation Essay

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