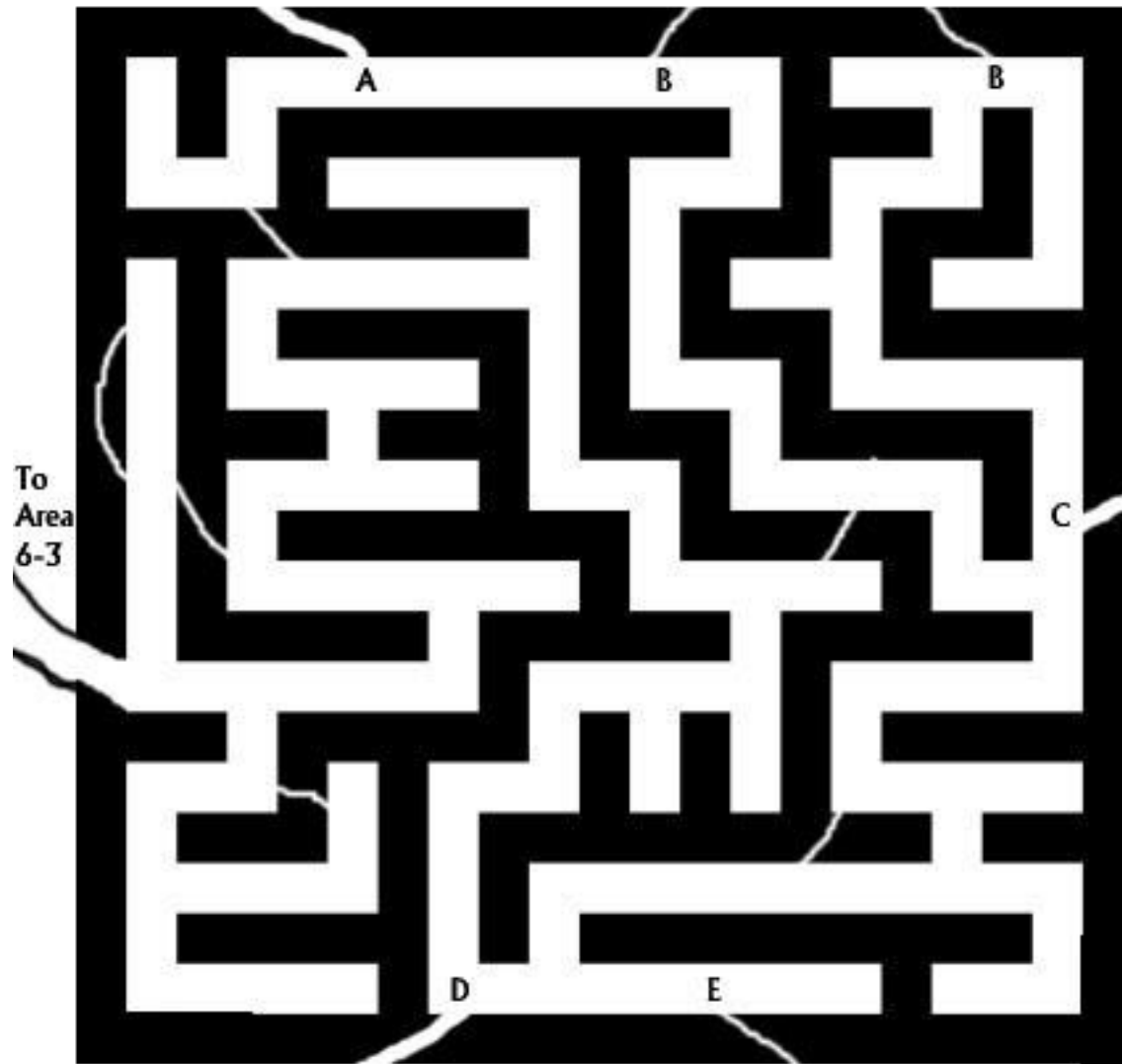


What motivates people at work?



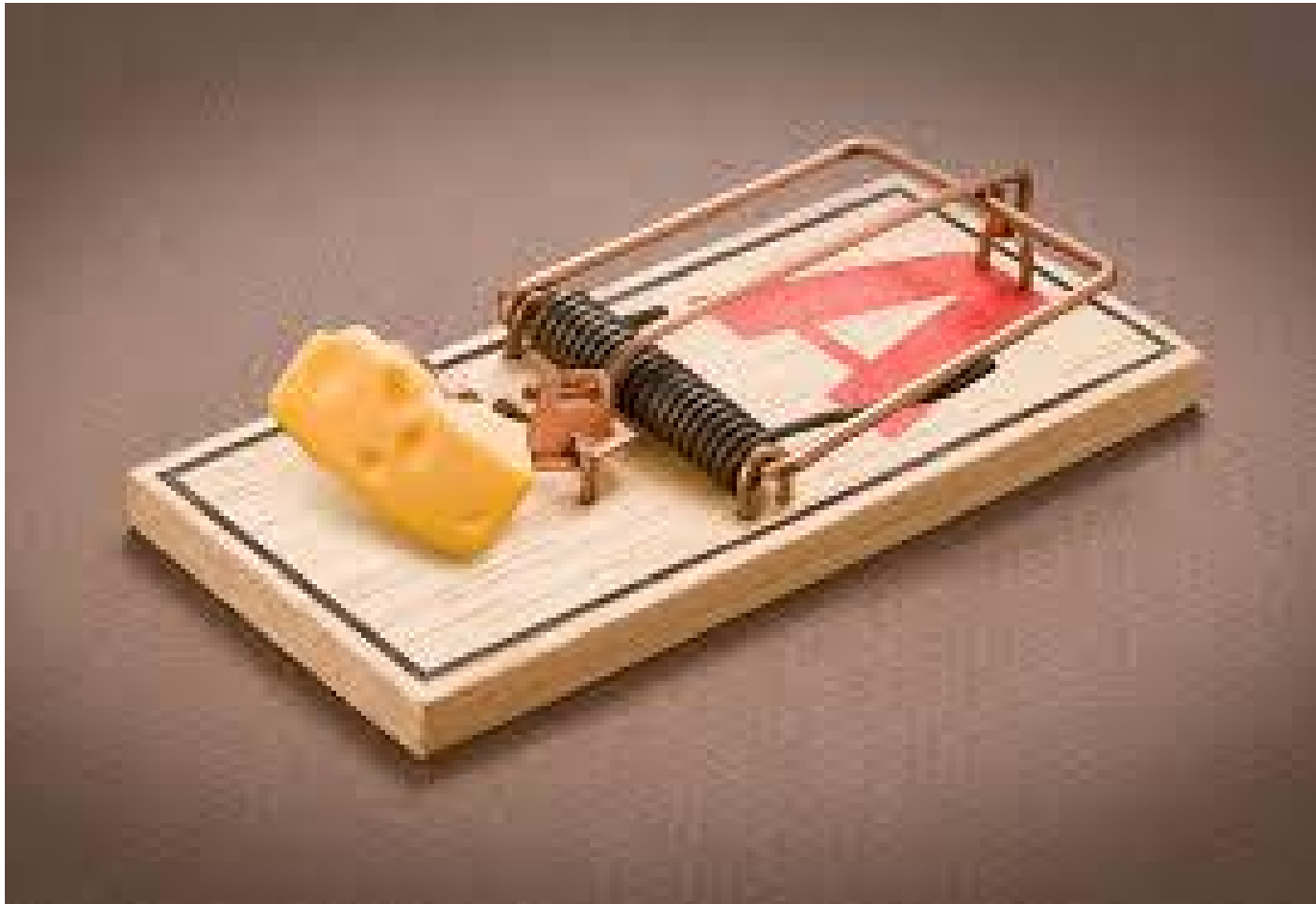
What SCIENCE knows that BUSINESS does not



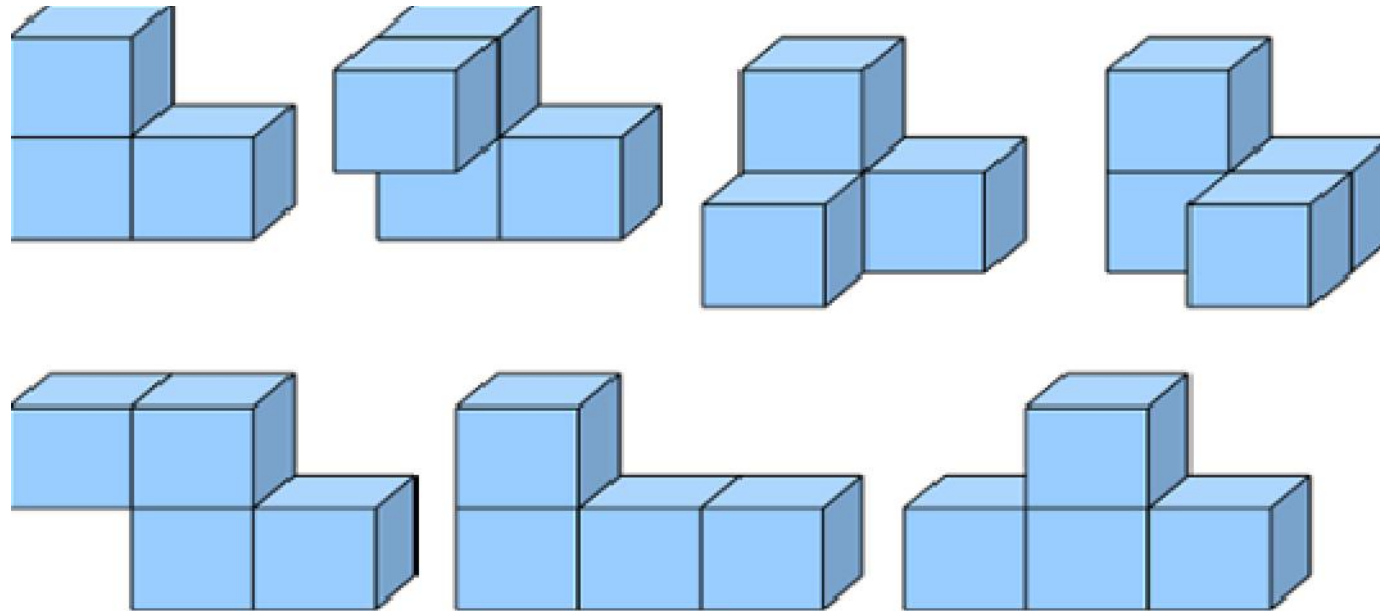
Rat in a maze?



How can we explain this?



The puzzling puzzle of Harry Harlow



How the two groups were treated

	Day 1	Day 2	Day 3
Group A	<i>No reward</i>	<i>Reward</i>	<i>No reward</i>
Group B	<i>No reward</i>	<i>No reward</i>	<i>No reward</i>

Edward Deci: Soma cube experiments

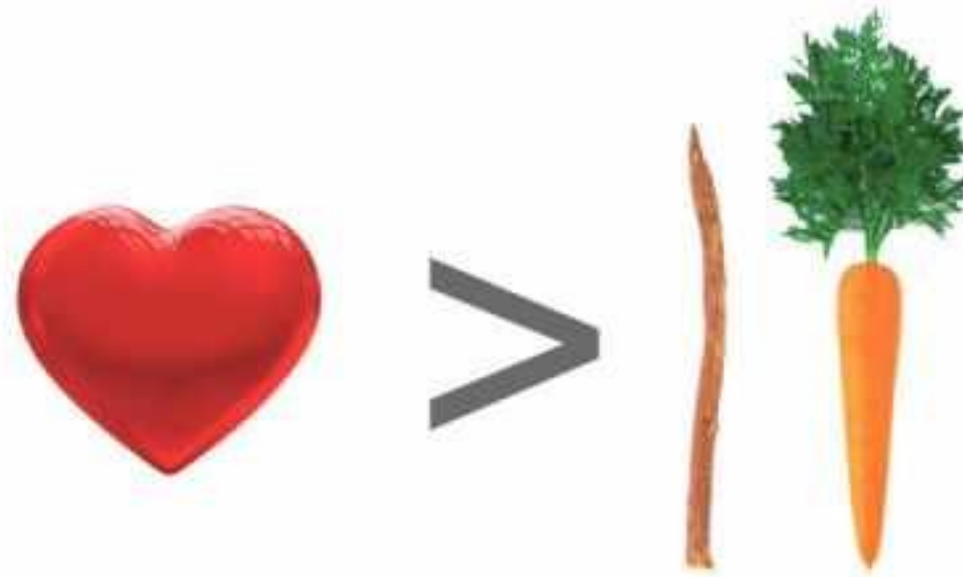


Psychologists Mark Lepper, David Greene, and Robert Nisbett :
Children at PLAY



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Dan Ariely: Madurai Experiment



Intrinsic versus Extrinsic motivation



PREOCCUPATIONS

The Google Way: Give Engineers Room

By BHARAT MEDIRATTA; as told to JULIE BICK
Published: October 21, 2007

GOOGLE engineers are encouraged to take 20 percent of their time to work on something company-related that interests them personally. This means that if you have a great idea, you always have time to run with it.



Noah Berger for The New York Times
Bharat Mediratta taking part in a "grouplet" meeting at Google, reflecting its emphasis on allowing employees time for independent projects.

It sounds obvious, but people work better when they're involved in something they're passionate about, and many cool technologies have their origins in 20 percent time, including Gmail, Google News and even the Google shuttle buses that bring people company's headquarters in Mountain V

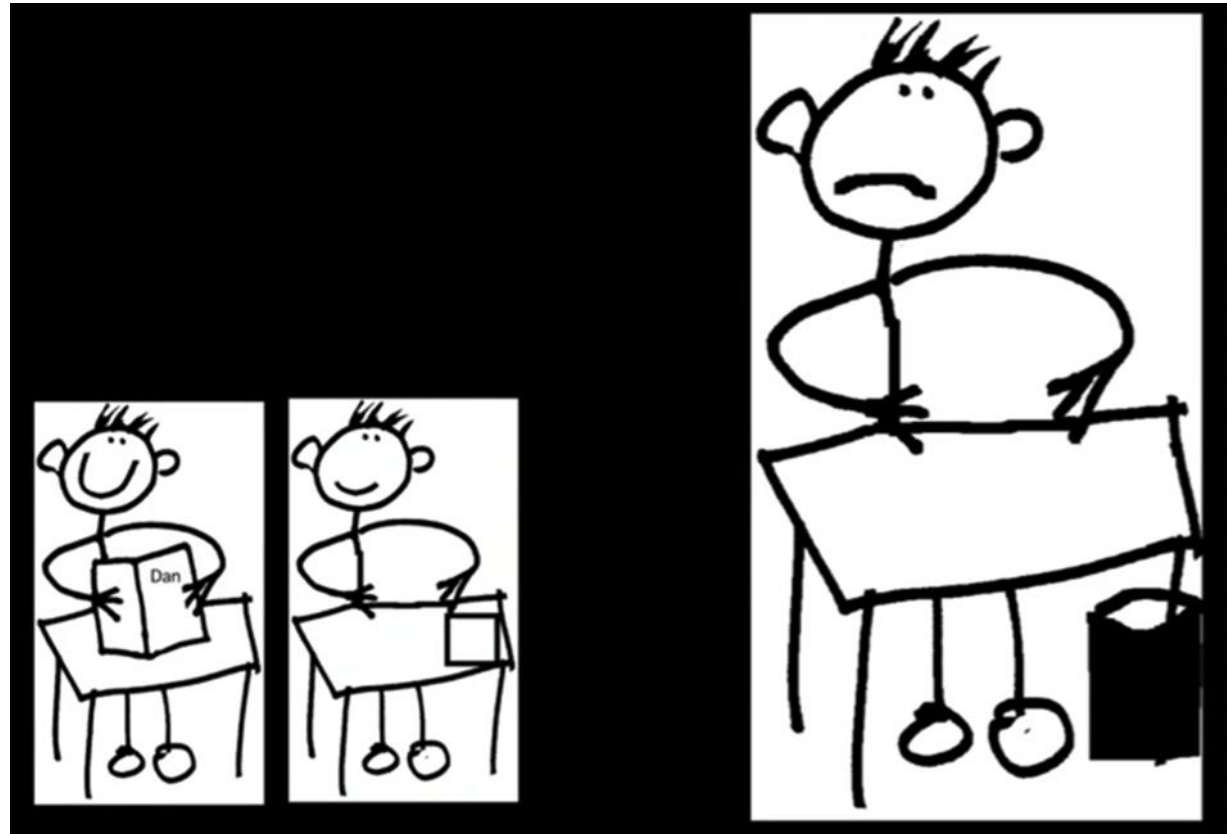


A case for tapping onto Intrinsic motivation



How do we tap onto Intrinsic Motivation in people at our work place?

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F81BEB10BB176717AAB52
59678968B1F6791818F65
9B227612CA596ABBA5140
A0F0488FA86D288F00C04



Dan Ariely: Paper Experiment



Dan Ariely: Paper Experiment Results

When work done by people
is not acknowledged,
it leads to a
steep drop in worker
motivation

Lesson 1



The Sizophic condition

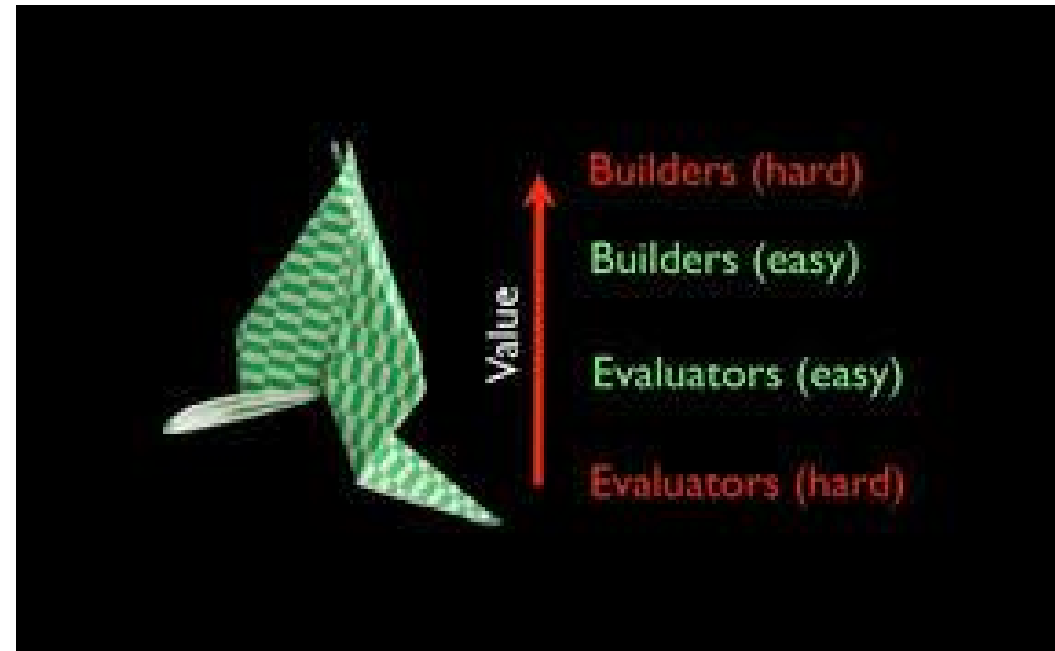
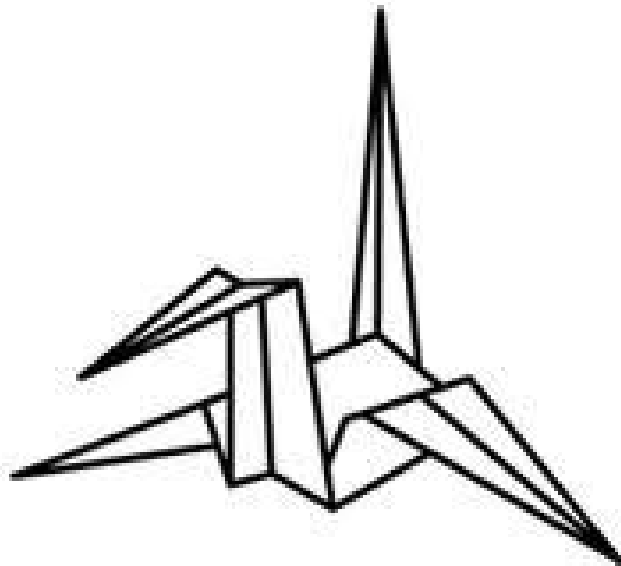
Motivation 1.0
To
Motivation 2.0
To
Motivation 3.0

The changing landscape of motivation

People need to find
some meaning or purpose
to their work for them to be
motivated by it



The IKEA Effect



The Origami Experiment



The Domino Challenge

People need to find
the work challenging
to be truly attached to their
work or work place

Motivation at work = Payment
+ Meaning
+ Acknowledgement
+ Challenge
+ ?
+ ?

In Summary



THANK YOU

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