



MANAJEMEN SUMBER DAYA MANUSIA

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Motivating Employees

One important type of motivator is intrinsic (inner) rewards, which include the personal satisfaction you feel for a job well done. People who respond to such inner promptings often enjoy their work and share their enthusiasm with others. Are you more strongly motivated by your own desire to do well, or by extrinsic rewards like pay and recognition?



MOTIVATION AND MASLOW'S HIERARCHY OF NEEDS



Google has its own state-of-the-art gym and resistance swimming pool to help employees work off the extra pounds. Large and colorful exercise balls are everywhere to remind employees to take care of their bodies. Can you think of any other examples of the kind of holistic concern for employees suggested by William Ouchi's Theory Z style of management?



CASE

The secret of Google's success is its innovative work culture. This culture drives commitment. Some key facts about its culture are as follows:

- *Committed employees driven by a passion for innovation.*
 - *Efficient leadership that empowers and strives to create an environment of trust.*
 - *Recognition and incentive system that encourages performance and innovation.*
 - *Learning environment that ensures continuous learning and growth.*
 - *Top leadership committed to technological innovation*
 - *Inclusive policies that encourage diversity*
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QUESTION

BERDASARKAN PERNYATAAN DIATAS APAKAH MUNGKIN PERUSAHAAN DI INDONESIA MAMPU MENERAPKAN BUDAYA TERSEBUT ?? JELASKAN DENGAN ANALISIS SETIAP POINTNYA !

TASK POINT

<http://bit.do/ffKNT>

<http://bit.do/ffKPC>

<http://bit.do/ffKQu>

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REFLEKSI

- Informasi penting hari ini

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- Tindak lanjut yang dapat saudara lakukan
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Thank You