

Access to Higher Education Unit

This unit forms part of an Access to HE Diploma. If delivering the graded version of this unit, please refer to the Provider Handbook for details on grading descriptors and the application of these across units within your programme.

Unit Title: Motivating Staff

Graded Unit Reference Number: GA33MAN12

Ungraded Unit Reference Number: UA33MAN12

Module: Management

Level: Three (3)

Credit Value: Three (3)

Minimum Guided Learning Hours: 30

Learning Outcome (The Learner will):	Assessment Criterion (The Learner can):
1. Understand the factors which may motivate staff	1.1 Compare and contrast the main theories of motivation from: <ul style="list-style-type: none"> a) Taylor b) Mayo c) Maslow d) Herzberg
2. Understand the advantages and disadvantages of using money as a motivational tool	2.1 Evaluate the short term and long-term effects of using money as a motivational tool
3. Understand non-pecuniary methods of motivating staff	3.1 Describe what is meant by job enrichment and job enlargement and explain how these may be used to provide long term motivation
	3.2 Explain, with examples, the importance of communication as a tool for lasting motivation
4. Understand issues which might impact negatively on a worker's motivation and ways this may be avoided	4.1 Use case study material to identify issues contributing to lack of motivation among staff
	4.2 Identify non-pecuniary ways to address issues lack of motivation among staff