Access to H.E.
National Programme Unit

Unit Title:	Motivating Staff		
Graded Unit Code:	GA33MAN12	Ungraded Unit Code:	UA33MAN12
Pathway(s):	Business and Management Construction and the Built Environment Hospitality, Leisure and Tourism Humanities and Social Sciences		
Module(s):	Management		
Level:	3	Credit Value:	3
Valid from:	1st August 2019	Valid to:	31st July 2028

The following QAA grade descriptors must be applied if you are delivering the graded version of this unit:

1	Understanding of the subject
2	Application of knowledge
7	Quality

LEARNING OUTCOMES	ASSESSMENT CRITERIA
The learner will:	**The learner can:**
1. Understand the factors which may motivate staff	1.1 Compare and contrast the main theories of motivation from: a) Taylor b) May 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

LEARNING OUTCOMES	ASSESSMENT CRITERIA	
The learner will:	**The learner can:**	
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