Study on the Work Team's Method of Intrinsic Motivation

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Abstract: Intrinsic motivation is the way that can motivate workers in a higher positivity through creation a certain working conditions to meet the needs of staff's work, social, self-development, and self-realization and so on. These incentives motivation has a great depth to maintain a long time. The work team is a form of organization that is considered to better adapt to the new era of economic environment. This paper wills In-depth study on the common types of intrinsic motivation model from the team work.

Key: Work team; intrinsic motivation; authorization

The work team is a form of organization that is considered to better adapt to the new era of economic environment. To make it play a better role must choose the appropriate mode and methods of operation. Extrinsic motivation and intrinsic motivation jointly affect the behavior of individual employees, but focuses of the study are different between the management and economics. Management focuses on the psychological phenomenon, emphasizing the positive role in promoting the intrinsic motivation; economics, however focusing on extrinsic motivation, stress the importance of incentives to exert pressure on the way to the staff working hard. We believe that the relationships between the two are: intrinsic motivation as the core is the foundation; extrinsic motivation is necessary to add. In practice, there should be good at the two together, and strive to more efficiently. This paper wills In-depth study on the common types of intrinsic motivation model from the team work.

1 The cultivation of team spirit

Team spirit manifested in the form as a cultural problem, and the core is the formation of shared values. The building of team spirit is not only the key but also the biggest problem. Cooperation and trust, shared goals and mission are the basic characteristics of the team witch are also essential difference between the team and the traditional working group. Both how to create the team spirit and the possibility of establishing have a direct relationship to the team's performance, witch should be paid close attention to. We believe that teamwork should be the values of team building and to develop good team atmosphere. Collaborative work is a manifestation of a good team spirit. We must establish within the team"I am for all others and that others I have" Each employee in order to realize their ideals and realize their career aspirations, is inseparable from the other members of the information, knowledge, ability and love and other help. Therefore, it is essential to create a good atmosphere of advocate and love of others within the team.

Respect for the employees and the achievement of self-worth is a prerequisite for the formation of common values. In general, the members' goal in the team is based on personal material and spiritual value witch reflects on the contribution to the team. The team should pursue its value in the same time witch should provide an opportunity to every member in the team to achieve their self-worth. If these two aspects can be combined organically, the cohesion of the team will be formed; the shared values of the team can be achieved depending on individual activities.

2 Strengthen the discipline of leadership behavior

Leader plays in the management three kinds of role witch are command, coordination and motivation. Converted to team leader, however, managers and supervisors are undergoing a major shift in the role. Team leaders do not directly participate in or control of team work. They transformed into the role of coach or mentor. Team leader should have good communication; leadership skills and consulting capacity through training or practical work. Although with the passing of authorization, the team leaders lost certain rights in a sense, but they should be aware that this power loss is associated with team success. Their ability and knowledge that help the team success is not missing. This is not the erosion of power but a power conversion. At this time, the functions of team leader are the incentives, coordination and development of team systems witch can be effectively implemented. Through effective leadership, team members can improve their emotional state; improve their self-efficacy, thereby enhancing team members to work commitments. Meanwhile, the team leaders can use their knowledge and skills to enhance members a correct understanding of the task, making them targets for the team to establish an appropriate level of self-confidence with a more beneficial goals. Good team leaders who will make the team maintain a high degree of agreement; their behavior directly affects the team-building.

3 Properly authorized

Without the upper support and commitment the team is difficult to operate effectively. The team should have decision-making power; especially in the aspects of how to accomplish tasks have greater autonomy. This team should be given certain of authority. If there is no such power, their thought must first of all to be approved by the upper management. This would make a positive decreased and lead to delays in the task. In order to improve innovation (which is right essential in terms of contemporary organizations), the managers must allow the members some new attempt at work. Of course, in order to avoid major mistakes, it is important to restrictions team members in decision-making authority. Or it is necessary to gradually increase the authorized strength of the team members in order to avoid that they felt a loss because of the new authority received. In order to be able to effectively operate the team, team members also must be able to control sufficient resources so that individual team members to improve effectiveness. These resources include money, time, equipment, technology, manpower and information. Of course, the resources available to the team can not be infinite, and should gradually supply.

4 Establishment of an appropriate code of conduct for team members

Team must also be accountable for their actions with them have authorized. This is not to say that team members not allowed making mistakes. It means the team should monitor their own performance, when they failed to achieve their goals they need to approach their work, methods to make appropriate adjustments. Though the establishment of codes of conduct witch can enhance cohesion, team members have similar behavior of the adults in a family environment. These codes of conduct should include sensitivity, sense of responsibility, mutual support and fun. Good interpersonal communication between team members will be more smooth and effective, and are willing to help each other and encourage each other. So that team members can maintain a good emotional state.

5 Motivation derived from the work itself

Well-educated employees believe that the work itself is their primary incentives. They like to deal with problems and find solutions. As a starting point, managers can continually provide their employees with more challenging work to mobilize their enthusiasm through gradually increasing the difficulty and enriching the content of the work. Secondly, the managers should provide more learning and training opportunities to employees. Team should provide employees with access to education and continuous learning opportunities to improve their own skills, so that the employees can have the employability

of lifelong. At the same time, we must fully understand the will of personal growth and career development to enable them to access to positions of equality promotion and the creation of new business opportunities with the development of enterprises. And only understand clearly his future in the organization; employees have motivation to contribute their strength for enterprises.

6 To establish an effective feedback system

In order to make members effectively enhance their commitment of the task and increase their efforts of spirit, it becomes particularly important that establish a complete feedback system. Firstly, the goal of the team should be a dynamic process because of the market environment, technological innovation and other factors. The target should to be made a dynamic feedback and timely adjustments when it is being implemented. Even the motivation of the team is in good condition, the team goal re-examined is also very necessary. Secondly, in the same time of feedback targets, the implementation of the task should be timely summary. Especially the self-confidence of team members is insufficient. The best way to deal with such problems is feedback on the task itself, rather than against the individual capabilities.

Colleagues and managers should make timely and positive feedback because of the achievement and the effort paying that the members got in the job. For example, when team members successfully completed the task in time, the effective way to increase their motivation is to tell them that they were doing a good job and they are capable of performing the same type of work tasks. On the other hand, when team members encounter difficulties at work or an error occurs, the managers should give them such feedback: it was the method mistake that caused the difficulties encountered. You can give them a proposal like that "the problem down into sub-blocks, and then one by one to solve."

7 To create a favorable environment for communication

For employees in the new century, it cannot achieve desired results simply relying on strict management. The managers should promote two-way communication between managers and staff as well as between employees. They can establish a harmonious relationship through understanding, respect and rely on personality and interaction noble soul and through communication and emotional recognition of this spiritual way, arouse their enthusiasm and creativity.

In summary, intrinsic motivation approach focuses on the work by improving the staff's inner passion and spontaneous improve enthusiasm. Enterprises can choose many kinds of methods. In the business management process, we need to combine business practice, the incentive to build features for enterprise models and distribution methods, through wages, bonuses, promotions,

equity incentive and other models designed to stimulate different combinations to fully mobilize the enthusiasm of the staff to promote the development of enterprises.

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