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DEPARTEMENT: PUBLIC ADMINISTRATION AND DIPLOMACY

MASTER THESIS

THEME:

MOTIVATION STRATEGIES FOR EMPLOYEES IN PUBLIC ADMINISTRATION

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ABSTRACT

Employee motivation at work is one of the most important elements to achieve a high performance which will directly affect the achievement and fulfillment of the objectives of the organization, in this case the Public Administration.

A skilled staff, supervised and motivated is a prerequisite for the development and functioning of public administration. Motivation is a hypothetical construct that is used to explain behavior; it should not be equated with behavior. Employees are very different from each other and their personal objectives or in other words what they want to achieve from their being and working in the organization which is diverse. It is the duty of the manager to identify and understand individual differences and help employees to meet all what they want from the organization. The manager / leader must be recognized in advance the qualities of the employee but also weaknesses, so we need to identify them individually, so that his activity to be fruitful for achieving the objectives.

Keywords are: Public Administration, Human Resources, employees, motivation, and stress.

CONCLUSIONS AND RECOMMENDATIONS

Motivation theories suggest numerous ways to keep employees motivated in the work they do, but by our relevant institutions there is no interest to apply them. Although a manager is not necessary to learn all theories of motivation but by having a certain idea of theories creates an edge to improve activities.

Care should be taken to old ages so they can be given a job where they feel themselves comfortable and not a 23 year old get equal with a 60 year old. To be effective managers need to understand what motivates employees within the context of the roles they perform. Of all the functions that a manager performs, employee motivation is probably more complex.

Reviews of rewards can be a great way to motivate employees. However, it may fail if it is not taken care of properly, it may be about conflicts if employees reveal that some have been given greater reward than others.

Rewards must be fair and all employees should be treated equally. They should take particular care that rewards are not discriminatory against any particular employees.

- Human resource management is concerned with the nature and the regulation of the employment relation and is an area in which a variety of disciplines contribute.
- A structured evaluation system can help employees feel that their good work is seen and appreciated.
- Human Resource Management plays a crucial role in the development of a country and the implementation of strategically important activities of the public administration.
- In public administration current practices should improve for the management performance by changing the philosophy of the process, increasing evaluation objectivity of results and creating incentives for those who have performed well in the administration. Incentives, except for cash, may include non-monetary interventions, for example the application of a wide degree of powers delegation.