

## **Why Do People Lose Motivation?**

Many employees lose motivation somewhere in their job career but also as a general everyday people do not want to do something which can set in the feeling of boredom which is the start of losing motivation. In the work environment in most cases the manager or leader of your field of work will most likely try to keep you motivated throughout your phase of low motivation as from a business perspective having low motivation would lead to low productivity which may affect: sales, how the business is run, and the inspiration and creativity that comes with the motivation or enjoyment to do a job. If someone is motivated they will want to do the job and this would increase how well/ quickly they get the job done. This is why it is important for managers/ leaders to keep motivation high to get the best out of their employees.

### **Why people lose motivation and what can be done to prevent it.**

The loss of motivation we would usually say is due to something repetitive and boring, that does not stretch your imagination and involve lots of thinking - for example driving lorries around for shipments (Amazon). To get over this the drivers may listen to music, or the radio, or talk to people on the phone while they are driving, however there may be methods for managers to make the journeys seem more bearable and 'exciting', they could do this by implementing a rota for where each driver goes each time they are delivering mail so they are learning different areas of their wider community which may lead to a better experience instead of going to the same area and delivering to the same people or furthermore they could have the manager phone their employees at certain times to check up on them and talk about more than work as if they are only talking about work it may lead to the phone calls being boring and repetitive - they could talk about sports or family for example trying to increase motivation by making things different so they are not repetitive and similar each time they do their job.

Another example would be someone working inside of a business as a young person coming into the job, at first they would be excited for the environment and wanting to impress immediately (motivation would be high) but if they start to learn the business is not exciting and the same jobs are done each time they will lose motivation, therefore decrease productivity which will not only affect the business but the person themselves as the business will see the drop of work rate so will question this to the employee. Also, this realisation that the job isn't what they thought it was, they might want to leave and try to find a more exciting job. The business doesn't want employees coming and going at short notice. To prevent this, they can attempt to change the job and trying to make sure they have these three things in the employees job:

1. **Self expression** - if the employee can bring their imagination and creative side to life then they are more likely to enjoy the job therefore increasing productivity and the business will most likely get new ideas and ways around things that they didn't think of therefore helping the business grow and expand and deal with problems.

2. **Experimentation** - by being able to experiment the employee will feel 'free' and will be able (to on their own) change their ways of working to get the best out of their work - most likely increasing efficiency and quality of work. The business will most likely feel the benefits of this but they do need to make sure that the employee is still doing all the work they need to do and supporting the employee so they still feel they are part of the business.
3. **Purpose** - By an employee having a purpose (job or responsibility) they may feel that they have to do their work not only for themselves but for the company and their co-workers. They may feel more enthusiastic about it as they do not want to let the company or their co-workers down and this may also result in a higher quality of work.

By implementing these three things the employee will feel more motivated and productivity will increase this is due to the fact that it is part of our biology (mentally) to respond to these things. In the article 'Why People Lose Motivation - and What Managers Can Do to Help', it states that - 'In fact, there's a part of our brains called the seeking system that creates the natural impulses to learn new skills and take on challenging but meaningful tasks. When we follow these urges, we receive a jolt of dopamine — a neurotransmitter linked to motivation and pleasure — which make us want to engage in these activities even more. And, when our seeking systems are activated, we feel more motivated, purposeful, and zestful. We feel more alive.' By conforming to the three points I have mentioned the employee feels more motivated and efficiency and productivity increase due to this - helping the business as a whole.

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