



## Syllabus of Module

# 8. Motivation and Evaluation of Employees

**Lecturer: PhDr. Jan Závodný Pospíšil, Ph.D.**

### Module Annotation

While employee evaluation is based on the management's leading and control function, employee motivation is vital for acquiring and retaining employees in the company. Simply put, no one would be willing to work for us without the motivation. Therefore, the main task of today's managers is to get and keep their employees motivated. But also, to function properly, each organization should monitor work effectiveness. For you, as managers, to evaluate your employees correctly and at the same time support, or at least not stifle, their motivation, in this lecture, we will explain both phenomena in more detail.

### Module Objective

Upon successful completion of the course, students will be able to:

- relate the issue of employee motivation and their evaluation,
- explain and take an opinion on management issues in the context of employee motivation and evaluation,
- interpret concepts and graphic representations from the field of motivation theory and employee evaluation,
- define goals and ways of achieving employee motivation within a comprehensive approach to planning and organizational provision.

## Literature

1. EARN, B. M. (1982). *Intrinsic motivation as a function of extrinsic financial rewards and subjects' locus of control*. *Journal of Personality*, 50(3), 360-373.
2. JONES, G. R., GEORGE, J. M., & HILL, C. W. (2000). *Contemporary management*. Boston, MA: Irwin/McGraw-Hill.
3. JUDGE, T. A., & ROBBINSS, S. P. (2017). *Organizational behavior*. Pearson.
4. MUCHINSKY, P. M., O'LEARY, B. J., & WEATHINGTON, B. L. (2011). *Psychology and Work: Understanding People in the Workplace*. *Applied Psychology in Everyday Life*, 109.
5. PINDER, C. C. (2014). *Work Motivation in Organizational Behavior*. Psychology Press.
6. SKEMP-ARLT, K. M., & TOUPENCE, R. (2007). *The administrator's role in employee motivation*. *Coach and Athletic Director*, 76(7), 28.