



SCIENCE OF UNDERSTANDING HR

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ABSTRACT

This paper presents a descriptive idea of motivational theories connected with the newton's law. It describes how each and every individual behaves in different way similarly the theories of motivation works. This is favoring that all the theories of motivation describe about the external force which creates acceleration into the employees to perform.

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INTRODUCTION

Newton's law of motion says that if an object had a velocity, it would continue moving with that velocity until there was some force to cause a change in the motion. Similarly, if an object were at rest in interstellar space, it would remain at rest until there was a force to cause it to change its motion. The inertia of an object is measured by its mass. Mass can be determined by measuring how difficult an object is to accelerate. The more mass an object has, the harder it is to accelerate. Similarly force is the drive to make employees work. Mass is willingness to rest and not to work and acceleration is the activity of the employees for performing in targeted direction. An employee performs at static level or at dynamic level with the same level unless HR Manager forces with sudden factors. There are two parts to this statement -one that calculates the behavior of static employee and other that predicts the behavior of dynamic employee. The employees' go on doing what they are doing. They hardly try to change their behavior unless a force to change their behavior comes up. According to Incentive theory the people gets motivation for external rewards.

It also supports that association and reinforcement has the key role in this theory of motivation. Here it is being seconded that the employee in the organization keeps on staying at static place unless any reward is attached with doing another action. Sometimes the people behavior also does not get changed unless chance of punishment is revealed. Drive theory of motivation also states in similar direction which says people are motivated to take certain actions in order to reduce the internal tension that is caused by unmet needs. Some employees are self-motivated to satisfy their selves of inner peace. Sometimes people work even if there is less chance of getting reward. As the Humanistic theories of motivation are based on the idea that people also have strong cognitive reasons to perform various actions. It also supports that employees work when the external force that is getting rewards (monetary or non-monetary) i.e. strong cognitive reasons exist. Expectance theory narrates that when anything is done, it is done by keeping in mind about the happenings in future. Positive outcomes in future motivate employees. Here the external force is expectation of getting positive outcomes. In this theory the term Instrumentality refers to whether people believe that they have a role to play in the predicted outcome. If the people have more control on the outcomes, motivation rises and vice-versa. Employees in the organization work when they get any force whether it is negative or positive in nature.

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Sometimes it may be internal or we can say mind of individual forces him to work, that can be said self-driven.

There is always one or more external force under every thought like;

Incentive theory –External Force is external rewards

Drive theory-External Force is reduce the internal tension

Humanistic theory- External Force is getting rewards (monetary or non-monetary)

Expectance theory-External Force is Positive outcomes

To manage human resource in organization depends on the understanding that external force which enables employees to perform. Motivated employees are very important for achieving the goals of an organization. It leads to remove the risk of non-performance.

Employees if motivated i.e. external forces



Leads productivity i.e. acceleration to achieve shared goals

The first law can be stated mathematically when the mass is a non-zero constant, as,

$$F=ma$$

Where F is Force, m is mass and a is acceleration

Consequently,

- An object that is at rest will stay at rest unless a force acts upon it.
- An object that is in motion will not change its velocity unless a force acts upon it.

In the same line, employees need to be motivated to work for a particular time frame /span as time specified to accomplish the task. Continuous move is also not healthy for long term performance. After completion of one task there must be availability of rest period for particular moment. That rest can be the motivation of availability of involvement in personal life or in other words we may say rest for enjoyment so that again after refreshment employees could work for another fixed task. Here the external forces are personal life and refreshment for taking extra new mile to perfor.

Conclusion

While concluding, it is said that understanding HR is to understand the rule of performance. Performance of the employees is directly connected with the motivational factors available in the organization. These motivational factors may be extrinsic or intrinsic like Acceptance, Curiosity, Honor, Independence, Order, Power, Social contact, Employee of the month award, Benefit package, Bonuses, Organized activities, etc. Motivational factors are the external forces which driveaccelerate employees to perform or to take rest for performing in future.

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