

How Company Culture Shapes Employee Motivation



Self-Determination Theory

(Edward Deci and Richard Ryan)

People are motivated by:

- Competence
- Autonomy
- Relatedness



One-to-one interviews

Find out what makes them want to be there and build it into your core values.

Group meetings



Does your company culture promote:

Mastering skills?

A sense of belonging from connecting with people?

Fulfillment from self-endorsed behavior?

Let employees co-create culture

Surveys



How to help or hinder personal growth

- Let team members take active roles
- Don't overuse extrinsic rewards
- Offer more responsibility
- Regularly give meaningful feedback
- Check in often for support and encouragement



Pay raises and bonuses are controlled by external sources and undermine intrinsic motivation.



How can leadership increase employee motivation?

Employee motivation & customer satisfaction

Satisfied, motivated team members provide better customer service.



You can't



Motivation And Culture

**Michael Shengtao Wu, Christine Ma-
Kellams, Tian Xie, Yanyan
Zhang, Yingnan Zhao**

Motivation And Culture:

Motivation and Culture Donald Munro, John F. Schumaker, Stuart C. Carr, 2014-06-11 Although a growing number of researchers emphasize the social and psychocultural aspects of motivation and motivation theory few books have provided much coverage beyond well tread studies of physiological and biological factors and theories Motivation and Culture brings together eighteen writers with a variety of academic backgrounds and cultural experiences to explore the way that culture impinges on motivation Exploring topics such as personal values and motives intercultural exchange in the workplace the intrapsychic process and the nexus between biology and culture they formulate theories of motivation that can be applied in the modern multicultural world Contributors include Dona Lee Davis Russell Geen Joan Miller John Paul Scott William Wedenoja Elisa J Sobo and Stephen Wilson

Job Motivation and Culture. A Cross-Cultural Comparison of Germany and the United States Lennart Reinhold, 2017-01-17 Bachelor Thesis from the year 2016 in the subject Leadership and Human Resources Miscellaneous grade B Heilbronn University language English abstract Thesis paper about the cultural differences in motivating and managing human resources between the German and United States workforce and managers Outstanding leadership performance of today s very culturally diversified workforce is if not the one of the most important challenges for organizations One very important aspect of leadership is the ability to motivate this is a much needed skill in order to allow co workers and subordinates to use their full potential Motivation is an essential part of any profession not only for the employer or leader but also for the employee This paper researches the differences in job motivation that exist across cultures particularly the cultural differences between Germany and the United States and presents a comparative analysis of these two cultures Not every cultural difference seems directly linked to job motivation but on a deeper level many inconspicuous differences do affect motivation after all The aim of this work is to find the discrepancies and similarities of values beliefs and attitudes in the workplace and to come to an explanation of these influences and to conclude the implications they have In pursuance of demonstrating the implications of culture on motivation understanding of the concepts behind motivation and culture is absolutely necessary Therefore this paper will introduce the key concepts in the field of motivation and culture before analyzing the key differences in the American and German culture as well as the differences in motivation The scope of this work is broad different industries and subcultures are mentioned but are not the focus of the research The aim is to draw a generalized and extensive picture of both cultures on a national level and to subsequently introduce a guideline of intercultural management for companies and managers in the field of international business

Motivation and Culture Donald Munro, John F. Schumaker, Stuart C. Carr, 1997 Motivation and Culture brings together an international list of writers with a variety of academic backgrounds and cultural experiences to explore the ways culture influences motivation Traditionally culture has long been neglected by those interested in motivation theories instead the focus has been on the individual in relation to biological and cognitive models While the biological component of

motivation is not neglected in this volume most of the essays emphasize the ways culture needs to be taken into consideration both in formulating theories of motivation and applying them to the modern multicultural world

Academic Motivation and the Culture of Schooling Cynthia Hudley,Adele E. Gottfried,2008-07-30 Decades of research indicate the important connections among academic motivation and achievement social relationships and school culture However much of this research has been conducted in homogenous American schools serving middle class average achieving Anglo student populations This edited volume will argue that school culture is a reflection of the society in which the school is embedded and comprises various aspects including individualism competition cultural stereotypes and extrinsically guided values and rewards They address three specific conceptual questions How do differences in academic motivation for diverse groups of students change over time How do students social cognitions influence their motivational processes and outcomes in school And what has been done to enhance academic motivation To answer this last question the contributors describe empirically validated intervention programs for improving academic motivation in students from elementary school through college

Transformations of Corporate Culture Toyohiro Kono,Stewart Clegg,1998 No detailed description available for Transformations of Corporate Culture

National Culture and Groups Ya-Ru Chen,Elizabeth A. Mannix,Margaret Ann Neale,R. Wageman,2006-07-04 Based on the premise that in an era of rapid globalization while there is a great deal of convergence on many aspects of group processes and interactions across national cultures it is the understanding and appreciation of the divergence among people of different national cultural backgrounds that make all the difference

Culture and Morality: Things We Value Michael Shengtao Wu,Christine Ma-Kellams,Tian Xie,Yanyan Zhang,Yingnan Zhao,2025-03-20 Morality refers to a set of values relating to right conduct against which behavior is judged to be acceptable or unacceptable It is a form of social norms that guides human behaviors Morality forms a fundamental part of our culture but there is a great range of variation in moral standards and the things we value in each given culture Behavior that is completely normal to Westerners such as choosing a job or partner at one s individual will could be considered immoral in other cultures People are rewarded with money and reputations if they exhibit moral actions approved by cultural expectations and are punished by sanctions for moral violations We also attribute positive feedback to people we consider moral e g empathetic filial and negative feedback to those we consider immoral untrustworthy disgusting Thus it is important to study the psychological antecedents processes and outcomes of morality

Culture's Consequences Geert Hofstede,2001 The publication of this second edition of Culture s Consequences marks an important moment in the field of cross cultural studies Hofstede s framework for understanding national differences has been one of the most influential and widely used frameworks in cross cultural business studies in the past ten years Australian Journal of Management

Language and culture in organization and consumer behaviors Xi Li,Qingyu Zhang,Luluo Peng,Tomoki Sekiguchi,Kui Yi,2023-11-02

Handbook of Advances in Culture and Psychology, Volume 7 Michele J. Gelfand,Chi-yue Chiu,Ying-yi Hong,2018-02-15

The field of culture and psychology is one of the fastest growing areas in the social sciences The Handbook of Advances in Culture and Psychology Volume 7 belongs to the only annual series that offers state of the art reviews of scholarly research programs in this burgeoning field

Cultural Differences in Job Motivation Corinna Colette Vellnagel, 2012 Master s Thesis from the year 2011 in the subject Leadership and Human Resources Miscellaneous grade Distinction The University of Surrey Faculty of Arts and Human Sciences course Intercultural Communication with International Business language English abstract What makes people get up in the morning is it the simple habit the routine or the sense of purpose Why do people make promises to do and decide certain things Some people get more done than others Riley 1996 p 44 while some drift along others are goal setters and some just cannot get started whereas others are unstoppable Why is it so Why do employees ask themselves if it is worth the reward to make an effort to achieve a goal Van der Wagen Davies 1998 p 24 The answer can be found in the realm of motivation Motivation something that according to various book titles¹ needs to be understood belongs to leadership studies and organisational behaviour Consequently looking at what motivates people and to lead them is essential for every manager ibid because different things might motivate different staff members One would not expect people to be as complex as they are but culture although not the only variable of importance contributes significantly to explain key differences in social behaviour Treven Mulej Lynn 2008 p 33 Factors motivating followers in organisations often differ from culture to culture and do not only diverge from different organisational cultures ibid p 34 There is no proof that motives like need for achievement intrinsic needs for competence and self efficacy can be generalised across cultures as the specific factors which drive such motives vary across cultures Gelfand Erez Aycan 2007 p 482 This leads to the area of cross cultural organisational behaviour which as well as culture specific work motivation only have a relatively short research history but they actually date back to the times of Dionysios I from Syrakus²

The Palgrave Handbook of Creativity and Culture Research Vlad Petre Glăveanu, 2017-01-21 This groundbreaking Handbook brings together leading international experts in creativity and culture research to provide an overview of current debates It showcases the wealth of topics approaches and definitions specific for this new interdisciplinary field within creativity research The theoretical and methodological innovations emerging from the joint study of creativity and culture highlight the role of creativity within today s innovation based multicultural societies Drawing on theoretical and empirical reflections including case studies from different continents and different creative domains this Handbook provides a truly global outlook on current creativity research within an emergent interdisciplinary field This variety is highlighted by the Handbook s structure as it is divided into five sections Creativity and Culture in the Psychology of Creativity Creativity in Socio Cultural Psychology Creativity in Cultural Context Creativity and Culture in Applied Domains Cross disciplinary Perspectives on Creativity and Culture These sections provide a clear overview of the debates and questions of this research area as contributors share their interest in creativity not only as an individual but also a social and cultural phenomenon and in culture as both the foundation and

outcome of creative action The Handbook will be an essential resource for researchers particularly those based in social science and humanities disciplines Culture, Motivation and Learning Farideh Salili, Rumjahn Hoosain, 2007-06-01 The influence of culture on learning and motivation has been the topic of much research in recent years Educational and psychological researchers are now aware that the findings of their studies may not apply to other cultures and that in this age of globalization and multiculturalism it is very important to examine the applicability of psychoeducational constructs to other cultures Understanding learning and motivational characteristics of students of diverse backgrounds will enable educators to develop appropriate curriculum and teaching strategies to motivate these students The aim of this book is to present research findings and views of scholars and researchers in the field of motivation and learning from a multicultural and international perspective Educators and scholars from different parts of the world have examined recent learning and motivation theories in different cultural contexts in order to explore the dynamics of sociocultural processes affecting student motivation Others have focused on teaching and learning strategies that are known to be effective with culturally diverse students *Psychological Anthropology: A Detailed Overview* Pasquale De Marco, 2025-04-09 Psychological Anthropology A Detailed Overview explores the fascinating relationship between culture and human behavior offering a comprehensive introduction to this dynamic field of study Delving into the core concepts of psychological anthropology this book examines the principle of cultural relativism emphasizing the importance of understanding cultural beliefs and practices within their own context It explores the concept of the self shedding light on the diverse ways in which individuals construct their identity and navigate social interactions across different cultures The book also investigates the role of culture in shaping our emotions and motivations examining how cultural values and norms influence the way we experience and express our feelings as well as our goals and aspirations Additionally it explores the complex relationship between culture and mental health highlighting the impact of cultural factors on the perception diagnosis and treatment of mental illness With a focus on applied psychological anthropology this book demonstrates the practical applications of this field in various settings including cross cultural encounters international development education healthcare and business It emphasizes the importance of cultural sensitivity and understanding in addressing global challenges and fostering effective communication and collaboration across cultures Enriched with real world examples case studies and cutting edge research Psychological Anthropology A Detailed Overview provides a comprehensive and engaging exploration of this dynamic field It is an essential resource for students scholars and practitioners seeking a deeper understanding of human behavior and the profound influence of culture on our lives If you like this book write a review *Culture, Mind, and Brain* Laurence J. Kirmayer, Carol M. Worthman, Shinobu Kitayama, Robert Lemelson, Constance A. Cummings, 2020-09-24 Recent neuroscience research makes it clear that human biology is cultural biology we develop and live our lives in socially constructed worlds that vary widely in their structure values and institutions This integrative volume brings together interdisciplinary perspectives from the human

social and biological sciences to explore culture mind and brain interactions and their impact on personal and societal issues Contributors provide a fresh look at emerging concepts models and applications of the co constitution of culture mind and brain Chapters survey the latest theoretical and methodological insights alongside the challenges in this area and describe how these new ideas are being applied in the sciences humanities arts mental health and everyday life Readers will gain new appreciation of the ways in which our unique biology and cultural diversity shape behavior and experience and our ongoing adaptation to a constantly changing world

Handbook of Cultural Psychology, Second Edition Dov Cohen, Shinobu Kitayama, 2020-09-07 Now completely revised over 90% new this handbook offers the authoritative presentation of theories methods and applications in the dynamic field of cultural psychology Leading scholars review state of the art empirical research on how culture affects nearly every aspect of human functioning The volume examines how topics fundamental to psychology such as cognition emotion motivation development and mental health are influenced by cultural meanings and practices It also addresses the psychological and evolutionary underpinnings of cultural stability and change The second edition reflects important advances in cultural neuroscience and an increasing emphasis on application among many other changes As a special bonus purchasers of the second edition can download a supplemental e book featuring several notable highly cited chapters from the first edition New to This Edition Most chapters are new reflecting nearly a decade of theoretical and methodological developments Cutting edge perspectives on culture and biology including innovative neuroscientific and biopsychological research Section on economic behavior with new topics including money negotiation consumer behavior and innovation Section on the expansion of cultural approaches into religion social class subcultures and race Reflects the growth of real world applications in such areas as cultural learning and adjustment health and well being and terrorism

Handbook of Motivation and Cognition Across Cultures Richard Sorrentino, Susumu Yamaguchi, 2011-04-28 In recent years there has been a wealth of new research in cognition particularly in relation to supporting theoretical constructs about how cognitions are formed processed reinforced and how they then affect behavior Many of these theories have arisen and been tested in geographic isolation It remains to be seen whether theories that purport to describe cognition in one culture will equally prove true in other cultures The Handbook of Motivation and Cognition Across Cultures is the first book to look at these theories specifically with culture in mind The book investigates universal truths about motivation and cognition across culture relative to theories and findings indicating cultural differences Coverage includes the most widely cited researchers in cognition and their theories as seen through the looking glass of culture The chapters include self regulation by Tory Higgins unconscious thought by John Bargh attribution theory by Bernie Weiner and self verification by Bill Swann among others The book additionally includes some of the best new researchers in cross cultural psychology with contributors from Germany New Zealand Japan Hong Kong and Australia In the future culture may be the litmus test of a theory before it is accepted and this book brings this question to the forefront of cognition

research Includes contributions from researchers from Germany New Zealand Japan Hong Kong and Australia for a cross cultural panel Provides a unique perspective on the effect of culture on scientific theories and data **ICONECT 2019** Murtono,Moh Kanzunnudin,Fina Fakhriyah ,Ratri Rahayu,Robbi Rahim, The complex problems of education and technological development and information demands then takes its main innovations in learning The purpose of this Education is Innovation in order to improve the quality effectiveness efficiency relevance and productivity making the learning process more meaningful and fun for children Innovation can be performed in all subjects learning methods media and evaluation Innovation based learning local culture values will yield the superior character that will benefit children in the face of a globalized world So is innovation technology based learning make learning be fun so that children become active and creative ideas thoughts research related to the innovation of education can be presented in International Conference Education Culture and technology is preferred The theme of this Conference Innovation of Education to Improve Character Value for Childern Dilemmas Of American Self John Hewitt,2010-04-29 A theory about what it means to be an individual within contemporary American society **International Encyclopedia of Education** ,2009-04-17 The field of education has experienced extraordinary technological societal and institutional change in recent years making it one of the most fascinating yet complex fields of study in social science Unequaled in its combination of authoritative scholarship and comprehensive coverage International Encyclopedia of Education Third Edition succeeds two highly successful previous editions 1985 1994 in aiming to encapsulate research in this vibrant field for the twenty first century reader Under development for five years this work encompasses over 1 000 articles across 24 individual areas of coverage and is expected to become the dominant resource in the field Education is a multidisciplinary and international field drawing on a wide range of social sciences and humanities disciplines and this new edition comprehensively matches this diversity The diverse background and multidisciplinary subject coverage of the Editorial Board ensure a balanced and objective academic framework with 1 500 contributors representing over 100 countries capturing a complete portrait of this evolving field A totally new work revamped with a wholly new editorial board structure and brand new list of meta sections and articles Developed by an international panel of editors and authors drawn from senior academia Web enhanced with supplementary multimedia audio and video files hotlinked to relevant references and sources for further study Incorporates ca 1 350 articles with timely coverage of such topics as technology and learning demography and social change globalization and adult learning to name a few Offers two content delivery options print and online the latter of which provides anytime anywhere access for multiple users and superior search functionality via ScienceDirect as well as multimedia content including audio and video files

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