

Money or the Mind

Level 2 Business Studies
2.5 Motivation Theory
90847
3 Credits

Achievement Objectives	Learning Outcomes	Key Competencies
<p>This unit relates to level 7, learning objective 1.</p> <p>Students will gain knowledge, skills and experience to:</p> <p>Explore how and why large businesses in New Zealand make operational decisions in response to internal and external factors.</p> <p>Understand the Business Studies concepts of globalisation, citizenship and sustainability</p>	<p>Students will be able to:</p> <ul style="list-style-type: none"> • Design a questionnaire for employees of case study. • Collect the evidence required to complete the task. • Apply motivation theory to a business case study. • Analyse and evaluate the extent to which motivation theories are relevant to business today and how they impact on business success. 	<p>Thinking: Relate business theory to a business context.</p> <p>Managing Self: Time management skills required for independent learning task.</p> <p>Relating to Others: Ability to gather information from business employees regarding their motivation at work.</p> <p>Participating and Contributing: Students will have opportunity to participate and contribute to the wider business community.</p>
ICT	Literacy/Numeracy	Success Criteria
<ul style="list-style-type: none"> • Using a range of online tools students will research their business to gather background information before field trip. • Students have the option to present their evaluation using Microsoft Word. 	<p>Students will:</p> <ul style="list-style-type: none"> • Will research/investigate and gather their information through a combination of reading and verbal methods. • Communicate their findings in written format. • Also refer to NZC p.16 	<p>By the end of this unit students should be able to demonstrate an understanding of:</p> <ul style="list-style-type: none"> • The purpose of motivation • Different types of motivation eg. Collective (whanau, iwi) vs Individual • Theories of Maslow, Taylor, Mayo and Herzberg • Factors: financial and non-financial; intrinsic and extrinsic • Evaluate of motivation techniques for business success

Maori Concepts	Resources	ESOL/Learning Support
<ul style="list-style-type: none"> Rangatiratanga Kaitiakitanga Whanau, iwi 	<ul style="list-style-type: none"> EOTC forms Assessment task and schedule Motivation Theories Workbook 	<p>Students will:</p> <ul style="list-style-type: none"> Undertake and participate in classroom activities where possible. Students will discuss with teacher whether they would like to complete the assessment. This will also be in conjunction with the school ESOL coordinator. Students encouraged to resubmit and given extra time allowance if needed. Use of litercay strategies for ESOL students refer to ESOL online
Principles	Values	Assessment Tasks
<p>High Expectations</p> <ul style="list-style-type: none"> Learning outcomes and success criteria are developed for each unit Learning outcomes and success criteria identified for each lesson Students set own stretch goals at the start of the unit <p>Treaty of Waitangi</p> <ul style="list-style-type: none"> Develop students understanding of the relevant Maori Business Concepts Maori contexts are studied where relevant <p>Cultural Diversity</p> <ul style="list-style-type: none"> Students will be given equal opportunities regardless of cultural background. Students have the opportunity to share their learning with their families and to share their family experiences in the classroom. How culture influences the way a business is operated will be studied where relevant. <p>Inclusion</p> <ul style="list-style-type: none"> All students are included in the learning. A wide variety of learning styles are incorporated in the teaching and assessment methods. Assessment methods will be flexible to suit the needs of the students. 	<p>This assessment relates to four of the eight curriculum values.</p> <p>Innovation, inquiry and curiosity: students are provided with a field experience that requires them to think critically and creatively about motivation practices in a 'real life' business scenario.</p> <p>Community and Participation: Students participate in the wider business community and develop responsibility by treating the business premise and staff maturely.</p> <p>Integrity: This relates very closely to Community and Participation and the Respect of Others Values. Students are encouraged to act responsibly and being accountable for their actions.</p> <p>Respect of Others: students are interviewing employees of a business and must be respectful to both them and their employees. This is also important when writing their final evaluation.</p>	<p>Achievement Standard:</p> <p>90847</p> <p>Investigate the application of motivation theory in a business.</p>

- Learning experiences will be accessible to all students.

Learning to Learn

- Students reflect on their goals and set targets.
- Students identify how they learn best.
- Teachers provide a variety of learning strategies and experiences.

Community Engagement

- Students' prior knowledge of the business environment in the local community will be utilised in the classroom.
- Local businesses from the community will be studied where relevant.
- Experts from the local community and the students Whanau will be utilised where applicable.

Coherence

- Links will be made between the different levels of study as the course progresses.
- Pathways are present to allow progression in the subject.
- Scaffolding will be provided for students entering with limited prior knowledge.

Suggested Lesson Outline

Lesson	Title	Learning Outcomes	Learning Activities	Resources
		Students will be able to:		
Lesson 1	Unit Introduction	<ul style="list-style-type: none"> Understand how the skills learned in this unit relate to their overall learning and to their external assessment Get a brief overview of unit Examine areas where they need to improve their business knowledge KWL Students identify the key definitions for the unit. 	<ul style="list-style-type: none"> Knowledge assessment conducted as a class on whiteboard – teacher led KWL Chart PowerPoint Presentation – clear and logically presented – keep teacher clear and succinct HW – Field Trip Information and Permission Sheets 	<ul style="list-style-type: none"> Laminated KWL Chart PowerPoint Presentation Field trip Information and Permission Sheets Definitions
Lesson 2	What is Motivation?	<ul style="list-style-type: none"> Students learn what the concept of motivation is. Understand why motivation is important and the impact it can have. Examine ways that students are motivated in their own lives and contexts. Explore how the students in the classroom differ in the ways they are motivated. 	<ul style="list-style-type: none"> Do a class survey about the different motivators students in the class have for different things. Ie. Getting good assessment results, winning a game, completing homework etc http://www.nzherald.co.nz/nz/news/article.cfm?c_id=1&objectid=10721296 – use Herald Article to highlight how demographics can also be important to understanding differing motivators in the workplace. 	<ul style="list-style-type: none"> Herald article PowerPoint
Lesson 3	Benefits and Consequences	<ul style="list-style-type: none"> Students will identify the benefits that are gained for a business when staff is motivated. Students will alternatively explore the potential consequences for a business when staff is not motivated. 	<ul style="list-style-type: none"> YouTube – RSA Animate – The Surprising Truth about what motivates us. (10 mins) http://www.youtube.com/watch?v=u6XAPnuFjJc YouTube – Motivation@work comic http://www.youtube.com/watch?v=-Uf7C7rr1O8 	<ul style="list-style-type: none"> YouTube clips PowerPoint
Lesson 4	Theory & Theorist Introduction	<ul style="list-style-type: none"> Students will understand the overview of theory through time. Students explore how theories and theorists may have been impacted largely by the work environment of the time. Students identify how manager and leaders can use the understanding of motivation to their advantage. 	<ul style="list-style-type: none"> Timeline activity: tie string from one side of the class to the other. Get students to put their workplace environment card on the timeline. Identifying times like industrial revolution, women moving into workplace etc. The get students to put second set up that are the theorist cards. As a class discuss whether the context of the ‘time’ affected the theories. 	<ul style="list-style-type: none"> PowerPoint Cards for activity String

Lesson	Title	Learning Outcomes	Learning Activities	Resources
		Students will be able to:		
Lesson 5	F.W. Taylor	<ul style="list-style-type: none"> Identify the key characteristics of Taylor's 'Scientific Theory'. Explore the concept of the 'Economic Man' Apply theory to modern day. 	<ul style="list-style-type: none"> Application Exercise – apply key characteristics of findings to modern day business. 	<ul style="list-style-type: none"> PowerPoint
Lesson 6	Elton Mayo	<ul style="list-style-type: none"> Identify the key characteristics of Mayo's Human Relation Theories. Explore the concept of the 'Hawthorne Effect' Apply theory to modern day. 	<ul style="list-style-type: none"> Application Exercise – apply key characteristics of findings to modern day business. 	<ul style="list-style-type: none"> PowerPoint
Lesson 7 – 8	Abraham Maslow	<ul style="list-style-type: none"> Identify the key characteristics of Maslow's 'Hierarchy of Needs'. Explore the concept of the 'Maslow's Model' Apply theory to modern day. 	<ul style="list-style-type: none"> Hierarchy of Needs Pyramid – Students are separated into 5 groups – each one given one of Maslow's levels to work on and analyse. Application Exercise – apply key characteristics of findings to modern day business. 	<ul style="list-style-type: none"> PowerPoint
Lesson 9	David McClelland	<ul style="list-style-type: none"> Identify the key characteristics of McClelland's Two Factor Theory. Explore the concepts of the 'hygiene and motivating factors' Apply theory to modern day. 	<ul style="list-style-type: none"> Application Exercise – apply key characteristics of findings to modern day business. 	<ul style="list-style-type: none"> PowerPoint
Lesson 10	Motivation in Practice	<ul style="list-style-type: none"> Identify and collate understandings of various theorists and explore different ways that these can be applied to a business case study. Identify financial and non-financial methods of motivation. Explore key differences in theories. 	<ul style="list-style-type: none"> Application Exercise Collation – bring together all the application work completed over the unit and identify trends. Use theorists' findings to look for financial and non-financial, intrinsic and extrinsic factors. This will provide platform for questionnaire writing. Use a chart format to construct an outlay of significant ways in which the theorists differ. http://www.nzherald.co.nz/business/news/article.cfm?c_id=3&objectid=10684113 	<ul style="list-style-type: none"> PowerPoint
Lesson 11 -12	Questionnaire Writing	<ul style="list-style-type: none"> Apply their understanding of motivation theory to writing a questionnaire suitable for evidence gathering. 	<ul style="list-style-type: none"> Write up questionnaire. Divide into groups and get each group to write 10 questions relevant to their section. I.e. Financial (money & benefits) & non-financial (social needs & esteem needs) 	

Lessons 13-16 comprise of Field Trip, post trip analysis of findings and then writing up the evaluations.