**ORGANISATIONAL DESIGN AND DEVELOPMENT**

**Learning Outcome 3: ACTIVITY 11**

**Group Activity**

**Motivation**

**Part 1:**

What motivates the people that you work with? As a group put together a questionnaire that you could give to people you work with which would help to determine what really motivates them.

When you have put the questionnaire together give it to at least 20 people (you could use an online tool such as Survey Monkey if that works for you) and collate the results.

**Part 2:**

*This part needs to be completed as homework - for discussion in one of the sessions in element 4, when the survey results come in.*

As a group analyse those results and see whether the motivation of your chosen sample can be explained by any of the motivation theories you are learning here.

Then, compare your findings with those reported in the following journal article: Wiley, C, (1997) What motivates employees according to over 40 years of motivation surveys, International Journal of Manpower, Vol. 18 Iss: 3, pp.263 – 280. (This article will be available in your online student resources.)

How do your findings differ?