

RESEARCH PROPOSAL

Sample Assignment

Table of Contents

Introduction.....	3
Practical Motivation.....	3
Theoretical Motivation.....	4
Literature Review.....	4
Hypothesis.....	6
Research Method	7
Reference List	8

Sample Assignment

Introduction

The interception of the arbitrary components of present day performance review procedure has initiated an active scope for research work. The theme of the study lies in projecting a lucid overview about the probable components of performance evaluation specifically the role of motivation. As opined by Cho, Harrist, Steele & Murn (2015), an integration of differential propositions relevant to motivation at various components may be indicated as an essential component of the study. The study has engaged maximum efforts on deriving an appropriate relationship between the fundamentals of motivation and their respective influences on the evaluation of performance level. In order to attain a normal alignment to the course the study is essentially based on the frameworks of modern day business organizations and considers their stakeholders as an essential part of relating to the propositions on motivation. Motivation has evolved as an effective tool in order to derive the projected outputs of productivity from respective stakeholders. The alignment of motivation may essentially project a fragmented yet differential approach in regards to the subject. The identification of the gaps in motivation and performance evaluation has been considered as a suitable component of the paper in order to relate the necessary amendments to the identified hindrances through the course of the work.

Practical Motivation

The nominated individuals namely the accountants, managers and the regulators may be projected as internal stakeholders to an organization. The identification of the demands of the internal stakeholders can be indicated as a definite component of business strategies. The alignment of the business strategies to the achievement of the projected demands of the stakeholders may suffice the necessary requirements of an intrinsic factor of motivation (Dyck, 2013). The arguments included in the paper may be utilized for projecting a complimentary overview about the need of motivation and its relevancy to performance evaluation to the nomainted group of internal stakeholders. Another domain is represented by the general public which may essentially be indicated as the external stakeholders of a business. The motivation of this segment is essential as this segment compounds to be one of the preliminary investors in financial aspects.

Theoretical Motivation

The course of study deals with the essential elements of motivation, performance evaluation, and stakeholder analysis. An interception of the expanded canvas of the research work is expected to indicate to an arbitrary relationship that prevails between the research components (Le, 2015). The flexibility of the identified relationship is an obvious influence the utility of propositions on performance development and organizational sustainability. The scope of the study may integrate future scopes of expansion of propositions on the nominated thought processes.

Literature Review

The term motivation indicates to a measure of a response by a subject in accordance with projected stimuli that may be referred as an attempt to integrate a positive drive to the work producers. A statistical analysis of motivation can be indicated as a void paradigm for this assignment as the canvas of the topic explores a simultaneous relationship between the behavioral traits of individual preferably stakeholders and the motivational activities as initiated by multiple organizations (Harvey, Madison, Martinko, Crook, & Crook, 2014). In order to project a comparative overview relevant to the theme the researcher has adapted to two differential theories namely Attribution theory and the Hawthorne effect for justifying the critical aspects of motivation.

The Hawthorne effect is often indicated as the observer effect. It indicates to a peculiar aspect that some subjects of motivation projects an essential adherence to the quality of the performance deliverables if they are subjected to observation. The fundamentals of the nominated theorem also indicate the reactivity in which personnel's may modify different behavioral traits which may be attributed to the phenomenon of being observed. As opined by Weiner (2014), the individual preferably the internal stakeholders have shown a wide range of reactions or activities of performance modification in order with the inclusion of an appropriate procedure of observation. The implementation of this proposition does not suggest a through monitoring over the employees rather prefers an integration of a suitable procedure of communication. The proposition also indicates that an active monitoring may aid in identification of the gaps in employee performance. The probable identification of the gaps in

performances may aid in drafting of suitable suggestion that may be integrated for developing the performance of the employee groups. It has been indicated in the theory that a lack of monitoring procedure may project a demotivating approach among the subjects of motivation. An initiation of the motivational procedure through the fundamentals of the Hawthorne theory indicates the monitoring or the observance procedure as an essential element of employee motivation. The analysis of employee performance may essentially be achieved through the respective domains of monitoring procedure (Hareli, 2014). The potential attributes of effective leadership can be identified through a segregation of the operational fundamentals of the nominated theory.

Attribution theory relates to the projected scopes that emphasizes on defining the causes of an event or a behavior. The term attribution simply refers to the ideal perception of the varying influences to a situation or simulation. As opined by Hawthorne, Bol, Pribesh & Suh (2015), the attribution theory relates to the probable fundamentals of a through scrutiny that can be considered as essential elements of that may be attributed for a simulation. The theory indicates to a uniform segregation of the observed behavioral aspects in order to align the evaluation to the relevant fundamentals of strategies of employee motivation. The theory states that behavior may be perceived or observed, it must be determined in order to be intentional, and the attribution must indicate to the internal or external causes. The crucial factors that relates to the attributions of motivation are ability, effort, task difficulty and luck. The projection of the ideal components of implementation of the nominated proposition indicates to a three-way framework that is essentially locus of control, stability and controllability. A segregation of the activities demands to be proportionately related through the differential components as nominated in the proposition.

The differential fundamentals as indicated by the defined theories indicate motivation as an response of behavior by an individual. The potential goals of motivating a targeted segment of personnel can be attained through the identification of the needs and segregation of the motivating strategies in accordance with the needs (Tan, Shi, Tseng & Cui, 2014). The simulation of the procedures in regards to present day organizations can be indicated for a definite alignment with the stakeholder needs. The analysis of the motivating source may be

reflected as an essential component of motivation. It can be suggested that the differential theories has been evolved in accordance with the respective identification of the projected paradigms of motivation. In order to ensure a successful analysis o the attribution a three stage procedure in confined through the attitude of the observer and behavior that is offered from the subjects of motivation. The attribution of the cause of motivation can be determined through the identification of the differential sources of motivation. The evolving trends in present day business has made innovation and creativity and indispensable element of business sustainability. Motivation may be represented as an essential component that influences a business environment supporting the framework of innovation through integration of creative procedures to the business strategies (Pinder, 2014). The identification of probable gaps in the elements of motivation can be achieved through the implementation of the nominated theories on the differential domains of trade.

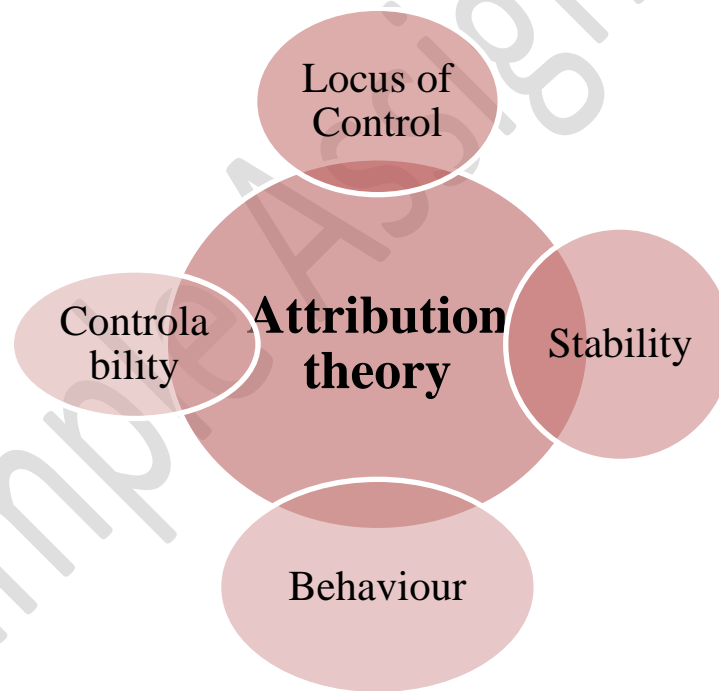


Figure: Attribution Theory-elements

(Source: Self developed)

Hypothesis

The hypothesis to the study has been depicted below:

H0= Implementation of theories influences an effortless drive to employee motivation

H1= Discrepancies in motivation may be attributed to the ill implementation of relevant theories

Research Method

The acquisition of the data for the study has been achieved through the utilization of differential search engines present in internet. This may be projected for justifying the secondary sources of data collection for the information. An integration of the analytical elements can be proposed as an integral component of the adapted research methods. The differential domains of the research has emphasized on the segregation of the information obtained based upon their respective alignment to the theme of the study. As suggested by Cherian & Jacob (2013), the varying projection of the research work has undertaken an abrupt consideration of the relevancy of the identified information through an extended scrutiny. The course of the research work has been formulated through the integration of the various components of the information that has been gathered from the differential sources of data acquisition namely books, journal articles etc. The limited availability of monetary resources has prohibited the adaptation of primary research method. In order to refrain from the adverse impacts of a faulty research procedure the analysis of the information procedure has been aligned to the fundamentals of ethics. The adapted procedure for the research work may project few limitations on the aspect of the authenticity of the information sources that sufficed the analytical requirements of the research work.

Reference List

- Cherian, J., & Jacob, J. (2013). Impact of self efficacy on motivation and performance of employees. *International Journal of Business and Management*, 8(14), 80.
- Cho, Y., Harrist, S., Steele, M., & Murn, L. T. (2015). College student motivation to lead in relation to basic psychological need satisfaction and leadership self-efficacy. *Journal of College Student Development*, 56(1), 32-44.
- Dyck, B. (2013). Managing Relationships within Organizations: Organizational Structure, Motivation, and Leadership. In *Management and the Gospel* (pp. 159-167). Palgrave Macmillan US.
- Hareli, S. (2014). Making sense of the social world and influencing it by using a naïve attribution theory of emotions. *Emotion Review*, 6(4), 336-343.
- Harvey, P., Madison, K., Martinko, M., Crook, T. R., & Crook, T. A. (2014). Attribution theory in the organizational sciences: The road traveled and the path ahead. *The Academy of Management Perspectives*, 28(2), 128-146.
- Hawthorne, K. A., Bol, L., Pribesh, S., & Suh, Y. (2015). Effects of motivational prompts on motivation, effort, and performance on a low-stakes standardized test. *Research & Practice in Assessment*, 10.
- Le, H. T. T. (2015). The effect of psychological collectivism on creative work involvement: The role of prosocial motivation and leadership style.
- Pinder, C. C. (2014). *Work motivation in organizational behavior*. Psychology Press.
- Tan, K. H., Shi, L., Tseng, M. L., & Cui, W. J. (2014). Managing the indirect effects of environmental regulation and performance measurement. *Industrial Engineering & Management Systems*, 13(2), 148-153.
- Weiner, B. (2014). The attribution approach to emotion and motivation: History, hypotheses, home runs, headaches/heartaches. *Emotion Review*, 6(4), 353-361.