



# Organizing work so as to facilitate employee motivation

## The challenge

All managers know that motivation is a key factor in performance. Many companies thus implement measures such as target bonuses or attractive career plans, or even organize competitions, in order to stimulate motivation. Such levers, although often valuable, nevertheless remain fruitless on an essential factor in motivation: the satisfaction generated by the work itself. Yet, when the conditions for this “intrinsic” motivation are in place, their impact is far greater than that of any compensation system.

## Four sources of intrinsic motivation

It is often possible to organize a job – nature of the tasks assigned, autonomy granted, interactions with the rest of the company, etc. – to make work more motivating.

