

## UNIT 17 – Workplace atmosphere

### Getting started

Work in small groups. Say whether you agree/disagree with the following statements.

1. 'Paying people at the same level in the company at different rates of pay introduces competitiveness and raises productivity.'
2. 'Job insecurity encourages people to work harder.'
3. 'People want to feel their job is important.'
4. Peer-group recognition means more to people than management recognition

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Motivating employees: video *An Inside Look at Google*

<https://www.youtube.com/watch?v=aOZhbOhEunY>

How important is corporate culture for employees' motivation? State your opinion.

RSA ANIMATE: Drive: *The surprising truth about what motivates us*

<https://www.youtube.com/watch?v=u6XAPnuFjJc>

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Reading: *Giving employees what they want*

Read the article and summarize its main points. Say whether you agree/disagree with the way employees are motivated.

The author of this article talks about four types of management-employee motivation: paternalistic, adversarial, transactional and partnership. Which is most likely to cause conflict, and which is least conflictive in your opinion?