Ashley HomeStore

The Savages
Organizational Setting

- “Make a difference today!”
- Do more with less
Problem

Pay Scale:

● $40 per day
● 4% commission on all sales
● $350 bonus for $35,000 monthly sales
● $1000 bonus for $50,000 monthly sales
Behavior Lenses

- Theory X (Douglas McGregor)
- Intrinsic and extrinsic
- Incentives
- Leadership
- Communication & Barriers
Solutions
Job Characteristics Model

- Skill Variety
- Task Identity
- Task Significance
- Autonomy
- Feedback
Skill Variety

- The extent to which the job requires the use of different skills and talents
Task Identity

- The extent to which the job requires producing an identifiable or whole piece of work
Task Significance

- Extent to which the job affects the lives of other people
Autonomy

- Extent to which job has independence, freedom, and discretion in the specific job tasks, and scheduling, among others
Feedback

- The extent to which the job provides clear and immediate feedback on performance
Goal-Setting Theory

- Complex
- Specific
- Self-efficacy
- Demotivating Employees
Training and Recruitment

- More knowledge and abilities
- Better training