



SINDH IRRIGATION & DRAINAGE AUTHORITY

SINDH WATER SECTOR IMPROVEMENT PROJECT (WSIP)

TWO DAYS MANAGEMENT DEVELOPMENT TRAINING
How to Improve Morale, Motivation & Commitment
March 17-18, 2016



ORGANIZED BY

HUMAN RESOURCES & DEVELOPMENT SECTION-TRANSITION WING
New SIDA Secretariat, Left Bank, Barrage Colony, Hyderabad
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1- Introduction

The HRD-Transition took initiative to arrange two days staff training on “How to Improve Morale, Motivation & Commitment” under Component-A of WSIP Capacity Building of SIDA. The training session was facilitated by Pakistan Institute of Management Karachi. About 27 participants / officials of SIDA attended two days in-house training. The training was held on 17-18 March 2016, at Committee Room, New SIDA Secretariat, Left Bank, Barrage Colony Hyderabad.

Mr. Nazeer Ahmed Memon, General Manager Transition inaugurated the training session and in end of 2nd day Mr. Baber Hussain Affandi, Managing Director SIDA and Mr. Jamal Manghan, Project Director WSIP distributed certificates among the participants.

All other General Managers and Specialists attended the training as observer

2- About Training

More than ever before, morale, motivation and productivity are key issues for today’s managers. The work force has become increasingly differentiated in term so fits mobility and aspirations, it straining and responsiveness to incentives. The relationships between morale, motivation productivity are no longer simple and straight forward. In this 2-day workshop participants will examine how these elements work together, how participants can diagnose dysfunctions and intervene positively through staff development strategies.

3- Course Objectives

- Increase your understanding off actors leading to high morale and achievement motivation
- Get feedback on your own style, strengths, and limitations as a staff developer
- Develop skills in assessing levels of morale and motivation
- Develop skills in gathering and analyzing work-group data, giving feed back
- Develop skills in intervention to improve morale and productivity
- Explore the impact of power, access and opportunity on work groups

4- Training Participants

The course was designed for mid management involved in personnel development, manpower planning, administration and other functional specialists. List of Participants enclosed as *Annexure-A*.

5- Consultancy

Pakistan Institute of Management PIM, Karachi offered consultancy services to work towards developing, recommending and implementing managerial solutions for participants. The overall services focused on primarily towards developing managerial solutions like organizational planning, developing policies and procedures, reviewing and evaluating organizational solutions.

6- Course Outline

- Concept of Motivation
- Locus of Control
- Motivational Theories
- Maslow Hierarchy of Needs
- Herzberg Two Factor Model
- McClelland Acquired Need Theories
- Frustration Regression Model
- Theory X & Y
- Equity Theories
- Goal Setting Theory
- Style of Motivation
- Strategies of Motivation
- Cases, Class exercises and Presentation

7- Methodology

The training was started by asking the participants to fill some topic related questionnaire. Over two day's period, the participants were exposed to the theoretical concepts of motivational, and their leaning to a particular concept was gauged through a questionnaire debrief. The participants

were asked to relate the concepts to organizational issues through exercises. Cases were used to further strengthen the concepts.

8- Code of Conduct

Code of conduct of training was well prepared and also distribute to each participant

9- Session Planning

Time	Thursday March 17, 2016	Friday March 18, 2016
9:00-10:30	<ul style="list-style-type: none"> • Inauguration • Introduction • Norms • Questionnaire • Concept of Motivation • Internal Vs external Locus of control • Debrief • Group Exercise 	<ul style="list-style-type: none"> • Equity Theory • Path Goal Theory • Class exercise in the context of organization
10:30-11:00	Networking Break	Networking Break
11:00-1:00	<ul style="list-style-type: none"> • Motivation Theories • Maslow Hierarchy of Needs • Case Study • Frustration Regression Model • Herzberg Two Factor Model 	<ul style="list-style-type: none"> • Strategies & Style of Motivation • Cases
1:00-2:00	Lunch Break	Lunch Namaz Break (1:00-2:15)
2:00-3:15	<ul style="list-style-type: none"> • Class Exercise • Theory X & Y • McClelland Acquired Need Theories • Debrief 	<ul style="list-style-type: none"> • Commitment • Exercises
3:15-3:45	Networking Break	
3:45-5:00	<ul style="list-style-type: none"> • Case Study • Presentation 	<ul style="list-style-type: none"> • Conclusion

10- Pictorial View



11- Attendance Sheet (Day-1 & 2)

17-3-2016 - THURSDAY

In House Training Course on "How to Improve Morale, Motivation, & Commitment"

S.No	Name of Participants	Designation	Signature
1	M. Akbar Ali	IS-LEADER	[Signature]
2	Muhammad Ali	IS-SIDA LEADER	[Signature]
3	M. Akbar Buzki	AEN/CO-ORDINATOR	[Signature]
4	Hassan a Siddiqui	ES-TR	[Signature]
5	Hassan Ali	AMC - HEC/DA	[Signature]
6	Siddiqui	B. Surveyor	[Signature]
7	Bilal A. Sidi	Asst Manager S&C	[Signature]
8	Gul Muhammad	Sr. Asst. Mgr	[Signature]
9	M. Ghous Laghari	FRD-BA/DA	[Signature]
10	M. Ghous Laghari	FRD-BA/DA	[Signature]
11	REZWANUZZI	Asst. Manager	[Signature]
12	M. Siddique Khan	Supervisor	[Signature]
13	Azeez Raza	Manager Finance	[Signature]
14	Zareen Anson	Manager Finance	[Signature]
15	KAZIA NEMANI	Asst. Manager	[Signature]
16	Shahida Laghari	Supervisor	[Signature]
17	Rezaq Ahmed	AMT	[Signature]
18	Taj Muhammad	AEN/CO-ORD	[Signature]
19	Muhammad Siddiqui	A.D. Engr/Supv	[Signature]
20	Tasadduq	Headman	[Signature]
21	Laythullah A. Jaffer	Asst. Manager	[Signature]
22	Nauman Raza	IT SP	[Signature]

S.No	Name of Participants	Designation	Signature
23	ABDUL AZAM RISHI	F.O.	[Signature]
24	Amyad Hussain	Asst. Mgr	[Signature]
25	Muhammad Khan	Asst. Manager	[Signature]
26	FAHAD SHARAFI	Asst. Manager HED	[Signature]
27	Fahad Sharafi	Asst. Manager HED	[Signature]
28		SDS	[Signature]
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18-3-2016

In House Training Course on "How to Improve Morale, Motivation, & Commitment"

S.No	Name of Participants	Designation	Signature
1	Muhammad Asif	IS-SIDA LEADER	[Signature]
2	Muhammad Ali	IS-SIDA LEADER	[Signature]
3	FAHAD SHARAFI	Asst. Manager HED	[Signature]
4	Shahida Laghari	FRD-BA/DA	[Signature]
5	Bilal A. Sidi	Asst. Manager S&C	[Signature]
6	Azeez Raza	AMT	[Signature]
7	Taj Muhammad	AEN/CO-ORD	[Signature]
8	K. A. Siddiqui	Asst. Mgr (S&C)	[Signature]
9	Muhammad Siddiqui	Manager S&C	[Signature]
10	Laythullah A. Jaffer	Asst. Manager	[Signature]
11	Kazia Anam	AMT	[Signature]
12	Muhammad Siddiqui	A.D. Engr/Supv	[Signature]
13	Hassan a Siddiqui	Asst. Manager	[Signature]
14	M. Akbar Buzki	Asst. Mgr	[Signature]
15	Hassan Ali	Asst. Manager	[Signature]
16	Gul Muhammad	Sr. Asst. Mgr	[Signature]
17	Shahida Laghari	Supervisor	[Signature]
18	M. Siddique Khan	Supervisor	[Signature]
19	REZWANUZZI	Asst. Manager	[Signature]
20	Siddiqui	B. Surveyor	[Signature]
21	Muhammad Khan	Asst. Manager	[Signature]
22	Bilal Hussain	Asst. Manager	[Signature]

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