

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 Contact # +92-22-9210084, Fax: +92-22-9210081 Email: <u>mhrd@sida.org.pk</u> URL: <u>www.sida.org.pk</u>

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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	 Inauguration Introduction Norms Questionnaire Concept of Motivation Internal Vs external Locus of control Debrief Group Exercise 	 Equity Theory Path Goal Theory Class exercise in the context of organization
10:30-11:00	Networking Break	Networking Break
11:00-1:00	 Motivation Theories Maslow Hierarchy of Needs Case Study Frustration Regression Model Herzberg Two Factor Model 	 Strategies & Style of Motivation Cases
1:00-2:00	Lunch Break	Lunch Namaz Break (1:00-2:15)
2:00-3:15	 Class Exercise Theory X & Y McClelland Acquired Need Theories Debrief 	Commitment Exercises
3:15-3:45	Networking Break	
3:45-5:00	Case Study Presentation	Conclusion

10- Pictorial View











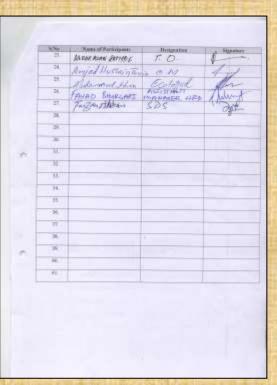




Annexure-A

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Attendance Sheet (Day-1 & 2)