## **CONTENTS**

Introduction	9
Historical Overview of Motivation Theory	11
Three Important Conditions	15
Motivational Culture	18
1. Payment & Benefits	22
2. Team Relations	26
2.1 Teamwork and Collaboration	27
2.2 Recognition and Respect from Colleagues	31
2.3 Internal Competition	34
2.4 Colleagues' Personalities	37
3. Organization	42
3.1 Promotion Opportunities	43
3.2 Job Security	47
3.3 Trainings and Team-buildings	51
3.4 Working Conditions	56
3.5 Workload	59
3.6 Instructions and Targets	64
3.7 Decision-Making Rights	70
3.8 Work Time Flexibility	76
4. Superiors	83
4.1 Relationship with Management	85

4.2 Trust between Managers and Subordinates	90
5. Personal Life Factors	96
5.1 Recognition from Friends and Family	98
5.2 Social Status	99
5.3 Personal Satisfaction	103
Conclusion	107
About The Author	110
Bibliography	111