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ANDY OSEI OKRAH

VICE PRESIDENT ELECT

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PROFILE OF ANDY OSEI

Andy is the Director of Human Resource (HR) of the Forestry Commission. He is an HR Business Leader with rich experience in the area of Strategic HR Management. He is also the Founder and President of Young Professionals and Youth Coalition Initiative (YPYC), a youth development-oriented NGO.

He graduated from the Kwame Nkrumah University of Science and Technology, (KNUST) Kumasi, where he majored in Forest and Silviculture Management and acquired his MBA from the University of Leicester, United Kingdom with specialization in Human Resource Management. Andy is a product and Associate Member of the Institute of Human Resource Management Practitioners (IHRMP), Ghana (class President, 2009 year group).

He is a Member of the Governing Council of the Ghana Employers Association (GEA) and serves on several boards. Andy is the Chairman of the Board of Directors of Shield Insurance Brokers and Risk Management Company, as well as of the Tender Review Board of Ga West Municipal Assembly.

Andy hosts the annual national Young Professionals Transformational Leadership Conference (YPTLC) and Young Professional Role Model Awards every November at the Accra International Conference Centre. His Foundation has awarded high profile personalities such as H.E the President, John Dramani Mahama and former President J.A Kufuor among others. He also organizes quarterly Transformational Seminars at Alisa Hotel, Accra for young professionals.

Andy has excellent superior leadership qualities and strong organizational abilities for which he has received several recognitions. The SRC, entire student body and the University Community of KNUST awarded Andy with an honorary

citation for his sterling exemplary leadership during his tenure as President of the KNUST SRC. He has extensive international exposure and has participated in a lot of Conferences both home and abroad. He is married with three daughters.

JOKES CORNER

Four expectant fathers pace in a hospital waiting room while their wives are in labour. The nurse enters and tells the first man: "congratulations, you're the father of twins." What a coincidence the man says. "I work for the Minnesota Twin Baseball Team."

A little later, the nurse returns and tells the second man, you're the father of triplets. "That's really an incredible coincidence," he answers. "I work for the 3M Corporation."

An hour later, the nurse tells the third man that his wife has given birth to quadruplets. The man says, "I don't believe it! I work for the Four Seasons! What a coincidence!"

After hearing this, everyone turns to the fourth guy who has fainted. He slowly regains consciousness and whispers; "I should have never have taken that job at the Millennium Computers."

HR QUOTABLE QUOTES – Submitted by Nana Yaa

Twum

Equipment, procedures – those things can be duplicated. Human capital is the only area where companies can really differentiate themselves. – Meldron Young

Submitted by: **Dora Siaw-Lartey**

Harvard Business Review

Employee Motivation: A Powerful New Model

Getting people to do their best work, even in trying circumstances, is one of managers' most enduring and slippery challenges. Indeed, deciphering what motivates us as human beings is a centuries-old puzzle. Some of history's most influential thinkers about human behavior—among them Aristotle, Adam Smith, Sigmund Freud, and Abraham Maslow—have struggled to understand its nuances and have taught us a tremendous amount about why people do the things they do.

Such luminaries, however, didn't have the advantage of knowledge gleaned from modern brain science. Their theories were based on careful and educated investigation, to be sure, but also exclusively on direct observation. Imagine trying to infer how a car works by examining its movements (starting, stopping, accelerating, turning) without being able to take apart the engine.

Fortunately, new cross-disciplinary research in fields like neuroscience, biology, and evolutionary psychology has allowed us to peek under the hood, so to speak—to learn more about the human brain. Our synthesis of the research suggests that people are guided by four basic emotional needs, or drives, that are the product of our common evolutionary heritage. As set out by Paul R. Lawrence and Nitin Nohria in their 2002 book *Driven: How Human Nature Shapes Our Choices*, they are the drives to acquire (obtain scarce goods, including intangibles such as social status); bond (form connections with individuals and groups); comprehend (satisfy our curiosity and master the world around us); and defend (protect against external threats and promote justice). These drives underlie everything we do.

Managers attempting to boost motivation should take note. It's hard to argue with the accepted wisdom—backed by empirical evidence—that a motivated workforce means better corporate performance. But what actions, precisely, can managers take to satisfy the four drives and, thereby, increase their employees' overall motivation?

We recently completed two major studies aimed at answering that question. In one, we surveyed 385 employees of two global businesses—a financial services giant and a leading IT services firm. In the other, we surveyed employees from 300 Fortune 500 companies. To define overall motivation, we focused on four commonly measured workplace indicators of it: engagement, satisfaction, commitment, and intention to quit. Engagement represents the energy, effort, and initiative employees bring to their jobs. Satisfaction reflects the extent to which they feel that the company meets their expectations at work and satisfies its implicit and explicit contracts with them. Commitment captures the extent to which employees engage in corporate citizenship. Intention to quit is the best proxy for employee turnover.

Both studies showed, strikingly, that an organization's ability to meet the four fundamental drives explains, on average, about 60% of employees' variance on motivational indicators (previous models have explained about 30%). We also found that certain drives influence some motivational indicators more than others. Fulfilling the drive to bond has the greatest effect on employee commitment, for example, whereas meeting the drive to comprehend is most closely linked with employee engagement. But a company can best improve overall motivational scores by satisfying all four drives in concert. The whole is more than the sum of its parts; a poor showing on one drive substantially diminishes the impact of high scores on the other three.

When it comes to practical implications for managers, the consequences of neglecting any particular drive are clear. Bob Nardelli's lackluster performance at Home Depot, for instance, can be explained in part by his relentless focus on the drive to acquire at the expense of other drives. By emphasizing individual and store performance, he squelched the spirit of camaraderie among employees (their drive to bond) and their dedication to technical expertise (a manifestation of the need to comprehend and do meaningful work). He also created, as widely reported, a hostile environment that interfered with the drive to defend: Employees no longer felt they were being treated justly. When Nardelli left the company, Home Depot's stock price was essentially no better than when he had arrived six years earlier. Meanwhile Lowe's, a direct competitor, gained ground by taking a holistic approach to satisfying employees' emotional needs through its reward system, culture, management systems, and design of jobs.

An organization as a whole clearly has to attend to the four fundamental emotional drives, but so must individual managers. They may be restricted by organizational norms, but employees are clever enough to know that their immediate superiors have some wiggle room. In fact, our research shows that individual managers influence overall motivation as much as any organizational policy does. In this article we'll look more closely at the drivers of employee motivation, the levers managers can pull to address them, and the "local" strategies that can boost motivation despite organizational constraints.

To be continued in the next edition



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Members of the Editorial Board wish all members/readers a **Happy and Prosperous New Year.**

Chapter Meetings

The **Accra Chapter** usually holds its monthly meetings on the **SECOND THURSDAY OF EVERY MONTH**. Normal meeting time is 17:30 hours prompt. Venue to be communicated a week to the date of the meeting.

Endeavour to attend the January 2014 meeting on Thursday January 16, 2014.

Contact Numbers: Interim Chairperson Ms. Susan Manu: 020 536 3775; Interim Vice Chairman Mr. Ofori Amanfo: 0244628716; Interim Secretary Nana Yaa Twum: 024 437 7192; Interim Organizing Secretary Edmund Nii Dodoo Ankrah: 0244289348; Interim Treasurer Janet Acolatse:

The **Tema Chapter** holds its monthly meetings at the VALCO Club House, Tema Community 4, near the TDC Park **ON THE LAST THURSDAY OF EVERY MONTH**. Normal meeting time is 16:00 hours prompt.

Endeavor to attend the Januray 2014 meeting on Thursday Januray 30, 2014 at the same time and venue.

Contact Numbers: Chairman Mr. Kofi Bayitse: 020 201 2213; Secretary Mr. Samuel Ofofu Asiedu: 020 811 2234.

Launch of HR Complex Building Project

&

INVESTITURE

of newly elected Executive Members of the National Governing Council of IHRMP, Ghana.

Executives to be sworn in:

President: Mr. John Wilson

Vice President: Mr Andy Okrah

Executive Member: Mr George Anto- Boateng

Executive Member: Dr. Edward Kwapong

Executive Member: Mrs. Nana Yaa P. Twum

Executive Member: Mr. Leonard S.N.L.

Quarcoopome

Executive Member: Mr. Samuel Ofofu- Asiedu

Date: February 22, 2014.

Venue: Accra International Conference Centre.

More details to follow.