THE MOTIVATIONAL FUNCTION OF THE SOCIAL WORK MANAGER

by

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“I declare that The motivational function of the social work manager is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references”.

SIGNATURE
UB Willemse

DATE
Motivation is critical to the effective management of social workers in an organisation. A literature study of the concept motivation and an empirical study on the motivational function of the social work manager were conducted. This exploratory/descriptive study aimed to set scientifically grounded guidelines for the implementation of motivation as management function of social work managers.

The literature indicated that motivating employees is the responsibility of social work managers. Research showed that social workers, social work managers and the organisation do benefit from motivation. The respondents indicated that motivation as a management function is important. They highlighted that intrinsic motivation and internal and external motivators influence their motivation positively. Organisational policies and a leadership style characterised by autocracy and a laissez-faire approach are demotivating.

Social work managers should apply the principles of motivation theories, motivational strategies and guidelines to maintain and sustain motivation. Conclusions and recommendations were made regarding the motivational function of the social work manager.

**Key terms:**
External motivator; Extrinsic motivation; Internal motivator; Intrinsic motivation; Human resources; Human resource management; Management; Management functions; Motivation; Social work manager
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