



Curtin University



Curtin Credentials

Motivation At Work



Start:
1 July 2024*



Duration: 30 hours
Length: 6 weeks*



Delivery Mode:
Online^



Price:
\$699 (incl. GST)[§]

Motivate your workplace post-pandemic using the latest theories, strategies and tools.

There's no doubt the modern workplace has changed. The COVID-19 pandemic, combined with technology advances and societal disruption, has prompted many organisations to rethink where, how and why their employees work.

This credential analyses what drives people to work well, and teaches you the contemporary theory and practical skills to increase motivation in your workplace.

You'll be introduced to Self-Determination Theory and understand how to apply its principles to enhance employee well-being and productivity in your organisation.

Self-Determination Theory

Self-Determination Theory (SDT) is the most recognised research framework on how to best motivate students, athletes, healthcare patients and employees. There is now 50 years of SDT research showing how individuals can perform at their best, be persistent and maintain optimal well-being. SDT proposes that people can have different types of motivation. These can range from external, such as rewards systems, through to internal motivation such as interest, curiosity or abiding values.

We can influence people's motivation by setting up workplace environments in a way that fulfills their three basic psychological needs for competence, autonomy and relatedness.

SDT complements modern workplaces, which are recognising that employees don't need to be physically and mentally present for a set amount of time to be productive. Instead, these workplaces emphasise hybrid and flexible work settings that consider employees' physical and mental needs across time and location to make the most of their capabilities.

Who is this credential for?

This credential is particularly suitable for:

- middle and executive level managers who want to build on their leadership skillset to increase their employees' motivation.
- professionals who hold undergraduate and postgraduate qualifications in human resources, management, psychology or business.

What you will learn

By completing this credential you will learn to:

- how to apply SDT to your management practise
- the different types of motivations underlying work activities
- the three psychological needs that influence an individual's motivations
- how to satisfy people's psychological needs at work through leadership, compensation and work organisation
- ways in which technology is changed the workplace, such as through remote work, digital surveillance and algorithmic management.

Assessment

To successfully complete this credential, you are required to pass a final assessment. To demonstrate what you have learned, you will analyse your workplace (your unit/department) on motivational levers and barriers and suggest transformations to improve work motivation keeping in mind how technology is likely to transform your workplace. Tools to support the assessment will be provided.

Earn a badge

Once you successfully complete and pass the final assessment, you'll earn a digital badge that is instantly shareable to your social networks (including LinkedIn) which showcases your new skills and knowledge mastery.



Essentials

This credential provides foundation knowledge in a discipline and doesn't require previous knowledge.

You will also earn 5 credit points which are in line with Australian Qualification Framework Level 8 criteria (<https://www.aqf.edu.au/framework/aqf-levels#toc-aqf-level-8-criteria-2>), ensuring comprehensive theoretical and/or technical knowledge of the credential. 100 credit points are required to earn a Graduate Certificate at Curtin.

Discover more

Curtin Credentials focus on five themes, which have been carefully curated based on what's most relevant and valuable to professionals today, and in the future. This credential fits within the following theme:



Leadership

Develop positive, sustainable, resilient and inclusive traits to guide your life, career, and organisational directions. Learn what it takes to motivate and inspire in a contemporary business setting.

Make tomorrow better.

» creds.curtin.edu.au

This publication is available in alternative formats on request.

* Curtin may cancel or reschedule a credential at any time and for any reason as it sees fit. The Start Date and the other details of this credential are provided as a general guide only and may change from time to time.

† This credential involves 30 hours of online resources, readings, activities and assessments at your own pace. However to pass and gain 5 credit points, you may need to commit further time.

^ Learning is done completely online.

§ Price subject to change. Please check price at time of purchase.

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Meet your facilitator



Professor Marylène Gagné

PhD, FASSA

Marylène Gagné is a John Curtin Distinguished Professor at the Future of Work Institute in the Faculty of Business and Law at Curtin University.

Her research examines how organisations, through their structures, cultures, rewards, tasks, and management, affect people's motivation towards their work, and how quality of motivation influences performance and workplace well-being.

She is a Fellow of the Academy of Social Sciences Australia and of the Society for Industrial and Organizational Psychology. She is Associate Editor at Motivation and Emotion. Marylène is also recipient of an American Psychological Association Dissertation Award and a Canadian Psychological Association New Researcher Award.

Marylène has been researching and publishing on the topic of Self-Determination Theory for more than 20 years. Her 2005 article on Self-Determination Theory and work motivation has been cited 11,123 times.



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For more information

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