**Amanda Burns and Josh Gordon:**

**Frederick Herzberg’s Two-Factor Theory: Hygiene Factors & Motivation**

Hygiene factors and motivators suggest that dissatisfaction will be avoided if the factors are addressed and that addressing motivators can increase intrinsic motivation.

* See <http://study.com/academy/lesson/herzbergs-two-factor-theory-hygiene-factors-motivation.html>.
* **Finding the right balance**

**Two-Factor Theory-** Two sets of factors that influence motivation in the work place.

Enhancing employee satisfaction or hindering it.

1. **Hygiene Factors-** Cause dissatisfaction in the workplace.

Extrinsic, or independent of the work itself.

**These factors due not motivate employees, but when missing can cause dissatisfaction:**

* + 1. **Compensation**
    2. **Job security**
    3. **Organizational Politics**
    4. **Working Condition**
    5. **Quality of leadership**
    6. **Relationships with peers**

Hygiene factors are all about making an employee feel comfortable, secure, and happy.

1. **Motivators or Satisfiers-** These are linked to employee motivation and arise from intrinsic, or dependent, conditions of the job itself.

**Factors for satisfaction:**

1. **Responsibility,**
2. **Job satisfaction**
3. **Recognition,**
4. **Achievement**
5. **Opportunities for growth**
6. **Advancement.**

“As a manager or administrator, you must be sure to provide sufficient hygiene factors while at the same time building satisfiers or motivators into employee jobs. Hygiene factors are necessary to be sure a subordinate is not dissatisfied, and satisfiers are needed to motivate an employee to work towards a higher level of performance.” (Finding the right balance).