

# What motivates people to work?

**Paula Leech, Microsoft Dubai Manager:**

"I get often to work in where there is a lot of technology, management, and employees who are people and have a passion. It's a lot of fun. It's a challenge when they do not get engaged in a project, so you have to get them engaged and motivated."

"It's the fact that the employees are the business and it's a team and it's a team."

## History of Microsoft

- Founded in 1975 by Bill Gates (CEO) and Paul Allen
- Industry: Computer software and hardware
- Revenue: \$77.85 Billion (2015)
- Employees: 100,000 worldwide

"If I had some set of ideas of a field, I don't even think I could have crossed it years ago!" - Bill Gates

## Why Microsoft?

"Microsoft is one of the world's leading brands in computer technology and is a great source of information for their employees to achieve their goals in work. Microsoft is currently ranked second in the world for innovation and growth from the UK and globally in the world."

## How does Microsoft Corporation motivate their employees?

Paula Leech and Carol Lynn

TheCueEducation.com

## Philanthropy

- "We love giving to our communities and to give that to employees we want them to."
- Microsoft makes donations to various charities and educational institutions.
- Up to \$100,000 donated per year to the organization that employees support.
- Microsoft employees donate \$20 million to give to the charity of their choice.

## Investing

- A 401(k) plan that includes a company match contribution and an investment advisory program.
- Employees get to buy Microsoft stock in the company.
- Microsoft provides financial education programs on objective information of how employees make their own decisions and create a financial plan for the future.

## Learning and Development

- Microsoft encourages continual learning, which is why its employees enjoy.
- Learning is available in various ways: online courses and e-learning.
- 1,000+ hours of training programs available to employees, including technical and soft skills training.
- Online courses are available on the Microsoft Learning platform.
- Local employees attend various training events.

## Microsoft and Mayo's Motivation Theory

- Microsoft motivates their employees in accordance with Mayo's motivation theory. This is evident through the fact that Microsoft offers a lot of physical and financial benefits and provides opportunities for employees to learn and grow.
- Mayo's theory states that employees are motivated by their environment and the conditions of their work.

## Family and Parenting

- Adoption fee assistance
- Parental leave
- Discounted or free care services
- Backup care that provides temporary services based on the employee's needs.

## Microsoft and Herzberg's Motivation Theory

- The second motivation theory Microsoft seems to adopt is Frederick Herzberg's. This is evident in the physical benefits Microsoft provides such as healthcare and parenting benefits, which correlate with Herzberg's hygiene motivators. While Herzberg's actual motivators such as job engagement and achievement, as well as empowerment are shown through Paula Leech's quotes.


"should articulate a clear direction and vision, make sure they seek an employee's opinion, and where possible, involve them in important decisions and deliver on their promises - but ultimately this is not one person's responsibility."

## Benefits offered to employees at Microsoft Healthcare

- Comprehensive healthcare coverage for employees and dependents
- Health plan memberships and discounts
- Access to a 24-hour helpline
- Microsoft is also the first major employer to offer a benefit for autism therapy
- Coverage for Applied Behavioral Analysis (ABA) therapy through Carelon Autism Solutions.

## Works Cited

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# *How does Microsoft Corporation motivate their employees?*

*Sean Honeyman and Kanak Kapur*



## *History of Microsoft*

- Founded in 1975 by Bill Gates (CEO) and Paul Allen
- Industry: Computer software and hardware
- Revenue: \$77.85 billion (2013)
- Employees: 100,932 worldwide

*"If I'd had some set idea of a finish line, don't you think I would have crossed it years ago?" - Bill Gates*

## *Why Microsoft?*

Microsoft is one of the world's leading brands in computer technology, and so it is of interest to discover how they motivate and encourage their employees to achieve such great success. Microsoft is currently ranked second on the list of best companies to work for in the UAE, but why is this so?

***Benefits offered to  
employees at Microsoft:  
Healthcare***

- Comprehensive healthcare coverage for employee and dependents
- Healthclub memberships and discounts
- Access to a 24-hour healthline
- Microsoft is also the first major corporation to offer a benefit for autism therapy
- Coverage for Applied Behavioral Analysis (ABA) therapy through Certified Autism Providers.



## *Family and Parenting*

- Adoption fee assistance
- Maternity leave
- Paid time off for new parents
- Discounts on child-care services
- Backup care that provides temporary center-based or in-home care services

## *Investing*

- A 401(k) plan that includes a company match on contributions and an employee stock purchase program
- Employees get to buy Microsoft shares at a discount
- Microsoft Employee Financial Education Program provides objective information to help employees make informed decisions and create a financially fit portfolio

# *Philanthropy*

*"We love giving to our communities and to causes that our employees care most about."*

- Microsoft matches the dollars contributed to eligible charities or educational institutions*
- Up to \$17 are donated per hour to the organizations the employees support*
- New employees receive a \$50 credit to give to the charity of their choice*