

HUMAN RESOURCE DEVELOPMENT: A MODEL OF MOTIVATION AND MOVEMENT

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ABSTRACT

This paper considers motivation as a fundamental component of human resource management policies and strategic planning by senior managers. It offers a new model to explain the concept of motivation in the notion of movement so critical to organisational effectiveness. The model has subsequently been tested in a range of organisations and in different cultures. Empirical evidence suggests that most organisations use, in some form, the suggested human resource management (HRM) motivation model in order to address their adaptive organisational growth, regardless of size of organisation, the nature of its business or the cultural context within which it operates. The model was advanced and developed during a 3-year phenomenological research project undertaken in the Western Province of Sri Lanka and in the Eastern Region of England using an ethnographic approach. It forms part of a doctoral thesis entitled "A Critical Analysis of Institutional Leadership in a Developing Country" (Hood, 2000). Propositions are offered for the effective development of human resources in organisations.

Keywords: Human Resource Development, HRM, Motivation

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