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The research paper I found to discuss was a study done on motivation in the work place in a hotel in Konya, Turkey. Since I am currently in the hotel industry I find it very interesting that these individuals were able to conduct a mathematical analysis of what drives employees to stay committed in the work place. The three factors they tested to see which had the highest effect on employees were intrinsic motivation, extrinsic motivation, and work motivation. In this study they had employees fill out a survey based on a 5-point scale that consisted of a list of questions pertaining to their work environment and the outcome of certain situations. This study was based on a single 5 star hotel that contained about 500 employees, only about 120 participated in the study. Researchers broke the results down into a mathematical problem that started equal for each of the three factors but then increased/decreased based on test results.

They also had a percentage breakdown of age range and gender so you knew the different variables they were working with. The problem they were trying to solve was to see how to keep employees from leaving a company since employee turnover is much more costly than keeping long term employees. I know from my experience that employees need motivation when at work especially in an industry as difficult as hospitality. This test was important to conduct because as managers and supervisors we need to know what keeps our employees going and striving. The result of this study proved to be very informative and helpful when better understanding employee's basic needs. Researchers were able to find out what the most important factor is and what the least important factor is for employees when we are trying to keep them committed to a company.

The first result of this study showed that intrinsic was the most important motivational factor. This means that employees value being treated as a human more than anything else. Instead of treating employees like they are just a working piece of a machine, they want to know that they are viewed as a social human beings who are important to the organization as a whole. I know from personal experience in this industry that this result is spot on, you can give employees raises but if they don't feel appreciated within your company or even just your department then they will shut down.

This is a very important result to see so that management can see that basic respect of employees by their leaders makes all the difference. The second most important factor for commitment showed to be extrinsic motivation. I was surprised to find that this actually wasn't the highest result since people generally work towards moving up at their job. This result showed that it is important to reward employees with promotions, salary increases, etc. which I feel is basic common knowledge that you should have as a manager. In my hotel I reward my employees with incentives for receiving good guest reviews which I feel is important to...

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Arturo Cuomo

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The Top Books of the Year Research Papers Current Event The year 2023 has witnessed a remarkable surge in literary brilliance, with numerous engrossing novels captivating the hearts of readers worldwide. Lets delve into the realm of popular books, exploring the captivating narratives that have captivated audiences this year. The Must-Read: Colleen Hoovers "It Ends with Us" This poignant tale of love, loss, and resilience has captivated readers with its raw and emotional exploration of domestic abuse. Hoover skillfully weaves a story of hope and healing, reminding us that even in the darkest of times, the human spirit can triumph. Research Papers Current Event: Taylor Jenkins Reids "The Seven Husbands of Evelyn Hugo" This captivating historical fiction novel unravels the life of Evelyn Hugo, a Hollywood icon who defies expectations and societal norms to pursue her dreams. Reids absorbing storytelling and compelling characters transport readers to a bygone era, immersing them in a world of glamour, ambition, and self-discovery. Research Papers Current Event: Delia Owens "Where the Crawdads Sing" This captivating coming-of-age story follows Kya Clark, a young woman who grows up alone in the marshes of North Carolina. Owens weaves a tale of resilience, survival, and the transformative power of nature, entrancing readers with its evocative prose and mesmerizing setting. These top-selling novels represent just a fraction of the literary treasures that have emerged in 2023. Whether you seek tales of romance, adventure, or personal growth, the world of literature offers an abundance of captivating stories waiting to be discovered. The novel begins with Richard Papen, a bright but troubled young man, arriving at Hampden College. Richard is immediately drawn to the group of students who call themselves the Classics Club. The club is led by Henry Winter, a brilliant and charismatic young man. Henry is obsessed with Greek mythology and philosophy, and he quickly draws Richard into his world. The other members of the Classics Club are equally as fascinating. Bunny Corcoran is a wealthy and spoiled young man who is always looking for a good time. Charles Tavis is a guiet and reserved young man who is deeply in love with Henry. Camilla Macaulay is a beautiful and intelligent young woman who is drawn to the power and danger of the Classics Club. The students are all deeply in love with Morrow, and they are willing to do anything to please him. Morrow is a complex and mysterious figure, and he seems to be manipulating the students for his own purposes. As the students become more involved with Morrow, they begin to commit increasingly dangerous acts. The Secret History is a brilliant and thrilling novel that will keep you guessing until the very end. The novel is a cautionary tale about the dangers of obsession and the power of evil.

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