

## From the Editor's Desk



*We must get the public to look past the glitter, beyond the showmanship, to the reality, the hard substance of things. And we 'll do it not so much with speeches that will bring people to their feet, as with speeches that bring people to their senses.* – Marle Cuomo

*There are democratic ways to express one's opinion. There are many things I do not like, which are to one's liking and disliking. But I do not resort to support or induce vandalism.... A Society, can only progress when there is a space to agree or disagree, with each other.*

–Chandran Peechulli

*I learned silence from the talkative and tolerance from the intolerant and kindness from the unkind.*

– Khalil Gibran

In a Workforce article, "The Ten Ironies of Motivation," reward and recognition guru, Bob Nelson, says, "More than anything else, employees want to be valued for a job well done by those they hold in high esteem." He adds that people want to be treated as if they are adult human beings who think, make decisions, try to do the right thing, and don't need a caretaker watching over their shoulders. While what people want from work is situational, depending on the person, his needs and the rewards, that are meaningful to him, giving people what they want from work, is really quite straight forward. People want Control of their work, that inspires motivation : including such components as the ability to have an impact on decisions; setting clear and measurable goals; clear responsibility for a complete, or at least defined, task; job enrichment; tasks performed in the work itself; and the recognition for achievement. To belong to the inner-crowd which creates a sense of belonging, a motivation: including items such as receiving timely information and communication; understanding management's formulas for decision making; team and meeting participation opportunities; and visual documentation and posting of work progress and accomplishments. The opportunity for growth and development is motivational: and includes education and training; career paths; team participation; succession planning; cross-training; and field trips to successful workplaces.

**Leadership** is key in motivation. People want clear expectations that provide a picture of the outcomes desired with goal setting and feedback and an appropriate structure or framework.

Recognition for Performance creates 'Motivation' In The Human Capital Edge, authors Bruce Pfau and Ira Kay say that people want recognition for their individual performance with pay tied to their performance, activity based.

Employees want people who don't perform fired; in fact, failure to discipline and fire non-performers is one of the most demotivating actions an organization can take-or fail to take. It ranks on the top of the list next to paying poor performers the same wage as non-performers in deflating motivation. Additionally, the authors found that a disconnect continues to exist between what employers think people want at work and what people say they want for motivation. "Employers far underrate the importance to employees of such things as flexible work schedules or opportunities for advancement in their decision to join or leave a company. "That means that many companies are working very hard (and using scarce resources) on the wrong tools," say Pfau and Kay. People want employers to pay them above market rates. They seek flexible work schedules. They want stock options, a chance to learn, and the increased sharing of the rationale behind management decisions and direction.

What You Can Do for Motivation and Positive Morale: You have much information about what people want from work. Key to creating a work environment that fosters motivation are the wants and needs of the individual employees. The most significant recommendation for your takeaway is that you need to start asking your employees

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what they want from work and whether they are getting it. With this information in hand, you'll be surprised at how many simple and inexpensive opportunities you have to create a motivational, desirable work environment. Pay attention to what is important to the people you employ for high motivation and positive morale. When you foster these for people, you'll achieve awesome business success Nobody wakes up in the morning wishing for more trouble that day. However, emotional trouble is essentially our own creation. I think it is largely due to two things. The first is lack of knowledge of reality due to absence of a holistic view and the second is a self-centred attitude.

These two things create unnecessary problems. We can't blame our problems on anybody or anything else. Ultimately we have to realize that the cause of these problems lies within ourselves. We deal with them not through prayer, not through money, not through power, but through understanding and awareness - what we may call wisdom. But before talking about the source of happiness, it might be useful to know something about the system of our minds. Just like pleasure, pain is also part of our experiences. Usually people are under the impression that the mind is independent, absolute. Science, too, is not yet clear about the distinction between the sensorial mind and consciousness.

It is important to make that distinction. When people seek pleasurable experiences, they rely mainly on the sensorial level to attain that pleasure - watching something beautiful, listening to music, tasting or smelling something. This includes tactile pleasures, including sex. These five are positive experiences mainly at the sensorial level; they are temporary. The object of beauty you behold or the beautiful music you hear is gone the moment you stop seeing or hearing it. Nevertheless, if you develop a mental level with certain positive experiences, the experience of pleasure lasts longer. So a disturbing noise at the sensorial level will not affect this basic calmness. Even the pain of physical illness can be subdued in this state. On the other hand, no sensorial pleasure can be had if the basic mental state is that of fear, anxiety and stress. Obviously, mental-level experiences are more important than sensorial ones.

It is important to understand that mental-level happiness need not be about pleasure. It's about mental satisfaction or fulfillment. Even physical suffering and pain can bring deep satisfaction at the mental level. Happiness mainly refers to this feeling at the level of consciousness. There are non-theistic religious traditions, such as a part of Swanky, a 3,000-year-old Indian tradition, and Jainism and Buddhism that do not talk about a creator, but believe instead in the law of causality or the law of cause and effect. Everybody in this country knows about the law of karma. It means action. Any action - whether physical, verbal or mental - arising out of any positive emotion or sincere motivation, like compassion and forgiveness, is positive or good karma. Since the motivation is good, there's a sense of concern for others' well-being, which, as it benefits others and oneself, is considered positive. Otherwise, there's no absolute positive or negative. For example, anger, hatred and suspicion are considered negative. Suspicion maybe positive or negative. Negative is that which is uncomfortable to oneself and/ or to others. Any such motivation will lead to physical, verbal or mental action that can produce negative karma. Experience of pleasure, pain and the action that causes them constitute the law of causality. Both Jainism and Buddhism may have different approaches to many aspects of life but the fundamental purpose is the same: to enhance our ability to love and forgive, and to be compassionate in day-to-day life.

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