

Группа: ХКМ 3/1

Дата проведения: 16.12.2022

Специальность: 15.02.06 Монтаж и техническая эксплуатация
холодильно-компрессорных машин и установок (по отраслям)

Дисциплина: ОГСЭ.03 Иностранный язык

Тема занятия: Массовое производство. Работа с текстом.

Цели занятия:

Дидактическая: -систематизировать знания студентов с понятием «Массовое производство»

- закреплять новые лексические единицы в разговорной речи;

- развивать речевые навыки студентов;

- активизация навыков говорения по изученной лексической теме;

- совершенствование навыков чтения, аудирования;

Развивающая: - развивать способность к умозаключению;

-развивать способность к распределению внимания, коммуникативности, умению выражать своё отношение к теме;

Воспитательная: - формировать уважительное и ответственное отношение к роли человека в экономическом обществе;

- воспитывать умение работать самостоятельно.

Вид занятия: практическое занятие

Основная литература:

1. Агабекян И.П. Английский язык для вузов: учебное пособие. – Москва: Проспект, 2015. – 288 с.

Дополнительная литература:

1.<https://dundeeclub.ru/tsitaty/motiviruyushhie-tsitaty-na-anglijskom-yazyke-s-perevodom.html>

HOMEWORK

Exercise 1.

Read the text and do exercises after it. Текст переводим устно. Подчеркнутые слова выписываем.

Motivation

Motivation refers to psychological process that gives behavior **purpose** and direction. It is an important area of study for managers because it helps them better understand our most valuable resource, people. (**Realistically**, motivation is just one of many explanations of work behavior, such as one's knowledge and **emotional** state and organizational factors.) Even though the employees in one study ranked "interesting work" the highest among the things they wanted from their jobs, their supervisors believed that they wanted "good wages" above all else. This type of **misperception** of employees' needs can **cripple** a motivation program. Pollster D.Yankelovich contends that traditional motivation tools such as fear, money, strict supervision, and the work ethic are **inappropriate** for nearly half of today's labor force in the USA.

Among **alternative** motivation theories, Maslow's needs hierarchy theory, Herzberg's two-factor theory, and expectancy theory stand out as **particularly** relevant for managers. According to Maslow's message, people always have needs, and when one need is relatively fulfilled, others emerge in a **predictable** sequence to take its place. His five-level needs hierarchy, although empirically criticized, makes it clear to managers that people are motivated by emerging rather than fulfilled needs. Assuming that job satisfaction and performance are **positively** related, Herzberg believes that the most that **wages** and working conditions can do is eliminate sources of dissatisfaction. According to Herzberg, the key to true **satisfaction** and motivation is an enriched job that provides an opportunity for achievement, responsibility, and personal growth. **Expectancy** theory is based on the idea that the strength of one's motivation to work is the product of perceived probabilities of **acquiring** personally valued rewards. Both effort-performance ("What are my chances of getting the job done if I put out the necessary effort?") and performance-reward ("What are my chances of getting the rewards I value if I satisfactorily complete the job?") probabilities are important to expectancy theory.

Depending on how it is designed, a job can either **hamper** or promote personal growth and satisfaction. Although historically a key to higher productivity, specialization of labor has been associated with costly human problems in recent years. Managers have the **options** of fitting people to jobs or **fitting** jobs to people when attempting to counter the specialization-of-labor dilemma. The first option includes realistic job previews (honest

explanations of what a job actually involves), job rotation(periodically moving people from one specialized job to another), and limited exposure (establishing a challenging but fair daily performance standard, and **letting** employees go home when it is reached). Managers who pursue the second option, fitting jobs to people, can either **enlarge** (combine two or more tasks into a single job) or enrich (redesign a job to increase its motivating potential)jobs. Job enrichment vertically loads jobs to meet individual needs for **responsibility** and knowledge of results. Personal desire for growth and a supportive climate are required for successful job enrichment.

Both **extrinsic** (externally granted) and intrinsic (self-granted) rewards, when properly administered, can have a positive impact on performance and satisfaction.

Exercise 2.

Match the words or phrases with the definitions. Запишите соответствия.

1) cripple 2) sequence 3) misperception 4) supervision 5) inappropriate 6) achievement 7)personal growth 8) to hamper 9) exposure	a) Not suitable or proper in the circumstances b) A particular order in which related things follow each other c) The process of developing physically, mentally, orspiritually d) Causes evere and disabling damage e) A wrong or incorrec tunderstanding f) Administration g) The action of placing oneself at risk of financial losses h) A thing done successfully with effort, skill, orcourage i) To slow down
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Exercise 3.

Decide if the statements are true (T) or false (F):

1. Motivation is an important area of study for managers because it helps them to climb the career ladder.

2. Employees value 'an interesting work' the most among the things they want from their job.
3. Fear, money, strict supervision, and the work ethic are the traditional motivation tools.
4. Maslow is the author of the expectancy theory.
5. According to Herzberg, wages and working conditions are the key to true satisfaction and motivation.
6. Motivation involves two performance-related components: effort-performance and performance-reward probabilities.
7. Successful job enrichment needs high productivity and positive mindset.
8. Historically specialization of labor has been responsible for productivity increase.
9. Managers have no options when face the specialization-of-labor problem.

Exercise 4.

Give the English equivalents for the following combinations. Запишите перевод слов.

1. ценный ресурс
2. неверное понимание
3. нужд сотрудников
4. инструменты мотивации
5. рынок труда
6. предсказуемая последовательность
7. искоренять источники недовольства
8. необходимые усилия
9. выполнять работу
10. ускорять личностный рос,
11. стандарт производительности

Все выполненные задания высылаем на мою страницу ВК

<https://vk.com/yanovskaya1983>

**Не забываем писать фамилию, группу, число за которое сделали
домашнее задание!!!**