

Группа: ХКМ 3/1
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Специальность: 15.02.06 Монтаж и техническая эксплуатация
холодильно-компрессорных машин и установок (по отраслям)
Дисциплина: ОГСЭ.03 Иностранный язык
Тема занятия: Менеджмент и производство. Виды компаний. Управление
предприятиями.

Цели занятия:

- Дидактическая:** -систематизировать знания студентов с понятием «Менеджмент»
- закреплять новые лексические единицы по теме «Виды компаний» в разговорной речи;
- развивать речевые навыки студентов;
- активизация навыков говорения по изученной лексической теме;
- совершенствование навыков чтения, аудирования и говорения;
- 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://englisharound.com/files/management_glossary.php
2. <https://lingua-airlines.ru/articles/resume-menegers-na-anglijskom/>

HOMEWORK

Exercise 1.

Read and translate the text and do exercises after it.

Прочитать и письменно перевести текст, выделенные слова выписать в «Словарь профессиональной лексики»

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:

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

Exercise 3.

Mark the statements as true or false.

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.

Все выполненные задания высылаем на мою страницу ВК

<https://vk.com/yanovskaya1983>

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

