HR Performance Issues and Motivation Academic Level : Undergraduate Paper details The relationship between the organization and its members can be greatly influenced by what motivates individuals to work. The style of leadership, job design, resources on the job, and environment can all have a significant effect on the satisfaction of employees and their performance. Performance is also influenced by individual motivations (e.g., social, recognition, financial reward, personal growth and development, and/or intrinsic satisfaction) and can equally impact the organization. There are many theories that attempt to explain the nature of motivation. Write a four- to five-page paper (excluding the title and reference pages) evaluating the relationship between motivation, job satisfaction, and work performance. Be sure to address the following: Describe a performance issue which resulted from a motivational problem (what, why, who). Use a content theory of motivation (e.g., Maslow, Alderfer, Herzberg, or McClelland) or a process theory (i.e., Adams, Locke, or Heider and Kelley) to explain how the issue creates a performance problem for the organization. Use the theory of motivation you selected to describe an intervention/action to change the motivation/behavior and correct the performance problem. Your paper must use a minimum of three scholarly sources, in addition to the textbook. Your paper must be formatted according to APA style