

What is the most effective way to motivate staff

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Introduction

Academic and employability skills are concerned with problem solving skills, oral communication, written communication, teamwork, collaboration, professionalism, creativity, and technological usage. These skills are observed to be very essential for maintaining organizational sustainability and its growth. Motivation of staff is concerned as one of the most important and effective factors for organizational development. This is illustrated as employee motivation involves appreciation of staff in such a way that they can feel motivated towards their work which will lead them towards working appropriately. In this context, the concerned assessment is associated with providing different ways that can be used for the purpose of motivating employees.

Four different ways staff can be motivated

Motivation through rewards and appreciation

It is identified that appreciation is one of the most essential factors of motivation among employees as it helps to get appropriate knowledge regarding the sustainability of employee performance. In this context, it also includes a proper providence of reward to the employees according to their performances (Lorincová *et al.* 2019). This also helps to enhance the motivational factor among employees. This has been illustrated as rewarding and appreciating employees is observed by reviewing the performance of employees followed by providing them with incentives as well as appreciation certificates. In this context, it has been observed to be useful for enhancing motivational factors among employees towards working harder to gain more incentives and rewards within the organization that can further help organizations for the purpose of enhancing organizational development and sustainability.

Employee rewards and appreciation also include giving small gifts to the employees according to their performances so that it can help to enhance motivational factors among them. Moreover, employees can effectively be kept on the first priority by the managers of the organization so that they can feel themselves to be a part of the organization and consider all their work goals as their duty (van der Kolk *et al.* 2019). This perspective among employees can be useful for them to

enhance the motivation factor among themselves along with enhancement of the organization growth.

Employee motivation through providing training on professional development

The research has illustrated that professional development training is one of the most important and effective ways of motivating employees. This has been illustrated as professional development involves a proper training providence to the employees on the basis of further development. It also includes the enhancement of several skills within the employees that can be useful for them in terms of enhancing their future career and growth (Ozkeser, 2019). Moreover, professional development is also concerned with making the employees learn regarding the ways of solving critical things within the organization with the help of which it becomes easier for the manager of the organization in terms of motivating employees to a proper development of their concerned professionalism. In this context, this will also help the organization to meet all the needs and requirements of the customers through skillful employees. A proper mentoring and consultation are also provided during the professional development training which can also be useful for employees in terms of learning effective skills and knowledge within the organization which can be make them motivated towards working accurately and effectively within the concerned workplace so that it can be useful to meet their goals along with meeting all the need and requirement of the customers.

Providing flexible scheduling

It has been identified that flexible should you link is one of the most important factors for employee motivation as it helps them to choose flexible working hours. In this context, it can help them to complete their personal activities as well during the remaining time period after the office hours are over. This has been observed to be helpful for the purpose of providing appropriate motivation to the employees (Hanaysha and Majid, 2018). Moreover, flexible schedules can also be provided with the help of appropriate maintenance of technology in terms of operating the businesses. In this regard, with the help of technology incorporation employees will be able to check their work mail on their phones as well as laptops along with finishing the project on time. This will help the employees to get motivated appropriately and effectively in the organization as well as working harder to meet all the goals which have been provided to them.

Sharing feedbacks to the employees

Feedbacks are having a significant positive impact on employee motivation. This has been illustrated as feedbacks are provided to the employees according to their performances within the organization which help employees to identify their strengths and weaknesses that need to be enhanced within them for the purpose of becoming an advanced professional (Paaïs and Pattiruhu, 2020). In this context, the employees are observed to be getting aware of essential knowledge regarding their professional development that also help them to get motivated. It is also identified that feedback to the employees is one of the most important factors for the purpose of improving the qualities of employees. This also involves some recommendations to the employees that can be appropriately maintained by them with the help of which their schemes can be effectively enhanced along with getting enhanced growth in their career.

Conclusion

It can be concluded that motivation among employees is one of the most important aspects of enhancing the growth within the organization. This has been illustrated as employee motivation leads the employees towards working harder within the concerned organization in order to get proper development of them as an individual. In this context, the development of organizations becomes easier with the help of appropriate development of employee motivation. After visualizing all the ways of employee motivation, it is identified that one of the most important methods of employee motivation is concerned with providing a flexible schedule to the employees. This has been illustrated as employees get effectively attracted towards flexible scheduling organizations so that they can also perform different activities in the meantime along with completing provided tasks.

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