

TITLE PAGE

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INTRODUCTION:

This report evaluates and discusses different ways of motivating staff at the workplace, these methods include pay, recognition and awards, additional holidays, and good working conditions. This report further discusses the challenges the employers could face offering their staff these opportunities.

The many ways that staff can be motivated with money:

Pay - Offer employee rewards.

The employee or staff will be in our business if we pay them bones or look after their health and give them different rewards to motivate them. If we want to keep our workers inspired or excited, it is good to start an encouragement plan. I will give some examples to how we could encourage our staff:

- A periodic profit or tip.
- Medical management.
- give a pay of extra diploma or qualifications.
- Shared ownership in your business.

If your staff get bonuses or benefits for the job that they are doing, they will be inspired, resulting in good quality work.

Recognize Good Work.

It looks quite easy while you are manager to inspire or encourage the staff or employees.

There are a lot of things as discouragement makes you feel depressed, like if you are working a lot and no one appreciates your challenging work, and you are not being recognised.

Recently it has been researched by a scholar that 39% of staff or workers experience or suffer from being unthankful or ungrateful and 77% are more hard working by being more motivated & more recognised.

Always look over or check up with your staff or employees to admit or recognise their challenging work - show support and acknowledge.

As long as you look after your workers or staff it depends on work or jobs, but make sure you always look after the employees it will have a good impact on business. (**Rea Regan** October 7, 2021)

Ways of doing this include:

1. recognise employees and give them gifts. If you say thank you to your employees and give them gifts as congratulatory measures, they can be motivated and they do more challenging work and positive effects will be around the employees and the company.

2. Organise an employee appreciation day or outing. It is better that you appreciate your employees and during the holiday season who works for the company have a meeting and give awards to the employees who worked hard during the year. Serve them with food or take them on a trip or tour as a thank you.

3. Give out awards - It's a clever idea that the employee should be given an award as an appreciation every week and at the end of each year. This way the employees are encouraged, and they continue their demanding work. By receiving awards, they can have good competition too.

4. Provide free food - It is always an innovative idea if you provide free food for employees. Especially when your employers are working on holidays or if they are doing overtime jobs. 2014 Seamless Corporate Accounts Food in the Workplace survey found that 57 percent of applicants appreciate having free food in companies and 50 percent of them said they are pleased and happy with their employers.

5. Have staff engage in friendly competitions - According to Alex Debelov it's a clever idea that staff should have a friendly and healthy competition. as she gives an example of giving them FITBIT they can have healthy walking competition at the end the winner can get one year's free membership to the gym.

6. Hold a wrapping party - Travis Furlow the head of client services [Alexander Mann Solutions](#), a provider of talent acquisition and a provider of talent acquisition and management services says that by holding parties' employees can exchanging their ideas of shopping and they can get gifts by arranging such a joyful environment employees realise that you know their value of demanding work this will make your business successful.

7. Offer flexible hours. It's good that you give employees flexible time, as it has been proven giving adjustable time makes the staff energetic and freshens their mind.

How To Motivate Employees without money

To keep your business successful, it's better idea to keep your employees motivated. All the supervisors should, know how to encourage employees. Some inspire staff by payment, but it is clever idea to have a few other non-monetary ways to assist your staff encourage at work.

Staff love going to work and desire to reach their aim or target, they usually give a lot of benefits to their organisation. For example, inspire staff with a reward motivation scheme, provide tangible **prize or honour, give positive feedback, give them important jobs talk with them openly or friendly.** (March 11, 2021)

Ways of doing this include:

1. There should be a friendship and mutual respect and trust between office workers.
2. There should be flexibility at work the staff should be given rewards they should have an extra day off give them extra time if they are volunteers.
3. There should be a target for every staff to end it. There should be group gathering and celebration.
4. There should be promises of giving presents. They should be given more work and authority, and there should be friendly competitiveness. (First published: 16 June 2016)

The most key factors that motivate you to work.

According to Kelly Services, the survey of calculation by the worldwide firm Kelly Services which issues the facility farm or estate and individual organisation mix in all countries, including Russia, manage the yearly observation of employees' or staff motivation. In July-September 2017 participated in the survey where more than 1100 respondents who were over 18 years of age from individual provinces, professional and different qualifications levels, among them there were 53% men and 47% women(kelly,2017). However over 15% of replies to the quiz What are the most effective ways to motivate you at work? I want to write the answers from the survey.

According to kelly services the result from survey is 72% of staff motivated by good pay and social packages. 35% of staff choose to be in a pleasant and enjoyable environment. 34%

chose formal business and formally appear earnings or pay so by this I can tell that the most effective way to motivate staff is a good pay (Kelly, 2017).

Create Opportunities for Employees to Develop Their Skills

Let employees take part in major conferences, gathering cross-functional areas that the manager normally takes part in.

Carry out attractive surprising occasions, activities, and gatherings. It is a good opportunity for staff to take part in an administrative conference so that they represent the department in your absence.

Assign or allocate the authority that the staff does not like or that are pattern. Introduced employees, trainees, a staff who is with an agreement may find the job demanding. Or every employee will have their turn. (Updated on January 05, 2020)

Employee behaviour - it pays to recognise

Acknowledgment is the key to keep staff pleasant, however just some company give enough of it. About 82% of employees or staff hope to have more acknowledgement for their challenging work.

Here are some beneficial staff actions that should be admit at every company.

1. Passing recognition on

The companies which are good they motivate their staff by giving them capabilities of acknowledgement helpful behaviour at right time. And they give honour for those who distinction others. This is a fantastic way to repeat becoming appreciated group civilization.

2. Pursuing opportunities for learning and development

Build a habit of teaching at your company to keep staff motivated as they are expecting and working hard to learn new skills and take authority. Support boss and counterpart to repeatedly assessment and award representative to the company or group for their learning and progress or effort, even if getting verify in a new skill or being grand a long-sought degree.

3. Collaborating with others

Every company might have brilliant, motivated, and inventive staff at their organisation, but without each other's help they cannot reach their full budding. so, every organisation should make sure that all the team members at their office recognise the amount of collaboration whenever it happens. That is a good motivation for staff.

4.Growing from mistakes

According to the article, the other important thing that motivates staff is telling them their mistakes. Every staff member of any level can make mistakes in any company. It is not easy to come across face to face but if they do not receive feedback, they will repeat the same thing repeatedly. Have an economic conversation about the error they are making, and they should be careful in future. It is a good motivation for employees to learn from their mistakes and they can do better performance in future.

5.Showing reliability

To show your staff or employees dependability or trustworthiness this will also motivate them and give them confidence to share their relevance which builds mutual trust in team working. And let them know that they are hardworking, they have been noticed and they should be appreciated for their reliability and demanding work. (Achievers , 2022).

5 Tips to Motivate Your Employees

1. Recognize a job well done.

It is always an innovative idea to give an affirmative message when it is time to motivate your staff. We should always show the staff by giving them praise as a team member for their excellent work. This can have a huge effect on employee self-esteem.

It is proven psychologically that giving positive feedback helps everyone feel valuable and this helps the employees in their job too. When the employees are valued, they will be more motivated to give their best at top levels.

Other motivations for staff are they should be given more flexibility, over their job timetable whether it's remotely or in the office.

2. Facilitate respectful relationships.

Respect is a powerful motivator in many relationships, including those between managers and their employees.

Survey, Employees valued ability to demonstrate respect as most important leadership behaviour. 54 percent of respondents said they do not regularly feel respected by their leadership. Facilitate respectful relationships, whether it's meeting with employees one-on-one or emailing them feedback.

3. Rethink your performance review process.

Performance reviews are one of the most common tools used to measure employee success. Only 14 percent of employees agree that performance reviews inspire them to improve. Instead of annual reviews, consider switching to six-month or quarterly reviews to make feedback more actionable. Employees may also benefit from individualized scoring to account for unique needs and duties. improve engagement and motivate the employee to perform better (Stobierski , 2019)

Conclusion

This report was about the most effective way to motivate staff I write about the challenges of motivation that includes payment or how to motivate staff without money or pay I include recognition and awards I mention different scholars' ideas I include additional holidays and good working condition and many more topics which motivate staff.

This report evaluates and discusses different ways of motivating staff at workplace, these methods include pay, recognition and awards, additional holidays, and good working conditions. This report further discusses the challenges the employers could face offering their staff these opportunities.

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