

What is the most effective way to motivate staff

Module: Academic and employability skills

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INTRODUCTION

Employee motivation technique is considered as an important tool which tends to level up the entire energy of workforce effectively. Employees within a business are extensively responsible for working with commitment and creatively in order to achieve organizational goals and this all becomes possible through proper employee motivation techniques used by firms. Within a business employee's motivation on regular basis help in achieving work related commitment easily. Whether the economy is shrinking or growing, finding and launching different ways to motivate employees is always considered as an important management concern (Chukwusa, 2018). However, it has being eventually witnessed that motivated employees are an asset to the entire business, and they are directly proportional to business's potential success. Motivation is intangible in nature and is difficult to measure and control. Different techniques of motivation implemented at workplace pushes the workers to work in a better and justified format. However, within this particular report discussion with regard to most effective way to motivate staff shall be included in detail. Herein a proper understanding regarding pay, recognition and awards, additional holiday schemes and good working conditions which are required to keep employees motivated shall be studied in detail. Also, recommendation regarding staff motivation shall also be included.

Main Body

Employee motivation is considered as a crucial factor which determines the success of a business as a whole. Motivation tends to encourage employees to work with better efficiency and commitment. It is the energy and desire that makes workers continually interested and committed towards their job. However, motivated employees are dedicated, hardworking and tend to produce more. In short motivation helps in improving the overall work quality. Without a proper motivated working environment a company can potentially face loss. Employees who aren't motivated are not able to perform well. However, there are variety of different methods and techniques which focus on motivating employee so that the prescribed business objectives are potentially achieved. Some of the most common ways through which staff is motivated to work effectively are mentioned below:

Pay: Employees are termed to be most crucial asset of business, who directly helps in enhancing the earnings ratio. Also, employee satisfaction is stressed as an important driver which tends to motivate them to work with full productivity. However, pay is considered as an important motivational tool which encourages workers to work in a dignified format. Business leaders extensively use financial measures to motivate the workers. Also, the satisfied workers often takes encouraged through the technique of welcome pay scheme which increases the overall sense of purpose and security within the company. The pay scheme of motivating employees is based on different aspects (Ivanova and Korostelev, 2019). Like pay for performance, that is commonly used in small business organization. Herein, the company tends to reward the potential employees with higher amount of salary and bonus for performing high. This is done when workers help in enhancing the target ratios as a whole. There are many different benefits which are offered due to this motivating technique. Employees are able to see and witness greater sense of employee empowerment with high end productivity levels. Also, better recruiting opportunities are further witnessed. The prior benefit for paying for performance is that it often leads to increase motivation and employees become focused towards their job role. There are many other financial ways which essentially help in motivating staff to work in a productivity manner. Like company's tend to offer the employees with commission for sales bonus, pay raises, paid vacation time and many other extra benefits like gift cards, tickets and trips for their better work commitment and improvement performance. The financial rewards provided by company are performance based and are fair nature. There is no sort of guesswork involved; the reward of employee becomes fix depending upon their academic performance.

Increment in employees earning helps in providing them with sense of security and value, which further motivates them to work with better commitment. When employees are paid well and offered with different financial incentives, they feel motivated and valued. It is satisfying for workers to know that their work is helping the business to make real difference in the world and they are paid accordingly.

Recognition and awards: Employee recognition and awards have become a critical component of success of business in under scenario. This is considered as a unique method of adding up value to employee's entire achievement process. HR head of the business organization is responsible to effectively formulate and reward employees in accordance to the work provided by them. The concept of employee recognition and awards giving is age old strategy, but during the current working environment is as gained huge importance. When an employee is acknowledged about their good deed, they tend to feel elated (Olusadum and Anulika, 2018). This further inspires them to keep up the good work and binds them to achieve goals. It has being analyzed that they are many positive effects of recognition and awards process on entire business as a whole. A prefect and thoughtful recognition and award program used at business at right time essentially help in establishing appropriate employee engagement within the firm. However, there are many different ways through which a business recognizes and awards its employee. Like, providing the employees with gift of gratitude which probably one of the most commonly suggested actions. Every individual crave for different sorts of appreciation for the work they do, which further helps them in working in a better and more productive manner. Into the competitive business world recognition delayed is termed out to be recognition denied. Employees within every format of business expect to get recognized in right manner. Currently, businesses are using different techniques and manner to recognize the employees in most appropriate manner. The companies are now adopting digital R&R platform to reward the best employee. This is basically a AI powered program which is mobile friendly in nature and helps to instantly acknowledge the best employee. Also, the process of peer to peer recognition enormously helps in motivating employees to work with better productivity and consistency. It has been identified that recognition from peers holds a unique value in the entire process of motivation within every format of business. Under some circumstance peers are better aware about their co-workers than their immediate in charges and managers. This is eventually because they work together and tend to create impersonal relation and are able to see different qualities that managers sometimes overlook.

Rewarding and recognition of employees is an important process to keep them motivated through the working process. All these activities push them to work in a better and dignified format. Enhancement of employee's morale to work is witnessed through this motivation technique. Research has indicated that when employees are satisfied and happy, they tend to become 12 percent more productive in nature. Motivated and happy employee contributes to the bottom line of business in different ways. The entire concept of employee recognition also tends to increase trust in workplace.

Additional Holiday: This is yet another important way through which motivation of employees at workplace becomes quite productive in nature. These are perks which business organization tends to provide its employees so that they are actively motivated to work with better efficiency. Providing employees with additional holiday helps them to get refreshed and return at work with better work commitment and encouragement. During the holiday season employee's excitement is at high and such activities boost up their morale to work. The personal commitments that come during the period of holiday season is required to be managed so that pressure between professional lives and personal lives is balanced effectively. Every employee wishes to enjoy the holiday season with their respective families, so in order to keep employees satisfied use of proper techniques be done so that they further work with productivity (Schlechtly, 2018). Also, post-holiday session to set back employees at work variety of new techniques is eventually inherited by the companies. Like, setting up a pleasant coffee meeting to discuss about how well did their holiday went and let them know about the prevailing situation of company. All this tends to create a familiar link between the employee and employer and their further work with better commitments. There are plenty of different positives when an individual returns to work after a long vacation, meeting colleagues is one of most common one. After coming from vacation, employees are in different enthusiasm and with this they work in a better and dignified format. However, when employees leave for holidays they generally leave behind all their work and trouble behind. When they return back it is the responsibility of company to remind them about the previous tasks which are to be completed and tell them about upcoming meetings and events which happened during the time when they were not here. Making the employee feel important is yet another important concept which is needed to be followed after the additional holiday concept. The company is extensively responsible to let employees know that their hard-work and determination towards work will also be rewarded in different ways. All these activities extensively motivate employees work with better and enhanced productivity.

Good Working Condition: Good working conditions play a very crucial in determining the actual success of a business organization. Creating a better and good working tends to motivate and encourage employees to work in better manner. As an employee, it is the legal guide to ensure that the workplace has a safe and healthy working environment. Procuring and saving guides of employees at every phrase of business also plays a crucial role in making better working environment for employees as a whole. However, it the supreme responsibility of company to ensure that the workplace is free of all sort of health hazards and dangerous working conditions. There are different occupational safety and health administration general standards which are applied within all industries to create and safe, secure and healthy working environment for customers. Also, creating a safe and secure environment requires training and ensuring that employees are well understood about every aspect of business in detail. Good working conditions tend to also include and secure emotional protections like creating an environment which is free from harassment and discrimination free. The right to equality shall be followed actively to secure rights of employees actively. The employers of the company shall create good working conditions by proactively addressing difficulties faced by employers during the working phase, this process tends to create friendly and satisfied conditions for employers as a whole. Keeping employees safe and satisfied tends to make good business sense because employees are more likely to produce good quality of work when they are valued by companies.

However, there are varieties of different challenges which business organization face while motivating potential employees to work with better and satisfied productivity. Lack of business clarity is one of the commonly faced challenges faced during employee motivation process (Sigala, 2018) . Motivation seems to be determined as simple and most important management function which tends to create a positive working environment. Fear of success, exhaustion, comparison and abundant choices are commonly faced challenges which impacts the entire process of employee motivation.

CONCLUSION

From the above report it can be concluded and recommended that motivation of employees at regular individual plays a very crucial role making a company successfully across the global. Employee motivation program potentially help workers to get satisfied and perform with proper efficiency. It is the prime responsibility of employers to look deeply into each aspect of motivation. Unmotivated employees are unhappy and tend to work with less efficiency, which in turn creates problem of business as a whole. However, there many different ways through which employee motivation program is carried forward to attain business objectives effectively. The employer solutions for the entire process of employee motivation primarily include both monetary and non-monetary solutions to the problem faced during the phase of business (Sourvinou and Filimonau, 2018). Also, the entire process of motivation extensively focuses on motivating employee career path in many different formats. After conducting a proper business understanding the program of employee motivation is adopted keeping in mind the needs and requirements of business as a whole.

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