

What is the most effective way to motivate staff?

Edvinas Statkus

BMSW4001_BIRM

2118898

Lecturer: Doreen Nya Amundam

University of Wales Trinity Saint David

Branch: Birmingham

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Introduction

Motivation can be stimulated from person or rewards. Motivation can also be inherent, whereby the inspiration comes from within—the desire to improve at a certain activity. Inherent motivation tends to push people more energetically, and the achievements are more fulfilling. Employee motivation techniques are essential to the success of a company. When you know how to motivate employees, you'll get the best out of them. Motivated workers will work harder and dedicate themselves to the company's mission. Happy workers are more fertile and more likely to stay with the company than look elsewhere for another job. Employee motivation is one of the most important factors at multinational organizations around the world. Motivated workers create a positive working environment which fosters superior customer service, better sales and improved productivity, adding value to a company's bottom line. Motivated employees are also likely to be very engaged employees who will interact with communications from human resources departments in a positive manner. (D. Dally 2020). Motivation is the process that initiates, guides, and maintains goal-oriented behaviours. It is what causes you to act, whether it is getting a glass of water to reduce thirst or reading a book to gain knowledge. (k. Cherry 2022). Purpose of this academic report is analysed motivation targets, results and purposes. The first part of this report is about the pay as one of the most important factories motivating staff. The second part will analyse recognition and awards. The third part of report will talk about holidays in workplace. The fourth part analyse the good work conditions. And the last part my own opinion, conclusion with a recommendation of which type of rewards motivates staff the most.

Pay

It is therefore understandable, that human resources departments will show considerable interest in what the best ways might be to develop continuous and ongoing employee motivation. Many believe that employee compensation in the form of a salary is the best way to maintain a motivated workforce. But others believe this motivator has less effect or can even de-motivate staff. Instead, they place more value in other known motivators such as specific benefits, promotional opportunities and a company culture of empathy, recognition and job satisfaction. (D. Dally 2020). In my own opinion money power is one of main motivator, if pay is contingent on performance, it will encourage employees to maintain high levels of effort. Herzberg and his colleagues [Rdf. 48] reported that money was a "hygiene" factor and that wages were found to be the most frequent source dissatisfaction but the least frequent

source of satisfaction, indicating a low value as a motivator. Opshal and Dunnette [ref. 49] disagree with Herzberg on this point. Working with the same data they found the **argument** that money acts only as a potential dissatisfier "mystifying". Their analysis of the data showed that in describing **good** job, feelings salary was mentioned as a major reason for this feeling 19 percent of the time (James D. Engel 1982). Every year United Kingdom minimum wage are growing. Every company before hiring have a conversation about the payment plan. It's important to have this kind of conversation because some of the companies which ones paying more than minimum wage not raising payment on United Kingdom pay raise day (Hook and Jenkins, 2019). Pay depends on employees' skills, experience, education level. Some of the companies have individual "payment by result" payment plan. In this payment plan pay for employees for how much they have produce. These companies believe in individualism, why employees who were working harder should receive the same amount of money (Hooks and Jenkins, 2019).

Recognition and award

Recognition and awards are generally awards, trophies, and plaques, extra holidays, extra pay (bonus), vouchers given to employees who have achieved a goal, performed well, exhibited a behaviour that is worth awarding. What are employee recognition awards all about? It goes deeper than simple gift. It's about making your employees feel respected and valued, and to do that you need the right appreciation award wording. We find that recognition increases subsequent performance substantially, and particularly when recognition is exclusively provided to the best performers. Remarkably, workers who did not receive recognition are mainly responsible for this performance increase. (Bradler, c). in my own opinion salary is important for workers, but it not making employees feeling valued. If the company integrate awards system that speaks specifically to each worker unique contributions lets them know that you're paying attention their efforts. However, recognition and ward were motivation scheme where employees must re-earn during each financial period. Recognition is more valued than a bonus. Recognition for employee in front of the team is more enjoyable and stays a pleasant feeling longer than a cash bonus. Meanwhile, promotion is also one is recognition ways. Promotion and recognition show the employee that his hard work and loyalty was valued in the company. In this way employee are motivated to work side by side with companies' goals (Hook and Jenkins, 2019). According (Virginia, 2020), a healthy workplace can motivate employees. It is very important for employees that the employer recognizes the work they do, but not for everyone. Some employees are not

motivated and frustrated with forms of recognition; they do not see the meaning in it. However, most employees have argued that recognition schemes can encourage organizations to offer or improve healthy workplace programs. Recognition schemes can lead to more jobs in effort and finance. In order for the recognition scheme to work not only as an motivation for the employee but also as an advertisement for the company, it must be assessed not only in the workplace but also outside it.

Additional holiday

"When holidays help to sell: More and more companies are coming to realise that money is not enough to motivate salesmen" (Puling. J 1974). Some companies offer extra holidays off on employees' good job, reached targets, as an example. Giving loyal employees who have remained with the company for an extended period more days off is a very attractive form of motivation. The boss of Virgin Group, Sir Richard Branson, is offering his personal staff as much holiday as they want. He has removed the limits on the amount of holiday Virgin employees can take each year, in the hope it will boost morale, creativity and productivity (and generate some positive PR of course!) (Sylvester 2014). More and more big companies giving extra holidays for a worker. The purpose of this improves productivity – Overwork can lead to stress, anxiety, illness and absence which can impact on productivity and have tangible financial impacts on a business. Not a secrete employee will be more motivated if they goanna have extra day holidays. Doing the summertime many employees are asking for additional holiday to spend some time with them families. Some of the company decided to help for the employees with school age kids with working hours. Flexible work hours can help employees face their home problems as well as demonstrating that an employer recognises the varying demands on their time. Sunny days can motivate employees to spend some more time outside and focus bring in the workplace (Barton, 2017). Companies having a hard time to do a sell so employees are trying to attract new customers with holiday vouchers. But customers are not able to use it without making an order with the company. this is one of the ways to motivate not only employees with additional holidays but and new customers (Haymarket Business Publications, 1994).

Good working conditions

the good atmosphere in the workplace let workers keep clear mindset and let them growth. Employees working in the constructive workplace may goanna feel more motivated to boost them targets and reach new tasks. Positive working environment may help employees feel satisfied at their workplace, what let them growth, attitude and mindset. Good working conditions where employer is giving a chance for employees to opportunities to learn and use them skills, as well as rewarding and acknowledging keeps employees to stay in workforce longer, even after the retirement (Johanna, Constanze, Marianna, Hugo, Hui-Xin, 2021). Good working conditions are good not only for employee but also for the employer. Good working conditions and health and safety protocol protects company from additional finances (Fernando G, Benjamin C, George L, 2013). Employee's ability to work and how they feels depends on working conditions. in many countries growing mental health problem. Most of the cases it happens because of work or in the workplace. To protect from mental health issue at workplace companies changing work conditions and in the help for the employees' organisations providing physical help and communication platforms (Gunvor and Agneta, 2017). The active attitude of the employer towards coming to work is important for older workers. Most companies have signed up for a retirement plan for their employees. Employee trust in the employer benefited not only the company but also the retirement organisation. A good retirement plan motivates older employees to stay in work until retirement (Lynne, 2019). However, good working conditions are not only about design at work, but also about the relationship between employer and employee. A good employer gives an employee the opportunity to participate and make decisions, that's motivates employees to be more involved in companies' business (Hook and Jenkins, 2019).

Conclusion

Motivation is one of the most important elements that makes workers to be a winner. Motivated staff always push them self to the limits every day and no matter what task they have, they will try to achieve this. A motivated person (worker) always is part of successful business. What makes people happy with their jobs? Is it high salaries or bonuses or opportunities for promotion? The writers whose work is highlighted in this review suggest that innovative business strategies which value a company's human resources are the most (Strategic Direction 2006). Employees never goanna work for free, but it doesn't mean the salary is the most important element of successful and motivated staff. Couple factories like being recognised for their hard work, opportunities reach promotions, learning and step to the next level, working with positive staff (team), to be the part of the reached results. These small facts sometimes motivate staff more than money. Employees would more appreciated individual recognition form. Be notice in workplace motivates employees to keep going.

However, employees without the bonuses are still going to work but without payment employees would quit. Every employee most of the time are not happy with the recognition form that's why companies needed recognitions in the workplace.

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