

Academic and Employability Skills

Task-1 Most effective way to motivate staff

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Introduction

Motivating the employees is the leading key to the better accomplishment of an organisation. By increasing the productivity level the company provides more opportunities for the employees. Motivated employees are an advantage for the enterprise. A good working ambience and the deliberate support of managers in the company lead the employees to work comfortably. It also helps them to understand the core matter effectively. It is the process that encourages people to achieve their purpose. The aim of the report is to recognize several ways to inspire employees to achieve better achievements.

Discussion

Pay

Payment is a basic key that attracts any employee for better execution. It gives the security of living. Financial support is a fundamental need for any human being. A good and satisfactory remuneration helps the employees to feel valuable. It is very crucial for the employee that their work influences the company and the payment is worthy. Some employers simply settle pay with an employee on the assumption of supply and demand the workers with the required skill. They analyse the accessibility of employees who can perform the tasks or qualify for a given designation and pay based on the execution. Sometimes one with strong qualifications can often dictate high pay in this field (Yin, Wang and Lu., 2019).

Accurate compensation and advantages can lead to greater job satisfaction. It simply means that the employees are happy with their designation and they are more sustainable with their current job profile. It not only results in a less employee turnover level but it can also make certain designations in the working ambience appear more comfortable among employees.

A high salary often inspires the worker to do an effective performance. because he wants to please his workers to retain his position (Rigby and Ryan, 2018). His salary brings him a secure lifestyle, allows him to feel achieved and it also gives him high status.

Remuneration not only motivates employees to be more informative and productive but does not necessarily have to be compensated based. Remuneration can also be recognition or a reward for hard work. Google, NetApp, Cisco and many more companies are paying a high salaries to their employees. It makes their employees more productive. However, satisfied remuneration can be effective in long-term inspiration and productivity, such as promotion. High emolument is a basic attraction for an employee to perform the job efficiently. Remuneration leads to employee motivation. Salaries constitute a vital source of income for

employees and regulate their standard of living. Salaries affect the worker's skills and work accomplishments. performance-based pay structures may motivate the employees to work harder, but it causes higher stress for workers and reduces job satisfaction.

Remuneration leads to employee inspiration. Salaries establish a crucial source of income that affect the employability skill as well as maintain the value of the organisation (Kim, Beehr and Prewett, 2018). This is a noticeable key to satisfying the employee so that they are more engaged with the enterprise.

Recognition and award

Recognition and award are the most significant ways to motivate someone effectively. Financial rewards based on the execution, are easy to distribute among the employees. There is no other way that determines which employees should get a raise, and performance pay. It is an equality procedure that which one gets rewards or recognition according to their performance (Akhmetshin et al., 2018). For example, a bonus programme can be designed for the employees who complete more than two projects in a month, so that anyone can earn that bonus. This bonus helps to gain more financial stability. Many companies all over the world arrange the award performance just to inspire their employees. Also collecting their feedback through the award programme makes them feel that their participation is important as well as valuable for the company. Unilever is ranked by Forbes as America's Best Employers 2021 for its approach to inspiring and rewarding people for their hard work. Sometimes the employees with lower income are supported through the bonus, which adds more quality to their life. This could mean the difference between one of the workers being able to set aside savings each month or the need to cut out an expense to pay the most valuable expenses.

The employees who allocate their financial stability to the business can support their most basic needs and help to diminish job dissatisfaction. Sometimes the business structure does not allow promotions in the business for the high achievers and financial rewards can help recompense for that. In order to keep the optimism high, a high pay rate is needed for evolution. A small business sometimes fails to provide a greater designation, but it can motivate the employees by providing some rewards (Diamantidis and Chatzoglou, 2018). This can help your workers feel appreciated and can act as an asset of positive impact on the growth of the business. The reward system must create an impact on the performance. Based on their findings, they included that the recognition procedure helps to upgrade employee performance. At the same time extending

the employee's skills, knowledge, and abilities to achieve the goal efficiently. Giving awards for hard work is one way to boost the professional skills and involvement of the employees.

Additional holiday

Holidays play an important role to reduce stress as well as developing a better outlook on life. It is very necessary to arrange additional holidays for the employees. It makes the employees more motivated in the workplace to achieve the aim easier. The management system of a company must stay focused on the additional holidays as it is important to renew the mental health of an employee (Kremer, Villamor and Aguinis, 2019). The company can receive a powerful production throughout the year from the employees. There are some ways to motivate the people by providing additional holidays. Creating a festive mood at the same time alertness after holiday work balanced the schedule of an employee. After the holidays it is very important to recognize the capability of employees. Developing a new year resolution, tackling projects, using new lines of communication and using gamification to inspire the employees to work effectively after the holidays. Ironically, the employees who spend more time on other activities are more professional and productive in the workplace. A quality holiday between the working days stays healthy for the employees (Buil, Martínez and Matute, 2019). As it reduces the work stress, the mental and physical health of the employees is stable in a good state. The employees who must not take enough holidays are often suffering from many diseases. Severe physical and mental issues arise due to the heavy workload. Netflix is ranked by Forbes as one of the best employers in the world and this company provides maximum holidays that are marked as an extra attraction for the employees. According to a study, employees who take their holiday fewer than once every six years have a higher risk of suffering from a heart attack. So, it is essential and very good to take a holiday for good heart health. The work pressure can also decrease the quality of sleep. Spending more hours on the computer, office and project-related stress are the major reasons for the lack of sleep for many employees (Thun and Bakker, 2018). Insufficient sleep, less than six hours leads an employee to execute bad accomplishments which develop a negative image for the company.

Many employers want a job with some creativity. Holidays provide people with an opportunity to explore new substances. Experiencing a new environment gives a chance to flex the mind and learn many new ideas. Nevertheless, taking holidays can also give employees some sort of innovations. A break from the work helps people to feel more relaxed and comfortable. They are thus more sympathetic towards work and show more concentration. A calm and relaxed

mind is better to make the right decision at the right moment which leads to more production in a short time.

Good working conditions

Providing a good working atmosphere promotes affects the growth, behaviour and mindset of the staff. Having a positive work condition helps the workers feel satisfied within the company. It makes the workers more sustainable. Organisations can achieve a positive ambience by maintaining a healthy company culture, which includes encouraging employees, promoting quality communication and helping employees feel sheltered and safe in the workplace (Pang and Lu, 2018). A happy workplace with hygienic and comfortable conditions encouraged and motivated the employees to finish more work within a short time. It helps the employees to higher their productivity so their trust and responsibility are built with the management. So, an employee can easily reach the goals and try to focus on other work efficiently. The productivity rate of the employees becomes higher by increasing concentration. The activities that help to grow a positive mindset are effectively crucial for the organisation. This happens when individuals are concentrating to grow their professional skills and apply those skills to execute the work efficiently. A positive environment not only motivates but also helps the company to identify true achievement. By growing the professional and employability skills an employee is becoming an asset to the company. The company should provide the material, seminars that inspire them to grow. A positive working atmosphere has several approachable facts. To better understand the working environment, it's vital to know its common characteristics so that one can look for them with your present and future director. Tesco is paying attention to the hygienist factors in the workplace. Airbnb also maintains a good ambience in the workplace by providing healthy food to its employees, identifying their contribution to the company. It also celebrates employees' birthdays, a free annual trip that makes the employees happy and motivated.

A company's work atmosphere greatly affects employee confidence. Positive reinforcement, reducing distraction, and rewarding boost the employee's confidence. An ergonomic office chair, short walks and some stretching throughout the working day can help improve the overall activity, influence productivity, and increase the comfort zone while working. Avoiding multitasking, taking breaks between work as well as grabbing deadlines are some strategies that help the employees be more focused on the work (Rizky and Ardian, 2019). Productivity gains are achieved when employees have more personal control over their consolation. A

positive work environment leads to massive productivity, improves the skills of the employees, enhances collaboration and grows an independent and honest working manner.

Recommendation

Enhancing the remuneration is an effective source to inspire and sustain the employees. This is a fundamental tool to attract and motivate more employees. A good emolument helps the workers to provide better performance to achieve a high designation in the company. At the same time, awarding the employees for their hard work is also a very effective procedure to motivate them. An employee who receives an award or recognition for good performance is highly motivated and confident with the execution. It also inspires coworkers to achieve recognition by improving their performance. This ultimately leads to a productive working atmosphere.

Conclusion

Here it can be concluded that the ways implemented to motivate the people are not only effective for the company but also improve the employability skill. Some effective ways of motivation are discussed here that represent the significance of motivation. Increasing the remuneration, rewarding better performance, a comfortable working ambience and helping some extra holidays the employee to engage more with their work. It helps in self-development and getting job satisfaction. Motivating the people also strengthens employees' professional skills. Lack of motivation in an enterprise reduces the productivity level as well as decreases the quality of the product. Sometimes the organisation also faces some challenges due to unmotivated employees. Motivation improves the values of the enterprise and upgrades team collaboration. It also helps them to build good customer service and motivate the employees to change certain working behaviours. Increasing the holidays, organising a post-holiday celebration and inspiring the employees to take breaks during the working hours help them to execute the performance efficiently. So, the motivation not only promotes the business but also motivates the employees for superior accomplishment and to get more opportunities in future.

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