

What is the most effective way to motivate staff

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Introduction

Employee motivation is always regarded as an organisation's key to success. It is the energy, and commitment that drive any employee to do his/her best towards the improvement of an organisation. This report here elaborates on the different strategies that can help in increasing employee motivation in an organisation. Employee motivation increases the level of productivity at a higher level. This also leads to more innovation. For an organisation employee motivation leads the organisation to a greater reputation and also helps build the image of the organisation as an overall better one. Therefore, employee motivation is a necessary aspect to consider for the growth of an organisation's business operation.

Four different ways staff can be motivated

Making the workstation a pleasant place to work

Nowadays people are more creative and more fun-loving. Therefore, people do not want to sit or be in a workplace where everything is boring and dingy. Making the workplace overall aesthetically pleasing, functional, and well-lit can motivate the employees. Here, to make it a real success the very first step is to ensure that everything is well planned, and the necessary types of equipment are all up-to-date. This gives the employees overall relaxation and makes them mentally feel calm (Kalogiannidis, 2021). Having a well-organised, aesthetically pleasing environment automatically drives the employees to a better state of mind and this can help the organisation to grow better as well. Developing this aesthetically pleasing workplace does not mean that it must have to be expensive. This can be developed by the local artists as they have the vision of aesthetics and purchasing some furniture from the nearby shops can also contribute to this. All these little details and touches can add huge value to the employees as well as to the organisation. This approach also helps the employees to make their work a bit more enjoyable and fun (Paais and Pattiruhu, 2020).

Be the more supportive, honest, and respectful manager

Being honest, respectful, and supportive as a manager can always help the employees to grow better in their respective fields. In today's world, bad management is regarded as one of the major reasons employees quit their jobs. Little aspects such as respect, being kinder to them, honesty towards the employees, showing support, clear communication, etc. helps them to build their motivation. Therefore, being an honest, supportive, and respectful manager always

helps to motivate the employees. Providing them a purpose too helps in building mental positivity in the employees. Letting them achieve something shows here the manager's trust in the employees (Krajcsák, 2019). Therefore, they become more clear about the ways of executing something and can gain a better vision. This way they can feel their value and also make out their position in this bigger picture. Spreading positivity all over the workplace as a manager helps the employees to better understand their assignments. Being fun-loving, valuing culture, joking around the workplace, arranging parties occasionally, etc. can build a positive vibe around the business. As a manager, letting the employees be involved in making the bigger decisions, discussing the bigger projects, and hearing their opinions and feedback in several fields also show the manager's loyalty towards the employees as well. This shows the dignity of the manager and the level of trust towards the employees. This approach therefore can be considered a step to build employee motivation (Al-Suraihi, et al., 2021).

Offer the employees rewards

People will stand by the business if they are appreciated and rewarded as per their contribution to the company. In keeping the employees motivated the company must reward them for the tasks they have accomplished. This approach will be beneficial in keeping the employees motivated within an organisation. Companies can develop several incentive programs to ensure this, such as quarterly bonuses- This will make them feel satisfied in their jobs and appreciated. This shows the possibility of a salary hike too (Al-Suraihi, et al., 2021). Providing private healthcare too here comes in handy. This aspect will ensure their health and safety purposes. Proving them with payments for additional credentials as well as qualifications will also keep the employees motivated. Showing a bigger degree or achievements can help the employees here in getting a bigger position in an organisation. This approach must be taken under consideration by the organisation as they want to keep their employees at the workstation motivated. An initiative like profit sharing will also play an impactful role to keep the employees motivated as some margin of the profit will be given to them as well (Tumi *et al.*, 2022). These mentioned approaches can overall build the environment of motivating the employees and here by these two approaches the employees will do better in every aspect to achieve these goals.

Providing them room to grow

Letting the employees have the space to grow in their respective fields will always be recognised as a huge motivator. In the case of an organisation's rapid growth, giving the employees several tasks continuously is not a safer option here. Providing them space between their works and letting them grow in their fields show the organisation's trust and respect for the employees. If any company is opening another branch, therefore here the organisation must think about the role which a perfect employee would fit (Ghani, et al., 2022). This shows the positive approach to the employees as the organisation is considering that particular employee for the position there. Providing a flexible schedule, being transparent, offering good food, recognising their efforts all these approaches here build employee motivation.

Conclusion

This report here pretty much sums up the strategies for keeping the employees motivated in an organisation, four major steps that are being discussed. The most effective one here is providing them with rewards. This is considered the most effective one as it shows trust and a positive approach to the employees. Employees here benefit from several aspects as they earn rewards for their contribution and dedication to the company. With this approach, employees stay motivated as they get several salary hike opportunities, incentives, quarterly bonuses, and many healthcare benefits too. In conclusion, all these mentioned strategies hereby help organisations in keeping their employees motivated.

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