

Task 2

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Module Code: BMSW4001

Assignment Title: **Task 2 Academic Report- what most effective ways to motivate staff?**

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introduction

What is the most effective way to motivate staff?

An honest communication and clear understanding between staff and management is especially important. Good working environment and the ease of knowing the atmosphere is positive to work in working benefits such as pension, discount, maternity, retirement helps secure staff's betterment and promotional opportunities helps staff to a prospective career. Training will help staff to improve their skills and be more experienced and be good service to workplace. Rewarding for hard and honest work which staff shown in workplace Being a team leader and building a reliable teams Flexible and suitable hours considering the staff with circumstantial needs equality in workplace. Staff should be treated with kindness. Fair, and showing a lot of respect. Supporting staff on professional level and on personal level depending on the sensitivity of the matter.

“With the above listing on ways to motivate staff, I will present my research of four sources and more to show evidence of how and what motivates staff?”

Research

Ways to motivate staff

Training

According to **Pearce (2007, pp21)** ways to motivate staff is through good. Striving to achieve the best, acknowledging hard, honest work, and showing responsibility to progress further. Communication and knowing your team are necessary. Staff with lack of skills will need sufficient training to improve. Set meetings to have a conversation and get feedback on what they feel about their job. Building confidence of the staff and not allow them to feel deflated by failure. Any failures should be recognised and find a way of overcoming it with again training opportunities. Making smart decision and encouraging creative, innovative work help staff feel motivated. Good management and leadership and being a good listener is vital and important for staff's reassurance. Leadership includes a well-planned working structure that is targeted to meet goals. Being a good role model and taking care of you staff's needs. Giving extra responsibly to your staff shows the trust between each other. In all train staff to gain transferable skills.

productivity

According to **Zosia (2009)** the way staff are motivated is through productivity. A report from Nuffield Trust big chain UK retailers such as John Lewis Partnership

understand staff cooperation and so they believe this kind of co working could help NHS staff in delivering a better service. According to the international evidence, ownership structure controlling big organisation such as John Lewise, Kaiser Permanente US healthcare, Circle European health care and Central Surrey Healthcare good service affects the performance of staff. By which so employee-owned companies can allow staff to make good decision, be efficient. According to **Murray (2021)** persuading workers to meet targets such managing finance, selling products, and providing services in the most efficient way possible.

Communication

According to **Murray (2021)** ways to motivate staff is communication. Employers should encourage staff to work together You must motivate staff to work to work wisely and productively. The importance of communication helps employers to feel valued, encouraged, and engaged with others able to understand your staffs needs to be listened to shows your great deal of care and compassion towards your staff. Good leader and good team connection necessary as it represents the workforce and company structure. A clear conversation is important between staff and management. Training comes under effective communication,

Job satisfaction

according to **Webb et al, (2015)** ways to motivate staff: Creating environment friendly workplace helps value, acknowledge, and challenge staff to work to their best and excel. Employers who are praised for their work and show appreciation feel deep sense of job satisfaction. Good workforce and leadership in supervisors. according to **Basalmah (2021)** ways to motivate employees is job satisfaction. A study shows in February 2020 - May 2020 "at private universities in Makassar city, Indonesia that the financial outlook is one of the benefits that draws employees to stay in their jobs and encourages them to work towards it. Also, according to **Basalamah (2021)** a positive and relaxed working environment is another reason for job satisfaction.

Mentioned by **Buchholz (2020)** according to the latest **Ranstad Workmonitor Q4 2019** the **Statista** data shows the highest to the lowest in all 34 countries but here are some of the countries. Also, job satisfaction can connect to financial benefits e.g., pay rise and reward recognition

job satisfaction

1	India	89%
2	Mexico	85%
3	U.S	78%
4	China	74%
5	UK	74%

6	Germany	71%
8	France	68%
10	Japan	42%

Financial Benefits (pay rise and rewards)

According to **Ranstad Workmonitor Q4 2019 Statista** data shows the 34 countries with the highest to lowest but here some of the countries with job satisfaction.

pay rise

1	India	94%
2	Mexico	80%
3	China	84%
4	U.S	68%
5	UK	60%

6	Germany	47%
8	France	42%
9	Japan	30%

According to **Ranstad Workmonitor Q4 2019 Statista** data shows the 34 countries with the highest to the lowest but here some of the countries with job satisfaction.

Rewards/bonus

1	India	91%
2	China	86%
3	Mexico	85%
4	U.S	55%
5	Germany	52%

6	UK	47%
8	France	41%
9	Japan	23%

Conclusion

A recommendation of which type of reward motivates the staff most effectively

After the research from many diverse sources, I have come to understand the most effective way of motivating staff is communication and synchronization. Whether it is between staff and management or between team leaders or member of team. Training opportunities is important for all employees improve skills and gain more experience so they can do the job efficiently. Always encouraged to do better and always room for creativity and innovative work Job satisfaction means appraisal for decent work which employees would be happy to stay and work. This also could be a combination of positive working environment. In every aspect of motivation whether it is productivity, creating a safe positive environment, job satisfaction or financial benefits, the most effective way of to motivate staff is through communication between employers and employees. It is important through an honest communication staff are driven other ways to be motivated which also connects to builds working team and which helps generate business revenue and more employment.

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