Thanks for nothing analysis essay

Praises and recognitions, seems to be a very good tools from companies to show appreciation and motivation to their employees, however sadly not everybody does. According to Coffman. An example of a bad recognition program is with an employee of a dot-com in California, Take Ko, his companies give badges that states " U Done Good", and after 10 they get a paper weight. Ko admits that he would prefer to have a monetary recognition, instead of those badgers, or other gifts.

Other companies used very expensive gifts like car or luxury watches, but off course this will have to be reported at the end of the year in the employee taxes, and another income. Other way to recognize and employee is with verbal " Thank you" or " You did an excellent performance." When praising employees for an outstanding job, managers should ensure that the praise is given in conjunction with the specific accomplishment. In this way, employees may not only feel valued by their organization but will also know what actions to take to be rewarded in the future.

1. If praising employees, for doing a good job seems to be a fairly easy and obvious motivational tool, why do you think companies and managers don't often do it? Praising an employee seems to be an obvious motivational tool, however not all the companies do it with their workers. Some managers find hard to praise people, and one of the reasons for this is if they only praise one person, other people think they are not getting treated fairly if they do the same task and do not get praise. There's just no time for it. Something so seemingly easy can become political and distracting. Another reason could be to reduce expenses in the payroll, due to monetary motivational tools, like bonuses, salary increases, gift card, etc.

2. As A Manager, What Steps Would You Take To Motivate Your Employees After Observing Them Perform Well? If I were a manager, I would use verbal or emailed to praise my employees on successful completion of projects. I will use some framed recognitions, with different levels, for example: I will use a " Bronze recognition" for a well performance, a " Silver recognition" for an above expectations, and " Gold recognition" for an outstanding performance. A person that collects all three recognitions could probably have a monetary bonus. People tend to like be recognize, and this pieces of paper with their name on it, means a lot to them, and will keep them motivate to show the best of their performances.

3. Are there any downsides to giving employees too much verbal praise? What might these downsides be, and as a manager how could you alleviate them? There are some downsides that occur when giving employees too much verbal praise to employees, some of these are: be meaningless, make the employee feel that some aspects of his/her performance need improvement, be insulting, get bore with it, and be annoying, when it's used as a way to avoid dealing with problems. As a manager I could challenge my employees to do the best performance they could, and motivate them giving prices that they appreciate, I could do a survey to find out what kind of rewards employees like, that way they will feel motivated to do the e best of their performance, getting the price they want and deserve.

4. As a manager how could you ensure that recognition given to employees is distributed fairly and justly? To ensure that recognition given to employees is distributed fairly and justly, managers should: list the traits behaviors of good employees, ‡list the level of job performance, weight each one by its

important, and check off the level of performance. By doing this each employee will try to do the best of the performance, and they will receive fairly the recognition they deserves.