

# Db3 =employee compensation and benefit

[Business](#), [Human Resources](#)



Behavioral improvement affiliation Behavioral improvement The challenge of creating a long-term behavioral improvement in an organization is based on the psychological influences impacted of employees. In an argument by Hope & Fraser (2003) long term efforts on behavioral improvement are based on the ability of a management team to analyze the wants and needs of their staff and then generate a program that would permanently address these needs and wants.

Bratton & Gold (2007) argue that incentives plans are effective in changing employee behavior in the positive direction. However, the authors point out that the durability of this strategy is limited (Bratton & Gold, 2007). This is attributed to the fact that once employees are introduced to the incentive programs, there would be a demand to increase the value of the incentives over time. In most situations, an organization may not be in a position to increase the value of the incentives thus limiting the effectiveness of this particular behavioral change tool.

Introduction of the incentive system may have both negative and positive impacts on an organization culture. For instance, Hope & Fraser (2003) point out that the strategy may increase employee competitiveness in an organization and at the same time increase reliability of incentives to influence performance.

There are limited long term benefits of implementing incentives programs. With increasing demand on increasing the value of incentives, an organization may be faced with increased expenditure and employee conflict in a long term basis. Bratton & Gold (2007) however, point out that an organization's culture may benefit from the increasing level of

competitiveness of the employee in terms of increased output.

It is an obvious assumption that once an incentive program is implemented, it would be a major setback if the program is retracted. Employees in an organization may have a psychological notion based on reliance on incentives for performance. Hope & Fraser (2003) argue that this would negatively affect the employees' approach on performance.

#### References

Bratton, J. & Gold, J. (2007). Human Resource Management Theory and Practice. London: Palgrave Macmillan.

Hope, J. & Fraser, R. (2003). Beyond Budgeting. Boston: Harvard Business School Press.