

Hrm- journal entry unit 7 and 8

Business, Human Resources



Employee rewards and participation Insert Insert Rewards are compensation that is given to employees for the work that they have done in the organization. However, rewards are given to motivate them to work harder. However, there are various systems that an organization can use to motivate its employees in the organization. Reward based on performance. In this reward, an individual is rewarded for the efforts that he or she made to attain the set goals in the organization. Performance-based compensation is meant to motivate the employee to continue putting in more effort and serve as a means of retaining the employee in the organization.

Group based compensation is also another system that is intended to motivate a group of individuals for attaining their group goals and objectives (Langley, 2011). The system is supposed to strengthen the bond between group members in an organization. Therefore, the fundamental objective of developing reward system in an organization is to motivate employees to work hard and as well retain the in the organization.

However, the reward system can only be effective if it meets the needs of workers in an organization. Therefore, one will only know that the reward system is useful if there is reduced complaints among employees in an organization and instead there is an increase in productivity as well as the profitability of the organization.

An organization can manage the staff to perform better by linking their rewards to their individual as well as group performance. In this case, they will have to work hard to increase their rewards at any particular time. However, the employer needs to understand the strictly adhere to the contract of employment. Therefore, he has to provide proper working

conditions among other welfare services to enhance their working relationship (Langley, 2011). Employees in an organization should also be involved in the decision-making the process to encourage them in everything that they do. Giving room to employees to participate in decision-making makes, they feel part of the organization. Hence, they will be loyal to the organization.

Employee involvement in management will enable all the operations of the organization to be effective in that; they will feel to be directly responsible for the activities they conduct. Therefore, they will ensure that organizations operations are efficient and effective. However, there are various developments in the organization management from the EU in that the HRM identified the power of employee involvement in the decision-making process. That is; the management had to ensure that there are a total democracy and reduced supervision to enable employees exercise their leadership styles. With this system, most organizations have been able to retain their employee for a long time and improve their corporate image as well.

References

Langley, A. (2011). Employee reward structures. London: Spiramus Press.