

# Methods to motivate employees to improve behavior

[Business](#), [Management](#)



Motivation of Clerical Staff at Rutledge Company Motivation of Clerical Staff at Rutledge Company With the coming of the new technology, the management of Rutledge Company has to make tough decisions no matter the consequences. So, for the company to boost the morale of the clerical staff for the remaining period, I would like to suggest that it should offer training, coaching and counseling services to the clerical staff.

In my opinion, counseling and coaching services would be quite appropriate because they would help in providing comfort to the troubled and worried staff. This is necessary because the employees are aware that they would soon lose their jobs. So, if left without any counseling, they would be worried, stressed, traumatized and demoralized. So, counseling would help in restoring their confidence, encouraging them to be strong and understand the situation fearlessly (Hackman & Oldham, 2011). This would, in the long run, motivate these workers to continue serving the company for the remaining days.

The other strategy that might be used to handle the situation is the provision of training services to the employees. Although they would soon be laid off, these clerks need to be equipped with skills on how they can use the new software and effectively adapt to the introduced changes. If professionally done, training would make these employees to feel recognized as an important part of the organization who, despite their training, can not be left out in case of any such developments (Nkomo, Fottler & McAfee, 2005). After all, not all of them might be eliminated if the new software is fully integrated into the system. This would also motivate them. However, for all these to be done, a lot of time and qualified professionals are required to offer the

necessary counseling, coaching and training.

#### References

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