

Organizational business

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



Why Team-Based Rewards Should Be Used Instead Of Individual Rewards s) Affiliation) Organizations influence the conduct of the employees and their output (Hitt, Colella & Miller, 2006). Different managers apply different approaches to motivate their workers in order to achieve the organizational objective. There are managers who focus on motivating workers as an individual while others focus on motivating the workers as a team as opposed to individual effort rewards to groups according to what they are able to achieve in line with the set goals (Kossek & Lambert, 2005). Most organizations are encouraging group performance as opposed to individual efforts because of various benefits, which accrues from team work in an organization (Makin & Cox, 2004). Team work not only builds confidence among the workers, but also improves the working environment as well as increasing the efficiency of operations in the organization. Working as a team in an organization enables the management to increase the efficiency of the workers hence increase in output (Hitt, Colella & Miller, 2006). This is so because each member in a group works to help each other to achieve a certain objective. Since different persons have different abilities, each member has an opportunity to learn from others hence increasing the overall performance of the organization (Makin & Cox, 2004). Furthermore, each employee work as a watchdog for the organization since no one is ready to miss reward as a result of underperforming workers. Therefore, each member will be forced to utilize his or her effort towards achieving the team goal. This rule out the needs for managers to supervise the workers hence reduces the expenses that would otherwise be incurred by the organization in hiring supervisors. This approach is opposed to the individual reward

scheme in which individuals work separately hence there is no coordination towards achieving similar objectives (Kossek & Lambert, 2005). The individual reward scheme limits workers from sharing their skills and expertise with their colleagues hence lowering productivity of the organization (Hitt, Colella & Miller, 2006). Furthermore, individual reward scheme requires the organization to maintain expensive records for the contribution of each employee while for team members, only one record is required for the entire group since all members earn equal amount. Working as a team gives the workers confidence at their work hence increases efficiency of the operations (Kossek & Lambert, 2005). Since a particular team in the organization has a particular goal to achieve in common, each member in a given team has the courage to discharge his or her duties since the other members in the same team will be ready to correct the other members who are less experienced. This will instill confidence among the workers since they are assured that they will be corrected whenever they go wrong (Makin & Cox, 2004). This approach is better than individual reward scheme in which less experienced individuals feel discouraged after failing to perform according to the management expectations (Hitt, Colella & Miller, 2006). This results to motivation of all workers since each is able to learn from the other team members. This was witnessed in Network Cable, Inc in which forty network installers were subdivided into eight groups of five installers each in the year 2000. The management noted that team work in this company resulted to improved client satisfaction, organizations performance and employees' confidence and contentment. Working as a team involves interaction of employees from various departments. This

enables the workers in a given team to understand the expectations of various departments in the organizations since there are representatives from various departments (Hitt, Colella & Miller, 2006). Once different needs of various departments are clearly understood by all employees through team work, it becomes easy for the management coordinate the workers towards achievement of a common goal. This will enable the management to reward the workers according to the task performed as opposed to individual reward scheme in which individuals may receive reward even if the overall task was not completed successfully as a result of failure of some tasks carried out by inexperienced workers (Kossek & Lambert, 2005). Team work creates motivation for the workers since all workers are able to understand their particular tasks in the organization and how they relate with those of others. In addition, they are able to appreciate the contribution of each member in the team hence building trust and dependence with each other (Hitt, Colella & Miller, 2006). This results to harmonious coexistence among the workers and less disagreement among them. In conclusion, organizations should encourage team work in their organizations because it attracts more benefits to the organization, employees and management, as opposed to individual reward scheme. Team work reduces expenses, supervisory expenses, and increases workers confidence hence efficiency of the organization. References Hitt, M. A., Colella, A., & Miller, C. C. (2006). *Organizational Behavior*, 3rd Edition. Willey and Sons Kossek, E. E. & Lambert, S. J., (2005). *Work and Life Integration: Organizational, Cultural, and Individual Perspectives*. Mahwah, NJ: Lawrence Erlbaum Associates

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