

W3 disc incentive programs

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Incentive Programs al Affiliation Incentive Programs Every organization designs motivational and incentive programs to ensure that the current and potential human resources are appropriately recruited, developed, and maintained. For the U. S. Army, there are different incentive programs from enlistment until the whole duration of service. Enlistment bonuses were noted to include: “ both cash bonuses and other education and financial incentives. Army recruits can get bonuses for choosing a high demand military occupational specialty (MOS), for selecting a specific date to begin basic training, for being willing to leave for boot camp as soon as possible, for advanced civilian skills, electing to defer their enlistment and more” (Army Bonus and Incentive Overview, 2010, p. 1). According to Cokins (2009), the three components of an effective incentive system are as follows: (1) involvement of employees; (2) setting SMART objectives; and (3) recognition of performance of employees according to well-designed standards.

As such, after evaluating the incentive program of the U. S. Army, it could be deduced that the three components are duly integrated. For instance, the Partnership for Youth SuccesS (PAYS) ensures future employment to those who joined the Army through the partner organizations (Partnership for Youth Success (PAYS), n. d.). This program ensures involvement of the members; setting objectives of gaining employment after the service; and giving due recognition to those who served the Army through the provision of ready employment to partner organizations.

Overall, the U. S. Army has designed effective incentive programs to those who serve their country, through the presence of the three components, as above noted. As such, a continued supply of qualified and competent recruits

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and soldiers are being developed and maintained with the provision of monetary and non-monetary awards to them and to their family members.

References

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