

# Alan mulally, ceo, ford motor company

[Business](#), [Company](#)



Describe what is motivating Jim Goodnight. Discuss how these factors are similar or different to what may motivate you if you worked at SAS. What motivates Jim goodnight is that he has assembled a company with loyal employees that enjoy working in the organization. Jim believes that "if you treat employees as if they make a difference to the company, they will make a difference" to the company. (Hellriegel & Slocum, 2011) As stated in the case just having the ability to work in relax and stress free environment makes the job more productive which is a great factor in any job you work at.

Jim offers great benefits to work at SAS. SAS has an on site daycare center for kids is a great factor. Having the ability to have unlimited sick days to take off for family. Those are the most important factors when working because you never want to feel like you put your job in jeopardy for taking off a lot for sick days. Hellriegel, D. & Slocum, Jr. J. (2011). Organizational behavior. Mason, OH Cengage Learning publishing Describe ethical problems associated with performance-based reward programs.

Ethical problems associated with based performance reward programs are for example with DIRECTV as a CSR are incentives are base upon our yearly performance which our supervisor gets a percentage of that. I feel that supervisors shouldn't be able to get a certain percentage of the employee's earnings. This has been implemented from the job as a offer or incentive to supervisor as a benefit for the job. In your experience, explain any abuses you have seen.

An experience I have seen at a previous job where I have worked, an employee has trained another employee for a supervisor position and once

trained the employee made less money than the other employee that was trained. I find that to be ethical. Recommend how leaders can correct such abuses. Leaders need to design a better management that can be the over sea to correct the loop holes in the issues that are occurring. Employees shouldn't train management. There should be a team of management trainers that train the managers for their jobs.