

Motivating employees essay

Business



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Question 1) Generally, the success of a business is allied to employee's motivation. However, this is compounded by huge triumph in trying to find out the most credible solutions towards their profitability, retention, recruiting and their happiness. The success of motivating employees is a compound of process that improves the level of motivation and morale of such employees towards doing their duties hence improving the productivity of the organization. It is ideally inquisitive whether the corporate culture has anything to offer towards this activity. Elsewhere, one would wonder whether the tool of employee compensation, both cash and non-cash incentives could provide adequate environment.

At a close perimeter however, corporate culture plays a dominant role in establishing the adequacy of the most appropriate method of motivating employees. This involves a coordinated approach between the management and the employees. Generally, corporations have practiced one to one concept of employee management which has brought success in their motivation.

(Steven, Mary, 2000) Question 2) Motivating employee is synonymous to giving the workers what they seldom want from their working positions to make them most productive. The current trend in the business environment posits an importance towards such motivation. This will consequently help them to pull out their talents towards performing their respective duties within the organization. Motivation goes hand in hand with de-motivation, which is taking away the wish of the people. However, this is a corporate hazard. The solution to this should basically incorporate a good system of

rewards. Employee rewarding should be contingent to their expectations and needs.

This does not only involve use of cash incentives such as salary increment but also should incorporate non-cash compensation aspects. Every goal of employee compensation is aimed at giving them working morale through job satisfaction. (Steven, Mary, 2000) Allied to compensation management in the employees remunerations is the aspect if morale booster.

Morale boosting would involve the provision of interesting and new challenges which keeps them learning and stimulated. This can also be provided through valuing the contributions of the employees. Appreciation of their contribution is what provides this.

This is synonymous of appreciating the output of their human resource capital. Involvement of them towards decision-making within the organization is an important concept. More or less, this brings to them a feeling of appreciation. This can also be provided by constant interaction with them at different levels. It helps towards their happiness and attraction in role-playing at their different positions. (Steven, Mary, 2000) Question 3) Employee compensation is ideally important. However, it does not solely hesitate the use of cash valuation in promoting the motivations.

However, non-cash facilities form part of the employee compensation management. This is through incorporating them into various non-cash employment schemes and service. However, these are the motivating services that are tied onto the rewarding scheme of the workers. It goes without saying that productive employees are those who are moralized in <https://assignbuster.com/motivating-employees-essay/>

definite terms where such compensation is depended on both cash and non-cash rewarding schemes. (Steven, Mary, 2000) Summarily therefore, employee motivation compounds several factors with which the operational capacity of them at work is promoted. It should be provided by factors such as recognition, feeling of involvement in decision making, new challenges, emotional and inspirational appeals, and providing chances for developing new skills.

Either their mode of output should be what provides clear goals which can initiate them towards achieving tangible outcomes or promoting the capital output status. Employee motivation is the main driving force towards their productivity. The excellence towards achieving the corporate goals is a broad compound of the organizational culture that is consequently molded by the workers' feelings towards their activity.

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