

Will the incentive plan  
to reduce  
absenteeism  
succeed?



Will the incentive plan to reduce absenteeism succeed? Explain your opinion.

No, the incentive plan to reduce absenteeism will not succeed because there are no incentives involved. Employees are taking leave because they may be genuinely sick, or their child may be sick, they may have a doctors' appointment, so on and so forth. It is an employer's job to maintain a good working relationship with its employees. USA Motors can achieve the results it desires. How much absenteeism is really under the employee's control? There are times when employees are absent and it is for uncontrollable reasons, i. . , their sick, their children are sick, doctors appointments etc. , but there are also times when employees are absent which are completely under their control. An example of absenteeism that would be under an employee's control is if he or she just does not want to come to work or may even be dissatisfied with the job or their co-workers. How can an employer distinguish between and measure controllable and uncontrollable absences? They can not; many times when employees call in sick they may not be sick. That is just the reality of things.

The only thing an employer can do to reduce the instance of absenteeism is monitor the time its employees are taking off and put strict guidelines in place to help them determine whether or not the absences are controllable or non- controllable. If the employer requests its employees to bring in a sick note for each incident that they call in sick, the employees may be discouraged to call in sick if they really aren't sick. If an employee or family member is chronically ill and can only work part- time or maybe not at all, that is considered under the FMLA Act.

This Act protects the employee's jobs if they do have to take an unspecified amount of time off for chronic illnesses. What plan would you recommend to USA Motors? Provide rationale for the plan. I would recommend a plan that eliminated the paid absence plan and totally revamp the rewards system to offer incentives that encouraged employees to come to work. for here are eight steps in the communication process: 1. )Analyze the situation. In order to analyze the situation you must be specific in what aspect of the total rewards program you want to be communicated. 2. )Define the objectives that will ensure success.

The objectives must use the SMAART approach. The SMAART approach outlines what each objective should be. It should be specific, Measureable, Attainable, Audience specific, Relevant and Tied to the business (WorldAtWork, 2007, pg 58). 3. )Conduct audience research in order to understand your audience and tailor the message to fit their diverse needs (WorldAtWork, 2007, pg. 59). 4. )Determine the key messages in order to eliminate noise in the message. If you stick to what information needs to be communicated you can effectively deliver the message as it was intended. 5. )Select the business channels.

In order to do this you must again know your audience. Diversity plays a major part in how the information will be communicated. 6. )Developing the communication campaign involves creating a plan, introducing the information with interest and the release of the intended information to the audience. 7. )Implementing the campaign by determining exactly how the plan will be carried out and who will deliver the message. 8. )Evaluation of the campaign will include feedback from the employees to determine if the <https://assignbuster.com/will-the-incentive-plan-to-reduce-absenteeism-succeed/>

communication strategy was effective in getting its message across to a diverse group of employees.