

Db3 hr --
organizational
employee
development - the
value of utilizing
motivati...

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Db3 hr -- organizational/employee development - The value of utilizing motivational tools

Although there are a number of activities that can be engaged within any given firm/entity as a means of increasing employee retention, the given case in question illustrates a situation in which it appears as if stakeholders are frustrated with the lack of upward mobility that is currently being offered. This is a particular difficult situation to tackle due to the fact that upward mobility cannot merely just be created overnight. However, there is a means by which a firm/entity can seek to leverage a further belief and culture of employee development without instantaneously promoting or increasing the salaries of the stakeholders involved. Most importantly, this approach can be created with regards to a training program that is focused specifically on metrics and the achievement of cheap benchmarks. Within such a program, employees could be made completely and totally aware of the requirements that they must have in order to progress to the next level. Although there has not been a great degree of information given with regards to the technical expertise that the engineers within this particular case may offer, the fact of the matter is that regardless of whatever skill set they might possess, a ranking and set of training courses/certifications can easily be engaged as a means of differentiating which employees are due for an increase in salary or increase in promotional status within the company in question. This particular approach is beneficial in many ways; however, it is most beneficial due to the fact that it allows the guesswork to be taken out of when an employee may be eligible for promotion and when he/she is not.