

# [Juhayna](https://assignbuster.com/juhayna-research-paper-samples-2/)

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The employs has a monthly payment and an additional commission of what they sell. Because Johanna is a well known brand and have a huge market share sales representatives can easily gain a bigger portion on commission. The company also distributes a part of its profit with its employees. To conclude they use wages, fringe benefits, performance related, and profit sharing system. All of that motivates them as a team to work harder and have a better out come, but like every thing this tool has its advantages and disadvantages.

The wages Is the simplest and easiest to use for a big and known company Like Johanna, but Its mall disadvantage Is employs might feel It unfair for them to be paid as others while the other dose not do hisher job. Performance related, it is the best way to manage and control sales representatives, its main disadvantage is when reforming a service it is hared to monitor the employees; Johanna sales representative perform services by giving out questioners and taking complains.

Then the fringe benefits is giving the employeeshealthinsurance that make the employees more loyal and have a low turn in rate, but if the company has a lot of employees that will have a high cost out come. Profit sharing system would make the employees loyal, normally companies don't give out a big share of there profit to the employees for them to feel the difference. Recommendation The company should know haw to motivate every single one of Its employees because every one of them may respond different from the other.

The company s o a nave a netter employeeloyaltyDay upgrading ten 010 Ana excellent employees to a higher position, to reach ultimate satisfaction. They should pick the best of there employees to give them training courses to be the next managers to lead the company to a better future. After setting the goal of the company and achieving it the company should make a party to celebrate their goal, to have a better loyalty.