

# Juhayna

Science, Chemistry



The employees have a monthly payment and an additional commission of what they sell. Because Johanna is a well-known brand and has 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 systems. All of that motivates them as a team to work harder and have a better outcome, 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 main disadvantage is employees might feel it unfair for them to be paid as others while the others do not do higher job.

Performance-related, it is the best way to manage and control sales representatives, its main disadvantage is when reforming a service it is hard to monitor the employees; Johanna sales representative perform services by giving out questionnaires and taking complaints.

Then the fringe benefits is giving the employees health insurance that makes the employees more loyal and have a low turnover rate, but if the company has a lot of employees that will have a high cost outcome. Profit sharing system would make the employees loyal, normally companies don't give out a big share of their profit to the employees for them to feel the difference. Recommendation The company should know how to motivate every single one of its employees because every one of them may respond differently from the other.

The company should have a better employee loyalty day upgrading ten of its  
most excellent employees to a higher position, to reach ultimate satisfaction.  
They should pick the best of their 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.