

# Motivation

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Motivation Recognition and rewarding employees involves approaches that are increasingly becoming vital to organizations in the present world. In this case, organization requires reward systems that focus on adaptability to changes depending on rate at which the business environment is changing; thus, the business is able to adjust effectively to cope with prevalent economic conditions (Empey, Cushen, Byrne & Watson, 2010). Moreover, there is need for experience in massive pay control, resistant; thereby leading to the need for conducting a review of traditional approaches and map that involves reward, and recognition practices. This paper focuses on offering recommendation on ways organizations can motivate their employees through recognition and rewarding systems. Reward and recognition is increasingly becoming a significant tool for management in organization, whereby it attracts and retains different talents and develops need to grow. Moreover, implementation of an effective reward and recognition system is applied as a way of achieving maximum return for costs incurred in paying salaries and offering benefits to employees in the current economic conditions (Empey, Cushen, Byrne & Watson, 2010). Effective rewarding systems are required in all sizes of organization, though the nature of reward depend on the cost involved. Nonetheless, effectiveness of reward management system has a direct impact on the employees; thus, there should be not reduction in their costs or improvements.

Moreover, these systems are not supposed to have detrimental effects on the motivation of employee and their commitment (Empey, Cushen, Byrne & Watson, 2010). On the other hand, organizations require innovative methods in order to develop effective reward and recognition system that help them

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cope with changing needs and economic conditions.

Effective rewarding and recognition systems are meant to motivate employees by aligning their objectives with those of the company. Therefore, this system requires balancing of employees' compensation and acknowledgement for their good performance. In fact, this maximizes their competitiveness and acquiring return on their expenditure of the organizations (Empey, Cushen, Byrne & Watson, 2010). The cost of reward and recognition practices is a significant consideration in determining the strategy to be applied in reflecting the need and requirements of employee in an organization. Organizations are expected create awareness and facilitate acceptance of power associated with reward and recognition; in fact, this perception has been merely based on monetary value.

Organizations are expected to develop a relationship between rewards and employees behaviours in terms of performance.

There are employees who have significant interest in acquiring value through non-financial rewards such as experience in their career, which facilitates development of skills, job security and building relationship (Empey, Cushen, Byrne & Watson, 2010). Therefore, they are rewarded by giving them complex assignments, training, which contributes significantly to their success in the business.

In conclusion, this paper has explored ways through which organization can improve their rewarding and recognition systems in order to motivate their employees. These recommendations are aimed at offering guidance to organizations on the way they can improve the reward and recognition functions based on strategic role in aligning employees and organization objectives.

## References

Empey, K., Cushen, J., Byrne, L. & Watson, T. (2010). Human Resources Best Practice Series-The Essential Guide to Reward and Recognition: How to get value in changing times. The Irish Business and Employers Confederation (IBEC). Retrieved from: [http://www. ibec. ie/IBEC/Publications.nsf/vPages/Human\\_Resource\\_Best\\_Practice\\_Series~reward-and-recognition/\\$file/Sample+pages+R&R. pdf](http://www.ibec.ie/IBEC/Publications.nsf/vPages/Human_Resource_Best_Practice_Series~reward-and-recognition/$file/Sample+pages+R&R.pdf)