

# Incentive plan



**ASSIGN  
BUSTER**

Topic : Incentives Plan d. March 18, 2008 Serena is a new Restaurant opened at sea side in southeast Kittakyosho of Japan. It is a small fast food Restaurant serving the local Japanese population and visitor from across Asia. The city is famous for serene environment, visitor attraction and fish and chips foods available 24 hours. The restaurant is a new addition to the available food sites on the southern hemisphere of Japan. This restaurant was started in July 2007 with a staff of 100 employees. The main chefs and management staff make only 10% of the employees. The other 90% employees are young boys and girls below the age of 30 years. 30% of them work in shift of six hours daily. The owner of the Restaurant does not have sufficient experience of running this food business and has sought for a consultancy on how to make as business a thriving and successful enterprise in the environment of stiff competition.

Most of the young employees are either students at the university or they do this job as a part time in order to augment their incomes. The following incentives plans is submitted to the owner of Serina Restaurant in order to fulfill his requirements for a successful business: -

(a). Training and security for the rick coverage.

All the newly recruited employees have to be trained in Kitchen hygiene minimizing the wastage of food stuff, presentation techniques to the customers, all possible good manners to attract and satisfy the customers requirement and preparedness to serve the customers at stretched hours. They have to be monetarily ensured against electric shocks and bodily bruises and cuts to all possible extent.

(b). Performance based bonus.

In order to evens full interest of employees in the business the performance

bonus on monthly and quarterly basis has to be ensures so that employees can feel satisfied about their monetary benefits and should own the business to the core of their minds.

(c). Monitoring Commission on the higher sales and customers satisfaction.

Besides above employees have to be ensured extra monitoring rewards when the business yielded the profits higher than speculated slabs in this way the employees will put all their efforts to keep the profits growing.

(d) Reward of appreciation letters and compensatory leave for extra hours of work.

The employees must feel themselves as a part of the Restaurant business they should at least given compensatory leave whenever required to work beyond required hours of work and should frequently be given appreciation letter from the owner.

The above incentives plan when implemented would surely motivate the workers, this will monetarily satisfy them and the employees will work for the increased profits and sustained growth of the business.

Reference:

Food Service Index [www. foodservice-index](http://www.foodservice-index)

Employees Handbook [www. biztree. com](http://www.biztree.com)

Business skills and Tools [Davidhuskey-online. com](http://Davidhuskey-online.com)