

10th Assignment

what is the link between motivation and performance?

Motivation keeps employees happy and focused on their jobs. If employees are happy with employer they perform better and produce a much better job.

Principles of setting up rewards system

Giving value to the reward system

Making the reward system simple to understand

Decide on performance standards within the control

Ensure the reward system is fair

Ensure participation in the reward system

Team-based reward

It based on the specific team identified by the company.

The reward will be equally shared among members of the team upon achieving the set goals

Different method used to develop pay structure

To conduct surveys

To write reports

Pay commission reports

Reports of the wage boards

Using benchmarking to set

salaries

Job analysis and job evaluation

suitable incentive for the following workers:

A cleaner: extra day off, bonus on cleanliness, Bonus on deep clean, Vouchers on day out or night out

A Sales person: A voucher for travelling, discounts on accommodation and travels, extra couple of days of holidays, a complimentary short break for family or partner, Bonus on sales

A shop assistant: an extra day off, discount retails, vouchers, Commissions on sales

A Nurse: Health insurance, gym memberships, dentist vouchers, extra days off, voucher for home cleaners vouchers on days out on a night out, bonus and patient

satisfaction, Numbers of accurate records

Case study:

Tony is the motivated any might start seeking work Monday to Friday he may also seek work that he's paid more and competition may offer him something better if he is sufficiently qualified.

Checking the roster, Insuring fair rotation on weekends talking to the manager and ensure fairness of working schedule is accomplished

Introducing a new scheme and incentive per performance e.g. customer satisfaction, cleanliness,

revenue increase