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**100% Effective Natural Hormone Treatment**  
**Menopause, Andropause And Other Hormone Imbalances**  
**Impair Healthy Healing In People Over The Age Of 30!**

## Employee Rewards Reap Results

By Trevor Marshall

The way you reward people forms an essential foundation for effective people management. Money is by no means the only motivator of people, but too little money demotivates powerfully. Studies have shown that material reward is far more powerful than monetary.

### 1. How To Determine Levels Of Reward

To determine how much reward is appropriate, consider the question what level of employee reward will attract, retain, and motivate people of the calibre that you require. If an employee does something that results in a one-time boost for the company, a one-time incentive is most appropriate.

### 2. Why Give Employees Added Rewards In Addition To Wages?

Keep in mind that the main reason why you are giving an employee reward is because you want exceptional results, not comparable performance. Exceptional productivity will more than cover extra pay.

– Employee rewards should be set for noteworthy achievements – Rewards must be related to a particular completion of a given task – Employees should be encouraged to express their recent achievements – Ensure the employee knows they deserve it, it will have a great impression on their personality

### 3. Employee reward should never be an alternative for a reasonable remuneration scheme

This type of award should not be set as an enduring option to stable income amendments when, in fact, these changes should be carried out for constant and regular completion of tasks, excellent execution, and notable modifications in conscientiousness, or enhanced assessment of a status. Remember that employee reward is a one-time incentive program; therefore, it should be set out clearly and must be understood well by the employees so that they will know where to stand.

### 6. Employee rewards should not reflect the impression that these are changes to one's basic pay

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It must be set out clear to the employees so that they will not expect anything more than what they have to receive. Make it apparent that the extra pay is for special achievement only and nothing else. Generally, employee rewards may be in the form of cash incentives or non-cash fringe benefits. It could even be something of no real financial worth such as a personal letter of commendation.

### 7. Reward By Volume

If you have to use a monetary type of employee reward, give reward based on results. This means that the employee gets a fixed amount for a specific amount of results. In theory, this gives the employee the best incentive to maximize output. In fact, employees tend to put a ceiling on their earnings and thus on their effort. Nevertheless, the key concept here is that the management should only give an employee reward that is tied to an individual achievement. The reward must be reasonably large to have value – no one likes getting an overly small reward as it could have the opposite effect and make

the employee view the company as cheap or undervaluing them. Never reward an employee for what has been accepted as a sensible objective. It should be given for extraordinary achievements only.

For more great employee reward related articles and resources check out

<http://www.weknowemployees.com>

## **Boost Employee Morale With An Employee Incentive Program**

**By Trevor Marshall**

Is there a lull in your office? Are your employees not satisfied anymore with the way that you are manning the place? Good managers know from their own observations that employee attitude affects their work and eventually the company's output.

When your employees have a happy and healthy attitude the company will be able to reap the many benefits of this through the constant flow of good business as well as higher profits. But what if the employees are actually not happy with the way management is handling the company? Is your company already headed towards a downward spiral? Maybe. But it is certainly never too late for the company to turn things around by implementing new rules and regulations that are employee friendly.

### 1. Not Overly Competitive

It is essential that your incentive program will actually inspire and motivate them to work efficiently and not just be competitive with each other. Healthy competition among the company's employees is good but too much of it may also cause the company to disintegrate. A certain level of camaraderie is needed in order to have a harmonious working environment that is conducive to working efficiently and productively.

### 2. Clearly Define Your Goals

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When it comes to creating the right kind of employee incentive program for the company, the management should be able to set some goals concerning the program. This way, the management will have a clear view of what they really want this employee incentive program to do, and gauge whether or not it actually worked. The company should still be very much hands-on with the whole employee incentive program to ensure that the outcome of the employee incentive program will be good.

- Goals must be reasonable! Don't expect the program to result in a major increase in profits, and don't expect the results to appear right away
- Provide ways for employees to provide highly creative ideas
- Encourage a good working environment. A clean, fresh environment will motivate employees
- Set up a review committee that is qualified to judge the results of the program. This is perhaps more important than the program itself
- Ensure that appropriate recognition must be given to employees who share the most noteworthy suggestions

It is best that when you are starting an employee incentive program that you set a strict set of rules that will be clear to each and every one of the company's employees starting with –

### 3. Let Employees Provide Suggestions Easily

- Who is eligible to join the employee incentive program?
- When it comes to an eligible suggestion, what should employees take at heart?
- Any suggestion no matter how farfetched should be allowed (as long as they are not vulgar or offensive)

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