

# Motivation of employees

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# Motivation

## The motivation of the personnel

is a complex of the material and non-material incentives, urged to provide high-quality and productive work of workers, and also a way to attract in the company of the most talented experts and to hold them.



# Motivation from the head

In order that workers perceived system of payment and encouragement (including privileges existing in the organization) as fair, I would take the following measures:

- • identification through sociological polls of the factors reducing satisfaction of workers with system operating in the organization of work incentives and practice of granting these or those privileges, and acceptance, in case of need, the appropriate correctional measures;
- • the best informing of workers on how the amount of encouragement (awards, extra charges, etc.), to whom and pays off for what they are given;
- • identification during personal contacts with subordinates of possible injustice in payment of workers, award of awards and distribution of other encouragement for the subsequent restoration of justice;
- • continuous tracking of a situation on a labor market and level of payment of those professional groups to which workers, and entering of timely changes into system of payment of their work can compare themselves.



# Methods which I would consider as the head

## □ Empowerment

that is a variety of the skills demanded for performance of work, the importance and responsibility of work, granting independence to the worker, completeness of carried-out tasks



# Methods which I would consider as the head

- Formation of collectives, considering types of the personality and characters of workers, creation of normal psychological climate, the creative atmosphere





# Methods which I would consider as the head

## □ Personal example of the head the subordinate.

First, it is image of the manager which makes motivational impact on employees in respect of their self-expression and participation in work in firm with the effective management. Besides, the power of the head necessary for implementation of other functions on human resource management often is based on a personal example



# Methods which I would consider as the head

- Possibility of increase of an education level of the worker, the direction on various trainings, advanced training courses, training and opportunity to work abroad very positively affect motivation of the personnel



# Methods which I would consider as the head

- Organization of rest of employees and their families (full or partial payment of permits), and also programs of the help to families of employees





# Methods which I would consider as the head

- Social prevention and social protection of workers is a free medical care, routine inspections, privileges, coupons on a food, free permits, compensations on the drive and other types not monetary stimulation



# The status motivational package of my company would include such points, as:

- • participation in company profit, for example, receiving percent from profit and/or actions;
- • granting personal office motor transport;
- • fixing to the employee of the personal driver;
- • unlimited payment of the mobile phone.



# My ideal place of work

- **My ideal place of work** is such place of work where to me will confer powers and will provide me with the management when it is required and where abstain from unnecessary micromanagement. Where employees feel that make an essential contribution to the significant purposes of the company or the organization. The ideal place of work will provide me as employee with such compensation of work and such advantages which are capable to satisfy my requirements, then I will want to remain for a long time in this organization.



# *My requirements as employee*

□ **High salary**





# My requirements as employee

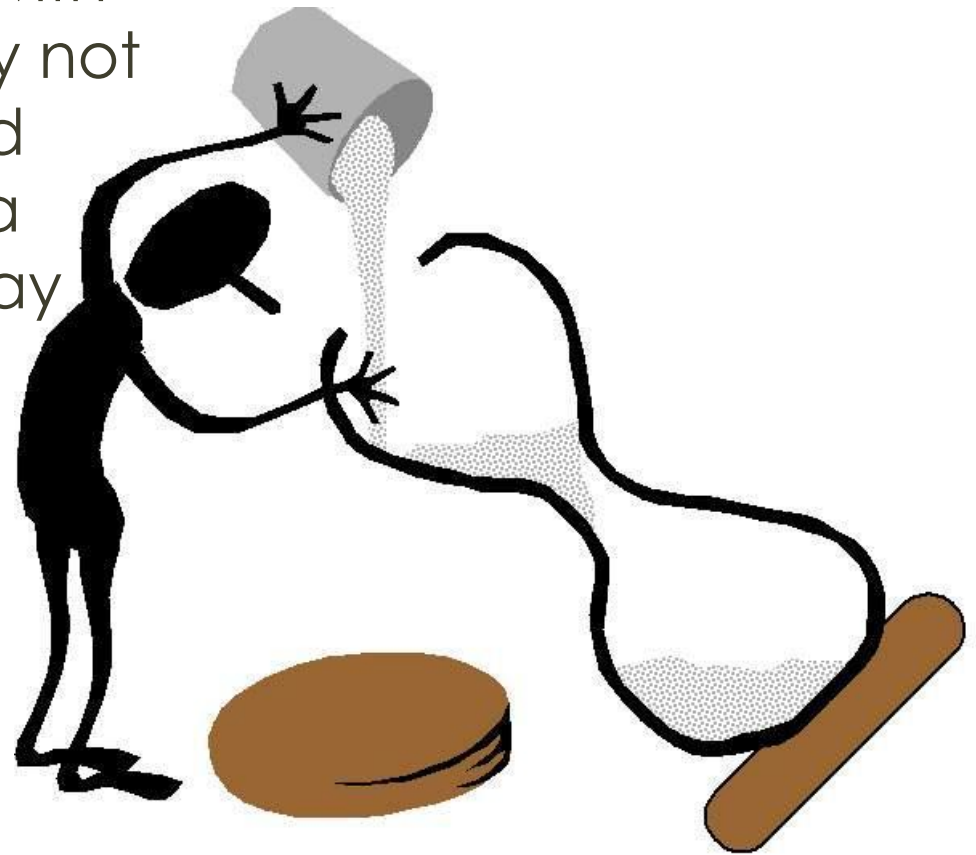
Good conditions, namely:

- personal study with a nature corner;
- gym with the pool;
- restroom;
- a free food at office restaurant;
- corporate car.



# *My requirements as employee*

- Fixed working hours with the deserved holiday not less than 28 days and opportunity to take a compensatory holiday



# *My requirements as employee*

- Trainings at the expense of the company, for example, English courses, advanced training courses and others



# *My requirements as employee*

- ▣ **Paid Business trips the abroad**





**Thanks for attention**