

Staff Incentive Methods

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Businesses are constantly trying to come up with new ways to motivate employees. Often, this means enticing employees with incentives in exchange for their time. While employers believe [money](#) is the primary incentive for motivating employees to do better, paying more isn't the only option. Some incentives, such as praise for a job well done, cost nothing and still produce positive results.

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Offer Monetary Incentives

One popular method of attracting, motivating and retaining employees is monetary incentives. These often come in the form of raises or bonuses but also can be offers of stock options and profit sharing. Businesses can choose to offer incentives to employees based on individual personal performance or to divide any company-wide profits among all employees. However, for monetary incentives to have the most impact on employees, the rules for obtaining them should be clearly defined by the company.

Invest in a Wellness Program

Implementing a workplace wellness program can benefit both the employee and the company. Employees who feel both physically and mentally healthy tend to be happier, and happy employees tend to perform better. From the perspective of the employees, having a wellness program at work tells them the company cares about their well being. This can have a positive impact on moral and productivity. In addition, [healthier](#) employees mean the company will pay out fewer sick days.

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Provide Flexible Scheduling Options

Offering employees [flexible](#) scheduling options also can motivate them to work harder. With flex-time scheduling, employees work the same amount of hours but have some options available to them regarding start and stop times and days they work. For example, a company may choose to allow employees to work any hours they like as long as they work 40 hours a week. Another option could be giving employees the choice of starting their day anytime from 6 to 10 a.m. and leaving eight hours later.

Use Recognition Rewards

According to Lisa Quast, certified career coach and mentor, offering monetary incentives may not always be the best option when it comes to motivating employees; giving praise for a job well done may be a better tactic. One way of accomplishing this is using recognition rewards. Some employers choose to recognize employees by offering them private evaluations on their work, while others may publicly announce rewards. For example, sales managers may offer trophies to top performers and deliver them during a company-wide awards ceremony.

