

Non-Financial Rewards

Is Financial Reward Enough?



Many motivational theorists do not consider that financial incentives are enough to motivate workers. Jobs must be designed to address other needs if they are to be seen as interesting and meaningful.

Tips For Creating Meaningful Jobs

Provide Employees With:



- **Variety** – to maintain interest
- **Closure** – i.e. allow them to complete whole units of work, rather than just a small part of the job
- **Challenge** – to allow new skills to be developed
- **Feedback** – to allow for recognition of effort
- **Control** – in order to make key decisions and manage their working environment
- Opportunity to **work and interact** with colleagues

Examples of Non Financial Methods

Job Rotation	Workers are moved from one job to another in order to improve variety
Job Enlargement	Workers are offered more tasks of a similar level of responsibility and difficulty. Known as 'horizontal loading'
Job Enrichment	Workers are offered more challenging jobs, with greater levels of responsibility. Known as 'vertical loading'.
Delegation	Workers are given the authority to make decisions regarding specific areas of their work by their supervisors or managers
Empowerment	Workers are given more control over how their work is done, as well as carrying out the tasks themselves, and taking responsibility for their decisions.
Teamworking	Workers are organised into small groups or teams, given objectives and the responsibility for deciding how these objectives will be met

Question

Do you think that these non-financial methods of motivation would be more effective than financial methods?