

SOUND BITES

What incentives do you find don't work for your staff?



I have never come across an incentive that doesn't work. They inspire staff and encourage motivation and hard work, especially when there's a financial reward involved. At Jark

Recruitment we don't rely on regular incentives, other than a performance-based commission, in order to have a motivated workforce. If employees are unhappy in the workplace, additional incentives will only gain temporary success. We believe that if you provide your staff with an adequate package and place them in a position to which they are suited and enjoy, incentives become a perk rather than a necessity for job satisfaction.

RICHARD MORRISSEY

INDUSTRIAL DIVISION DIRECTOR, JARK RECRUITMENT



When it comes to motivating staff, there is no 'one size fits all'. Everybody is motivated by a range of different factors and hence a singular approach to incentivising staff is unlikely to be successful. Whilst one

person may be motivated by having control and power, their colleague may be driven by being better than anyone else regardless of the task, and another could find it important to feel a strong sense of team identity. The common mistake is for managers to assume that others are motivated by the same things that they are.

PETER SLOAN

CONSULTANT, KAISEN CONSULTING BUSINESS PSYCHOLOGISTS



As sales director for a team of 65 sales people and having led several other teams, I have tried a myriad of incentives from extra holidays, vouchers and hospitality through to trophies, none of which are

ever as successful as money — I would recommend a financial bonus all the way. Monthly and yearly bonus incentives give the achiever choice as well as recognition which, in turn, increases productivity.

JOHN SALT

SALES DIRECTOR, TOTALJOBS.COM

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