Some employers reward members of staff for their exceptional contribution to the company by giving them extra money. This practice can act as an incentive for some but may also have a negative impact on others.

To what extent is this style of management effective?

Are there better ways of encouraging employees to work hard?

In times of high unemployment, employers do not need to give much in order to encourage their staff ~~stuff~~ to work hard. Although, job vacancies are scarce, they have to find an effective way for rewarding their meritorious workforce to prevent~~ing~~ them from going elsewhere.

One of the obvious way~~s~~ to do~~ing~~ this matter is to offer employees extra money when they are **seen to be** working hard. This is done by companies which are selling products. For instance, real estate agents or department stores are able to offer little commission on sales that fire worker's enthusias~~mt~~ to do their utmost.

This kind of managing is just enjoyed by people who can demonstrate their contribution through sales figures, but does not favour~~ed~~ people who work~~s~~ behind the scene and have no contact with clients directly. A proper approach might be ~~that~~ management offering bonus~~es~~ to all the staff ~~stuff~~ at the end of the year. However, management cannot target individuals who had worked genuinely harder than others. In addition, bonus~~es are is~~ an unreliable source of money, so this method is not preferred by most workers.

Another way ~~as~~ to identify~~ing~~ excellent staff ~~stuff~~ is to have a monthly or weekly scheme for example, "employee of the month" or "worker of the week" to make individuals feel recognized.

Admittedly, employees want to be known for their endeavor, whether through receiving financial rewards or simply encouraging words. They also need to feel that their contribution to the organization is worthwhile. A skilled manager discover~~s ed~~ outstanding/efficient/effective/conscientious personnel ~~esteemed stuff~~ and compensate~~s them~~ appropriately.