

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?

Rewarding staff for their exceptional performance is a crucial key in management, but paying extra money to the best employee has always been controversial. Although it may encourage other staff to work harder, ~~but~~ it also may lead to negative competition among the employees, ~~making and make~~ them think their work is not valued.

To begin with, the very first reason for working is to gain money, ~~so~~ ~~So~~ it seems quite reasonable that the prize for good performance would be extra money. But as I personally experienced, this method may lead to negative and endless competition among the staff to work harder and for more hours and finally decreases their satisfaction ~~withof~~ their jobs. I used to work in a small office with only 10/ten employees, and the rivalry to be the best employee caused long working hours and made the atmosphere so intolerable that I finally resigned.

For sure there are other ways to honor the best employee such as “extended holidays” or “Job promotion” and many think /argue/hold/maintain these are better ways. I would like to suggest that the financial prize would be awarded to all the staff in case of good performance and to motivate individuals, it would be better to use encouraging schemes such as “employee of the month”. This way, the sense of cohesion and cooperation is boosted and there will be a positive competition to help each other.

Finally, I would like to insist that determining good employees and rewarding them is not only beneficial but essential. Only when this reward benefits all the staff, will it motivates them to work harder and better. Therefore, it would be better if the financial prize wereis awarded to all and the best employee gains a title and simply extended holidays.