

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 this day and age, keen competition among labor at the workplace can be seen ~~significantly~~ obviously in comparison with the past. Paying more money to some employees having extra contribution is a moot point by which other members might feel ~~discrimination~~ discriminated against.

First and foremost, positive reinforcement through bonus has much of a role to play in increasing jobholders' motivation provided it ~~would be~~ done judiciously. In other words, some employers regrettably give extra money to their labor who are more obsequious or even possess higher positions. Therefore, not only can unfair bonuses be destructive to the whole system but also can render employees disappointed in psychological terms. My firm conviction is that fair bonuses besides other job perks by and large leads to encouraging the workforce which in turn brings about higher productivity.

I opine that the measures employers take so as to raise the labor's motivation ~~is~~ are a main factor in this regard. For instance, they can promote the position of their staff working hard after a while or consider satisfactory pay rise for their next contract. In addition, providing some voluntary works with specific bonuses can drive employees to work more. ~~this~~ is actually quite effective, particularly for those who are indeed inclined to be more active in life. Last but not least, I strongly believe that only if employers create a healthy competition among the staff at the workplace, will an efficient system be achieved.

In conclusion, further to the above explanation, even though the manner of jobholders' encouragement is absolutely important, fair bonuses can have a positive impact on employees' outcome.