

How To Motivate Your Employees



STAFF



REWARD



PROMOTION



ACHIEVEMENT



EDUCATION



RESPONSIBILITY



GROWTH

As you know these days people do not stay at one job for their entire career. Employees switch jobs several times in their working life. Statistics show that the average number of years an employee will stay in a job is approximately four (4) years.

Given the price spent finding the right person and training them, the next question is, how do you retain them in your employ? So, the deep insight is to keep your employees motivated, interested and happy.

For the best results, motivation needs to be part of your company's work culture. Clear and effective communication is the key to success. Below are some tips you can consider:

1 Recognised a job well done

Just a simple act of praising a person or team members for doing a great job or exceeding expectations can have a great impact on their morale. Show appreciation and reward achievements.

2 Including your employees in goal setting

Communicating what are sometimes complex strategic goals in a way that non-management can understand.

3 Create a supportive work environment

Company culture plays a major role in motivating your employees. Focus on creating happier workplace, ensure that employees feel at ease as they spend a third of their day at work. A supportive workplace can also push employees out of their comfort zones so they can realise their own potential.

4 Let there be respect and honesty

Employees love to work and stay where leaders are honest and respectful in their approach. Clear communication allows them to voice their grievances and that they can expect a fair response.

5 Make the work environment a pleasant place to be

Have an aesthetically pleasing environment, well-lit, functional, clean and well-kept. Make sure things are well-kept, updated and equipment in working order.

6 Give them room to grow and recognise and reward their achievements.

Provide employees with regular training, promote deserving employees into higher positions - these are signs of a positive workplace that rewards talent.

7 Give importance to teamwork

Teamwork teaches basic life lessons that are important in the workplace. Employees learn to work together, trust each other and to be there for each other. Teamwork fosters wisdom, loyalty, individualism, a sense of belonging, and a healthy competitive spirit. Teamwork facilitates relationships, which leads to innovation, increased productivity and excellent work results.

8 Provide constructive feedback regularly

Constructive feedback is a basis for individual development, team success and the company's progress. It should focus on both failures and achievements. Remember to use the right tone and attitude, never make an employee feel insulted, humiliated or worse. Focus on constructive feedback and encourage the employee to understand the reason behind the failure by replacing the negative with a positive one for future success.

