

Non-Financial Methods of Motivation

With a partner complete the following grid.

Method	Explanation	Advantages	Disadvantages
Job rotation	Staff are switched between different tasks to reduce monotony.	<ul style="list-style-type: none"> • Easy to implement. • Creates a multi-skilled workforce. 	<ul style="list-style-type: none"> • Stops Specialisation. • Not linked to any theory.
Job enlargement	Staff are given more tasks to do of similar difficulty.	<ul style="list-style-type: none"> • Easy to implement. • Creates a multi-skilled workforce. 	<ul style="list-style-type: none"> • Stops Specialisation. • Not linked to any theory.
Empowerment	Staff are given the authority to make decisions about how they do their job.	<ul style="list-style-type: none"> • More interesting Job. • Meets Herzberg's Motivator needs. 	<ul style="list-style-type: none"> • Employees may ask for more money. • Mistakes may be made.
Team Working	Putting people together so they share responsibility for completing a certain task.	<ul style="list-style-type: none"> • If a group member is absent, then their work is done by the team. • Links to Mayo and Maslow's Social Needs. 	<ul style="list-style-type: none"> • Problems of disagreements. • Not all jobs can be done by teams.
Job enrichment	Staff are given more interesting and challenging tasks	<ul style="list-style-type: none"> • Less supervision needed. • Links to Maslow and Herzberg. 	<ul style="list-style-type: none"> • Training costs.

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