

# Employee Motivation:

## *How it can make or break your company*

---



### **Employee's motivation?**

Every individual is motivated by **something**. A reason to wake up in the morning and head out to seize the day. Motivations can come in the form of the simplest yet the most rewarding things in life. For our employees, aside of a secure monthly salary; bonuses & incentives, learning opportunity, growth and climbing the corporate ladder are some of the things they look forward to.

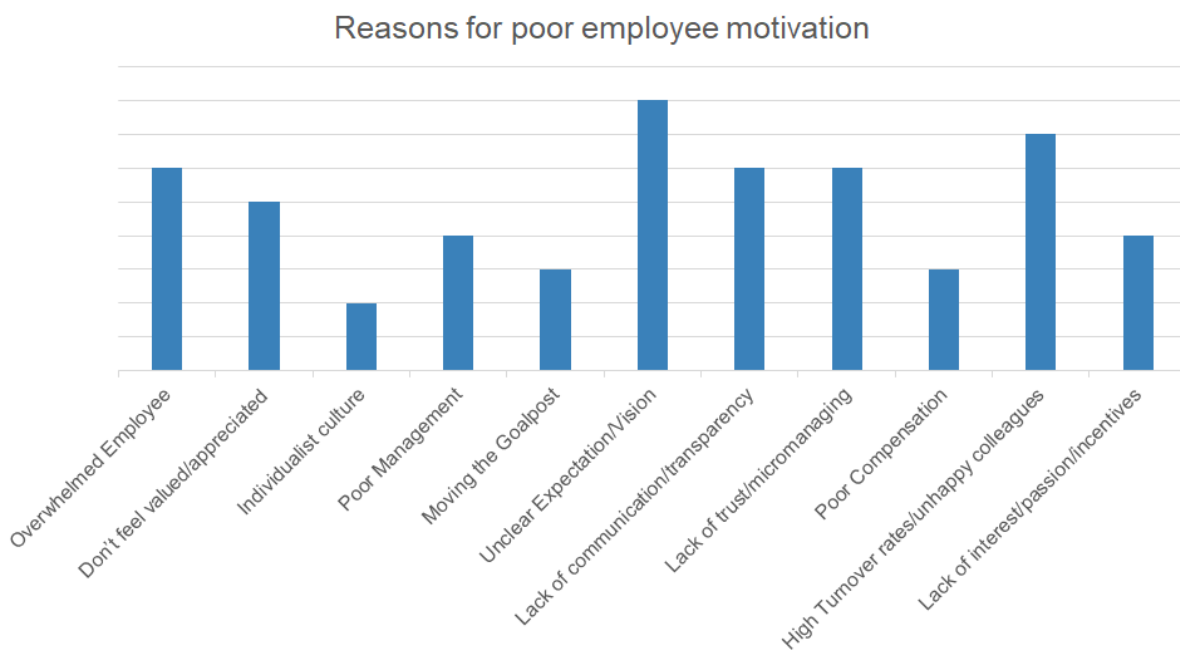
The patterns of employee's motivations usually differ at different phases of their life. For the starters, being fresh-out of school, they are eager to **learn** and **grow** in the adults' world - getting that first job and a pay slip. While for the young executives, they want nothing short of a stable-income job, bonuses and rewards to spend with families and the promise of higher positions up the corporate ladder.

This concept of Employee's Motivation is not new and will not go away anytime soon. The key to maintain your best employees is to keep them motivated, to move forward towards their goals. Having to understand and eventually apply this concept, it is the role of not just the CEO, but the manager, team leader and even amongst colleagues.

### Cost of poor employee's motivation?

- Out of 100 million people surveyed, 51% feel no real connection to their jobs, and thus they tend to do the bare minimum. While the remaining 16% **resent** their jobs, tend to gripe to co-workers and drag down office morale as a result. (Robaton, A. (2017, March 31)
- 71% of population are actively or don't mind a change of job ([Mind the Workforce Report](#))
- \$550 billion, in US alone, are lost due to poor productivity by unhappy employees ([Gallup](#))

### What is causing employees to lose motivation?



(Source: [Forbes](#), [AOL](#), [lighthouse](#), [Roberthalf](#), [Gethppy](#), [Joseph Chris](#), [Chron](#), [AMA](#), [The social workplace](#))

### What can you do?

*Every employee is different, there is no fixed formula that can apply to all.*

Understand your employees; surely you were once in their shoes. Identify at which phase of life they are at, are they starving for knowledge? Do they need the extra incentives? Do they show signs of a promising potential? Perhaps they want to be involved in certain projects? By giving your employees goals and putting them on the path towards that goals, rewards will prove to be the essential remedy in increasing the office's productivity and environment positivity.

*Have a flat hierarchy.*

The secret is **not** to make them feel like they are **under you**, but rather **with you**. A small office working as one is better than a hundred employees working alone. Having a flat hierarchy means having more space for communications, ideas-sharing, full peer-to-peer

engagements. By slightly removing the boss-employee barrier, it gives employees self-confidence to voice out opinions and suggestions based on their skills.

*Encourage and practice open communication and feedback.*

Being a decision-maker is no doubt a tough seat in the house. But it doesn't always have to be. You hired your staff for a specific reason and their inputs are important. Open a discussion, give everyone a chance to weigh in on the situation. Your IT engineer may not know what your Marketing specialist knows. Be open to listening to their feedback and act on it.

*Earn the trust and respect of your employees.*

According to recent global research of Trust Index by [Edelman](#) shows a concerning trust crisis looming over our working world. Employees are now more fearful than ever.



These are not numbers to be ignored. Lack of trusts in the workplace could mean the downfall of the company - exerting negative impacts on morale and performance. There are numerous [reasons why employees mistrust their leaders](#) but the best solution is to prevent before it happens.

Cultivate an environment of trust and respect that goes both ways. Listen to your employees and they will listen to you. Empower them by giving them voice, and they will in turn empower you and your decisions. Be a leader that is genuine and prepared to help out in tough situations - even if it means taking the fall in the outcome.

**The success of a company is the collective results of its employees.** A group of positive-minded, motivated and well-engaged employees means better day-to-day performances resulting in more goals fulfilled, which in turns leading to greater productivity and profitability of the company.