Non-financial rewards:

- Job enrichment = supervising employees less and allow them to use all abilities
  Adv: If responsibilities are challenging emp. are more satisfied and work harder
  Dis: Not for all job situations because of the type of work/calibre of workers

- Job rotation = emp. rotates through different divisions, also used for training
  Adv: Gives the "big picture", acquisition of new skills + knowledge, new opportunities
  Dis: Productivity dips as they must train before every new division

- Job enlargement = includes job enrichment and job rotation because of shortage of staff.
  Adv: Gives variation to employees
  Dis: If it is nothing more than additional duties it can bring dissatisfaction

- Empowerment = gives employees control over how their tasks are done
  Adv: Rewarding as you can be part of the change process
  Dis: If employee is not responsible it could cost the business unnecessarily

- Purpose + opportunity to make a difference = ability of the business to connect the employee to the aims of the organization other than profit.
  Adv: Intrinsic motivation (employees work for a good cause/objective).
  Dis: If organization overemphasizes social aims, lose focus on profit objective

- Teamwork = working cooperatively in a group to achieve a goal
  Adv: Gives energy and motivation to employees, common purpose
  Dis: Team failures can amplify dissatisfaction and weaken productivity

* All of the financial and non-financial rewards have differing degrees of effectiveness in different countries and cultures.