

- Fringe Benefits/Perks
 - Workers are given additional benefits on top of wage/salary, such as free meals, company car or contributions to retirement fund
 - Encourages loyalty by making employees feel valued, but large cost may be involved
- Non-Financial Motivation
 - Ways that businesses can motivate workers by using some form of reward other than money
- Job enlargement
 - Increasing the number of tasks an employee performs within the same responsibility level
 - Adds interest by reducing monotony
- Job rotation
 - Periodically changing the tasks an employee performs (at the same level of complexity)
 - Provides variety & avoids over-specialization
- Job enrichment
 - Gives employees greater responsibility by “vertically” extending their role in the business
 - Workers may be more committed or have sense of achievement because of greater opportunities
- Job empowerment
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- Teamwork
 - Gives employees opportunities to work with others
 - Pooled talents increase productivity
 - Workers can specialize
 - Can solve more difficult problems
 - Shares responsibility
 - Creates ideas through brainstorming
 - Allows for flexible working