

Non-financial rewards:

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- Job enrichment = supervising employees less and allow 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 enrich + 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 jobs 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 or 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.