

Financial Motivators			Non Financial Motivator		
Time 	+ Easy to calculate - Not linked to effort or output	Jobs of lower status where it is difficult to measure output <i>Shop Assistants, Security Guard, Waiter</i>	Teamworking 	+ fulfils social needs, can increase productivity and allow participation and responsibility - Some prefer to work alone - Disruption to production when setting up	Team given responsibility for each aircraft produced at the Boeing Factory
Salary 	+ Job security, easy to calculate - Not linked to effort or output, may lead to complacency	Jobs of higher status where it is difficult to measure output <i>Teacher, Manager</i>	Training/Induction 	+Employees feel valued and can be more effective and productive - Employees may leave soon after training	Employees trained how to operate new software package
Piece Rate 	+Encourages greater output - May lead to reduction in quality, less job security,	Output can be standardised <i>Factory workers</i>	Opportunity for Promotion 	+ gives target to work towards and recognition of achievement and effort - can't be used as collective reward	Employee team member is given role of team leader
Bonus Systems Usually combined with either time rate/piece rate/ salary as additional incentive			Job Redesign 	+ Makes job more interesting /adds variation, participation/ responsibility - Long process to setup	Receptionist becomes personal assistant and social media creative
Commission 	+ Encourages More Sales - Pushier salespeople who may damage firms reputation	% of sales <i>Car salesperson, Sales assistant smartphone shop</i>	Empowerment/ Participation 	+ employees feel valued and allows greater delegation - Higher skilled employees and leadership required	Workers are consulted in improving productivity
Profit Sharing 	+ Encourages team building as all staff working toward same goal - Reward not linking to individual effort or achievement	John Lewis shares it's profits equally among it's "members".	Fringe Benefits/ Perks 	+ Can reduce labour turnover/improve job security - Can be very costly for business (company car)	Health insurance, free lunch, company car
Performance Related Pay 	+ encourages greater effort in salaried positions -difficult to set up and manage	<i>Manager who increases productivity in factory</i>	KEY  Individual Reward  Collective Reward  Higher skilled employees  Lower skilled employees		