Name of Student

Name of Professor

Name of Class

Day Month Year

**Journal Assignment 3**

**Behavioral issue:**

In the selected company the employer is facing behavioral issues of the employees in the management department. Employees in the company lack motivation and from the last three months, they are unable to achieve the company targets that is resulting in financial loss. Token Economy will be used to motivate the employees to reach their targets(*The Token Economy System - David Lauridsen - Google Books*).

**Importance of reinforcements**

The token economy is behavior modification method that increases the desired behavior with the use of tokens. Employees will be encouraged to complete their targets. Tokens will be given to employees on achieving their goals. They can exchange the tokens for a meaningful privilege. This strategy is used as reinforcement to increase the likelihood of desirable behavior. Reinforcements motivate the individuals to repeat the desired behavior through incentives. The token economy is an example of positive reinforcement (Physician).

**Token Identification**

Three tokens that will be used as conditioned reinforcers are:

1. Each employee will receive 3 tokens on completing 2 targets.
2. On completing two targets before due time, i.e. one day, an employee will receive 6 tokens.
3. Employees will receive 8 tokens if they achieve two tasks before deadline i.e. 15 hours and stay punctual throughout the week and reach office on time.

**Backup reinforcers**

Backup reinforcers are incentives in the form of meaningful objects and privileges that the employees will receive in an exchange with their tokens. These incentives make sure that employees feel motivated to earn the token. Incentives are the backups that will keep employees motivated(*Token Economy System - Children, Therapy, Drug, Examples, Used, Skills, Definition, Purpose*).

On gathering 12 tokens in a week each employee will be able to exchange 12 tokens for a weekly bonus of $18. The enforcer of $18 will ensure that employees who earn the incentives strive harder to receive the incentives next week.

**Possible obstacles for manager**

The manager can have a hard time accepting and managing the incentives, as the reinforcers are first discussed with the employees before selection. Employees can find it difficult to accept the effectiveness of the token economy. Also, a selection of time and date for the tokens can become problematic for the employer.

**Works Cited**

Physician, A. Board-Certified. “What Is Reinforcement and How Is It Used in Psychology?” *Verywell Mind*, https://www.verywellmind.com/what-is-reinforcement-2795414. Accessed 5 Apr. 2019.

*The Token Economy System - David Lauridsen - Google Books*. https://books.google.com.pk/books?id=4uoo8GYOG-0C&pg=PA11&dq=token+economy&hl=en&sa=X&ved=0ahUKEwi7xKiCy7jhAhVB46QKHYj\_BhQQ6AEIKjAB#v=onepage&q=token%20economy&f=false. Accessed 5 Apr. 2019.

*Token Economy System - Children, Therapy, Drug, Examples, Used, Skills, Definition, Purpose*. http://www.minddisorders.com/Py-Z/Token-economy-system.html. Accessed 5 Apr. 2019.