Proposal

[Author Name(s), First M. Last, Omit Titles and Degrees]

[Institutional Affiliation(s)]

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In 2005 Amstrong said that the organization's most important assets are their employees, thus their careful management is the ultimate requirement. There are several views on the significance of human resource management(“Proposal (HRM) | Employee Retention | Employment,” n.d.). It is said that the employees should be considered as the financial investment and they must be properly managed for maximizing returns which are gained through them. It is observed through research that continuous business success is largely based on the employees who are highly motivated, creative and productive. It is also crucial to understand the relation between performance and motivation as well as it is required to find what motivates employees. This is also equally crucial to determine the employees’ performance as well as reward them not only in salary terms but also through other incentives(Latham & Locke, 2008).

When the individual is motivated it would affect their commitments and attitudes. Also, they influenced on other individuals and their supervisors. The leader or Manager's most crucial task is to develop an environment that provides equal opportunities to all of the employees. So, they perform their best as well as feel valued. Each person is motivated through a different thing, it is crucial to identify which thing motivate your employee. So, you can increase, maintain or develop strategies through which they stay motivated. David McClelland suggests three isolated social motives in his ‘theory of three needs’ which are power, affiliation and achievement(“20 Ways to Increase Employee Motivation Using Rewards,” 2017). ‘Achievement’ is regarded as performing the job well. ‘Power’ is referred as a control on person’s actions and others output such as formally recognized as supervisor or manager of the company and informally as an expert of specific software. 'Affiliation' is associating someone with the team and have a social connection with the colleagues. There are some strategies which help your employee to stay motivated as well as help your business to perform well. It is required to ask the employees what they required. Being a manager and leader, you must identify what makes your staff members behave well. Knowing that helps you to keep them motivated. Focus to make enrichment, when the job is more interesting and challenging the employees enjoy it more. Bring challenges for them so that they polish their skills and also give them opportunities then you will observe improvement in their performance and attitude. Provide them advancement opportunities, several employees motivated through individual growth opportunities by additional job responsibilities or involve them in a new role as per their interests.

The most important thing through which your employees feel encouraged is by giving them respect and also try to know them well for that you have to take more interest in things which are more important for them(“Finding the Right Performance Incentives to Motivate Employees,” n.d.). It is also required to identify the achievements and efforts of the employees as well as give them rewards accordingly. Take some time and thank your employees personally based on their performance. When an employee is recognized publicly he/she automatically feels motivated. Whereas, mention the individual achievements and efforts in the team meetings. This is the most efficient guiding way and also reinforce employee to perform as desired by the company.

Develop social interaction opportunities such as to encourage the trivia team or workplace sports. Some people wants to socialize with their team members and also want to create a sense of belonging with organization. The social interaction cannot be considered as the forced activity, though few of the social activities might conflict with personal beliefs (such as prayer, and also activities in which alcohol is available). Well-motivated employees have more chances to stay in your business this also reduces the chances that they will quit the job and work with competitors.

The performance management consists of the formal appraisal on the performance of the employee as well as the other actions which include rewards, feedback as well as arrange ongoing professional training for employee development. For the performance management, it is required to take some basic steps, inform the employees about the goals of the business as well as tell them how they can contribute in business success such as through estimating the client satisfaction and also by telling them about sales target. Follow-up problems arise during the discussion of performance management otherwise employees get demotivated and will affect their future performance. Make sure that you praise them and also determine the areas which need to be enhanced otherwise fear might arise in employees that they will be criticized rather supported. Set goals for the employees and arrange training for their support through utilizing the SMART principle keeps the goals valid and realistic. Also, determine either they are satisfied by work or not what are their expectations, what they like or dislike and also gain suggestions about improvement in their professional development. Daily measure the progress of business from goals as well as tell everyone about how business is going.

It is crucial that you give rewards on good performance which is required for monitoring employee performance and also it will motivate them. It is based on both financial and non-financial rewards. For the better culture of the organization, it is required to develop an encouraging and supporting environment. Regularly set up feedback sessions and also manage formal recognition schemes for employees. Give the employee time to settle in the firm and also give them training opportunities so, that they will enhance their skills. Involve them in leadership roles and give them opportunities for managing the co-workers' team.

**Work Cited**

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