Title page

Week 2 discussion

Classmate 1

I agree with the viewpoints of the classmate because it explains when short-term and long-term incentives are appropriate for addressing the employees. I agree that both type of incentives are crucial for promoting positive work attitude of employees (Doll et al., 2017). It is critical to improve the level of employees motivation. Without motivation their productivity will decline which undermines organizational performance. I agree that the four levels are important for determining the incentives that include team sizes, individual employees, division of departments and organization as a whole. I think that motivation is one of the dominant factor that require attention and organizations must adopt strategies for offering incentives. This is ultimately linked to the overall performance of the company. Short term incentives are effective only for a certain time such as annual holidays or health benefits. There must be long-term benefits for the employees which will convince them to work for the organization. I agree with the post that most important long-term benefits are health insurance and retirement.

Classmate 2

I agree with the post of classmate as it provided in-depth view of the short-term and long-term incentives. The discussion explains why it is important for the company to offer these two types of incentives. The primary aim is to retain workers for a longer period and promote feelings of motivation. I agree that if the employees are offered incentives they will be willing to work for a longer period of time. They will develop loyalty towards the company. I believe that short term incentives work to a certain extent for keeping employees motivated. These incentives could be in the form of bonuses or leave. However long term incentives are required because they build long lasting feelings of connectivity with the company.

References

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