



Motivating Employees

What Is Employee Motivation?

Employee motivation is a major factor in the success or failure for any organization. Without a motivated workforce, productivity, morale, profits, product and service delivery suffers. To stay competitive organizations must invest in effective strategies to motivate the staff. Different factors motivate individuals and teams differently. Some people are motivated by money, others by the opportunity for professional development, flexible schedules, or a sense of accomplishment. From line managers to top executives, understanding what factor or factors motivate your employees is key to gaining the human resource advantage that leads to success in our challenging marketplace.

What Are The Challenges Of Employee Motivation?

Discovering what motivates your staff is one of the most challenging aspects of management. Everyone is motivated, but for their own reasons, not necessarily yours. There was a time when employees sought employment with a company and retired working for the very same company many years later. In contrast, today's employees will have three to seven careers throughout their lifetime. This tells us that job security is no longer the golden nugget it once was for employers to offer employees. Today's workforce considers a plethora of life/work factors throughout their professional career. For your company to have a competitive workforce advantage, it must have a keen understanding of what motivates its staff.

How Javitch Associates Can Help Motivate Your Workforce.

Each company is unique. That's why Javitch Associates researches a wide variety of factors before designing an action plan only for your organization to help reveal what motivates your staff. We utilize field-proven strategies that address key issues including goal commitment, employee morale, lifework balance, effective recruitment efforts, mission enrollment, and service or product delivery. Working with teams, individuals, department managers or the HR department, we diagnose the strengths and limitations of current motivational programs to capitalize on what currently works and improve or change what doesn't.

Javitch Associates – www.javitch.com

221 Lexington Street
Newton, MA 02466

617-244-2204
617-964-6314 FAX

Benefits to Javitch Associates' Employee Motivation Services.

1. Organizational behavior expertise - We are people experts who specialize in workforce development. As managers and organizational psychologists, we have more than 25 years of experience that informs our work to build strong organizational teams, departments, and work relationships. We know what theoretical and practical factors motivate and de-motivate employees.

2. Decreased costs in organizational repair - Miscalculating what factors motivate your employees can result in unrecoverable damage to productivity, morale, and business. As your consultant, we work closely with your organization to assess key factors of employee motivation to prevent the costly development of ineffective recruitment and motivational programs. Our field-proven strategies provide practical solutions to develop a more productive workforce.

3. Objective insight- Often employees feel more comfortable providing interpersonal information to an outside, non-partial consultant versus a manager from within the organization. We recognize sensitive issues and are adept at creating rapport and building confidence with our clients. This quality allows us to strip through organizational politics to obtain a more accurate picture of the organization's climate and employee satisfaction. Our unbiased assessment then permits us to develop motivational programs that will foster morale, productivity and profitability.

4. Tailored programs - As a client-centered firm, we strive to understand the unique needs of your organization and provide services that are specific to your individual needs. Our focus on employee development is steeped in our understanding of the motivational factors throughout a wide-range of industries. We appreciate the work structures and systems that influence organizational culture, and we strive to provide tailored programs accounting for and considering industry influences.

Does your organization need an employee motivation consultant?

[Click here for a FREE online evaluation.](#)

Javitch Associates – www.javitch.com

221 Lexington Street
Newton, MA 02466

617-244-2204
617-964-6314 FAX