

What Keeps Employees Motivated

(It's probably not what you think.)



If you were to ask the average person what motivates them in their career, what do you think that answer would be? If your guess is money, you'd be wrong nearly **8 out of 10 times**.



Money is NOT the way

Despite the current financial climate, more employees are looking for career opportunities outside of their current employer than in 2008.

The Yerkes-Dodson Law

There is an optimal level of arousal for executing tasks. Departure from this level in either direction leads to a decrease in performance.

TRANSLATION



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EMPLOYEES TOO SAD ABOUT BEING POOR TO CONCENTRATE ON WORK



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EMPLOYEES TOO EXCITED ABOUT BEING RICH TO CONCENTRATE ON WORK



A study by the Federal Reserve Bank of Boston found that larger financial rewards for jobs involving cognitive skills lead to poorer performance.

Employees worldwide view opportunities to apply their talents, career development and training as top drivers of job satisfaction.

TOP MOTIVATORS: MORE IMPORTANT THAN MONEY!

The Need to Be Noticed

In a recent survey 78% of employees cited recognition as the main motivating factor in their career. And the findings just get more interesting from there. Here are the facts behind keeping employees motivated.



OF EMPLOYEES SAY THEY WOULD WORK HARDER IF THEY WERE BETTER RECOGNIZED



ARE NOT SATISFIED WITH THE LEVEL OF RECOGNITION THEY RECEIVE



OF EMPLOYEES SAY THEY WOULD LEAVE THEIR CURRENT JOB FOR A COMPANY THAT CLEARLY RECOGNIZES EMPLOYEES FOR THEIR EFFORTS



OF WORKERS DO NOT FEEL APPRECIATED AT WORK

Engagement is the way

The same Federal Reserve study revealed that engagement is a bigger motivator than money in the workplace.



ENGAGED EMPLOYEES BY THE NUMBERS:



78% WOULD RECOMMEND THEIR COMPANIES PRODUCTS AND SERVICES



70% FEEL THEY HAVE A GOOD UNDERSTANDING OF HOW TO MEET THE CUSTOMER NEEDS



58% SAY THEIR JOB BRINGS OUT THEIR MOST CREATIVE IDEAS

DANGERS OF THE DISENGAGED



18% OF DISENGAGED EMPLOYEES ACTUALLY UNDERMINE THEIR CO-WORKERS' SUCCESS

72% OF THE CURRENT WORKFORCE CONSIDER THEMSELVES DISENGAGED

\$370 BILLION ANNUAL PRODUCTIVITY LOST IN THE US DUE TO ACTIVELY DISENGAGED EMPLOYEES

A DISENGAGED WORKER IS DEFINED AS ESSENTIALLY SLEEPWALKING THROUGH THEIR WORKDAY

69% OF HR PROFESSIONALS VIEW EMPLOYEE ENGAGEMENT AS AN IMPORTANT CHALLENGE FACING ORGANIZATIONS IN THE FUTURE.

Answering the challenge through:

COACHING

Match employee talent, interests, and needs with company objectives.

RELATIONSHIPS

Build personal, trusting relationships with employees.

DIALOGUE

Encourage open and frequent conversations with employees to head off problems that lead to disengagement.



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