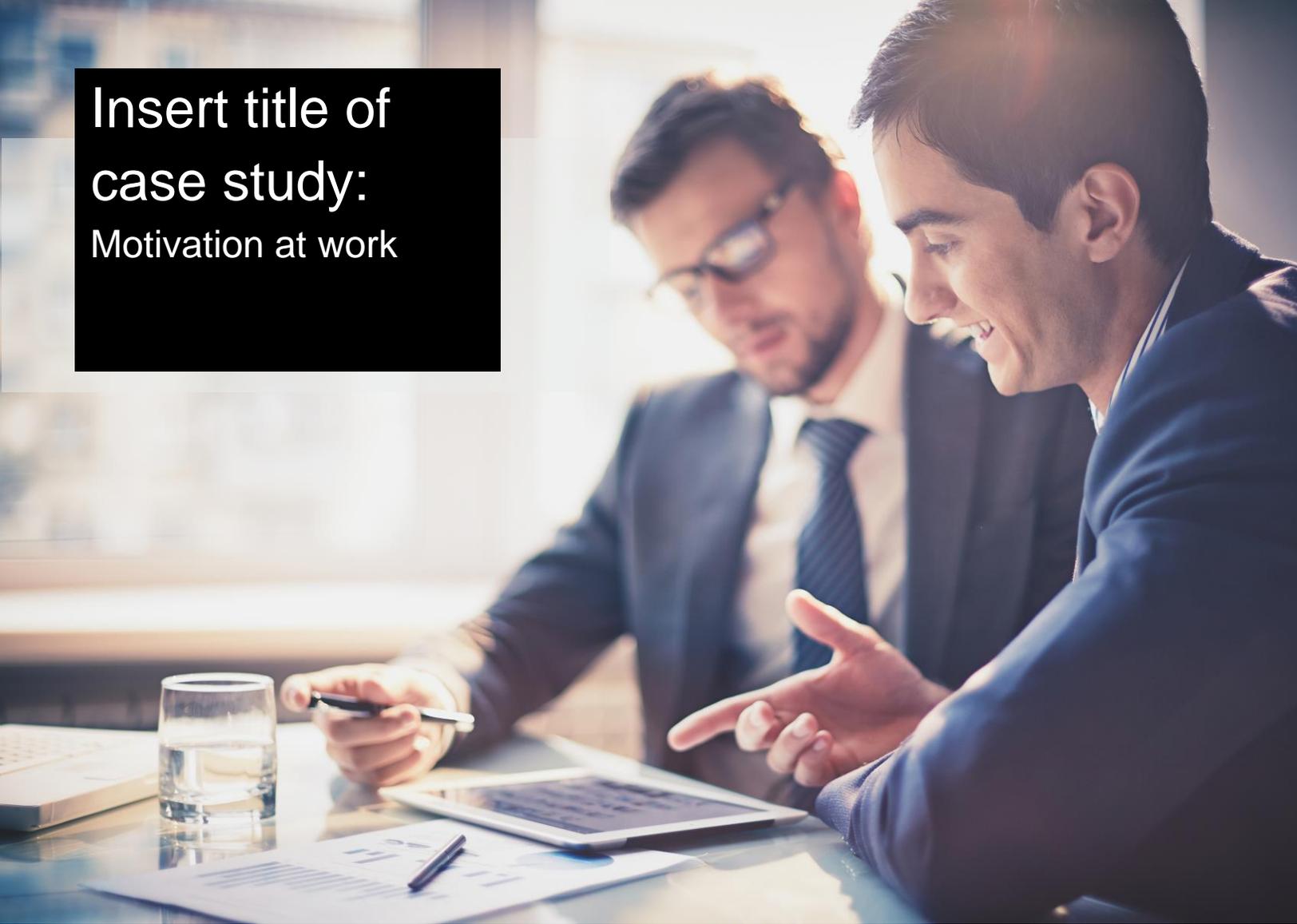


Insert title of case study: Motivation at work



Getting Fit for Work

Organisation:

SME.17

“Employees are the company’s best assets. If our employees are not as motivated, this will have a tremendous effect on productivity”

SME.17, Owner

Summary

The presence of the motivator factors does lead to and supports satisfaction; and rarely are they cause of dissatisfaction.

Challenges

As an old and well established business, the company has been focused only on “hygiene” factors such as salaries, company administration, inter-personal relationships, supervision, job security and working conditions. And it is now time expressing our support to employees and also put “motivator” factors on the agenda. This is particularly important, since competition in our sector is very high (e.g. by bigger printing enterprises) and, at the same time, more and more customers do express very specific requirements and show high expectations from us.



The F4BG Assessment

SME's F4BG assessment highlighted the need to improve in one main area: Motivation at work. The F4BG assessment highlighted a second area as well for improvement: Employee Engagement

The Solution

To define and implement a set of measures to promote the motivator factors (e.g. flexibility, formal recognition, etc.) and help people to better achieve performance in-line with the needs of the business.

Results and Future Plans

Continue the development of the company motivational plan, by defining clear short-term and long-term goals.

"Motivator factors include things such as responsible work, independence in doing the work, and satisfaction arising from the completion of challenging tasks"

SME 17, Owner

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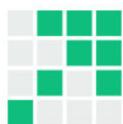
The project aims to help small and medium enterprises to improve performance and productivity using High Performance Work Practices, Wellness Practices and Business Growth Coaching.



Source: <https://www.linkedin.com/pulse/motivation-work-how-important-lucy-benzilin>

For further information visit:

www.fit4businessgrowth.eu



Fit4BusinessGrowth

Leading By Example



Erasmus+

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