Motivating and Rewarding Your Employees

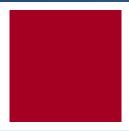**UIC** UNIVERSITY OF ILLINOIS AT CHICAGO

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Session Objectives

- Review the importance of motivating and rewarding employees
- Identify simple practices to inspire and motivate employees (and the reasons to do so)
- Review formal recognition programs at UIC
- Share a tool to identify how employees like to be recognized
- Provide additional resources on rewarding and motivating employees

What Contributes to High Morale?

Working in small groups, rank the following 10 items, in order of importance, in contributing to high employee morale:

Interesting Work	Appreciation and Recognition
Feeling "in on things"	Job Security
Good wages	Promotion and growth
Good working conditions	Personal loyalty
Tactful discipline	Sympathetic help with problems

1	Interesting Work
2	Appreciation and Recognition
3	Feeling "in on things"
4	Job Security
5	Good wages
6	Promotion and growth
7	Good working conditions
8	Personal loyalty
9	Tactful discipline
10	Sympathetic help with problems

Source: US Chamber of Commerce Small Business Center

What does the research say?

Consider the following…

- Diversity in the Workplace

- Employee Motivation & Engagement

- UIC Guiding Values

UIC Guiding Values

Knowledge

Openness

Access

Excellence

Collaboration

Caring

What <u>expectations</u> have you communicated about these values in your unit?

How do you <u>motivate</u> people to demonstrate these values?

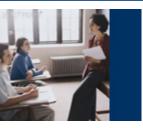How do you <u>recognize</u> individuals or groups that demonstrate these values?

12 Ways to Inspire Motivation in your Department

Formal Recognition Programs at UIC

Recognition that Matters

Employee Motivation Survey

Questions?