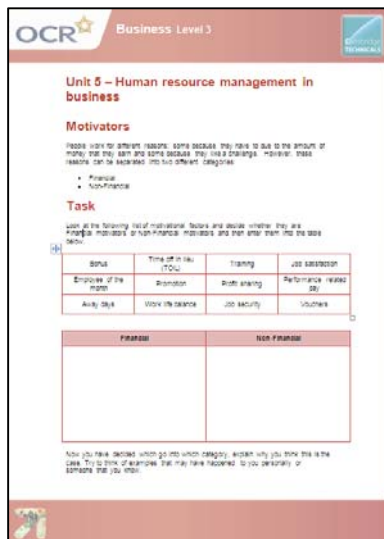


Unit 5 – Human resource management in business

Motivators

Instructions and answers for Teachers

These instructions should accompany the OCR resource 'Motivators' which supports the OCR Level 3 Cambridge Technicals in Business Unit 5 – Human resource management in business.



Unit 5 – Human resource management in business

Motivators

People work for different reasons, some because they have to due to the amount of money that they earn and some because they like a challenge. Motivated staff members can be separated into two different categories:

- Financial
- Non-financial

Task

Use all the following list of motivational factors and decide whether they are financial motivators or non-financial motivators and then enter them into the table below:

| | | | |
|-----------------------|-------------------|---------------|-------------------------|
| Bonus | Time off in lieu | Training | Job satisfaction |
| Employee of the month | Flexibility | Shift working | Performance related pay |
| Away days | Work life balance | Job security | Vouchers |

| Financial | Non financial |
|-----------|---------------|
| | |

Now you have decided which go into which category, explain why you think this is the case. Think of examples that may have happened to you personally or someone that you know.

Associated Files:
Motivators

Expected Duration:
Task – approx. 15 minutes

People work for different reasons, these can be separated into two different categories:

- Financial
- Non-financial



Task

Learners could look at the following list of motivational factors and decide whether they are Financial motivators or Non-Financial motivators and then enter them into the table below.

| | | | |
|-----------------------|-------------------------|----------------|-------------------------|
| Bonus | Time off in lieu (TOIL) | Training | Job satisfaction |
| Employee of the month | Promotion | Profit sharing | Performance related pay |
| Away days | Work life balance | Job security | Vouchers |

| Financial | Non-Financial |
|-------------------------|-------------------------|
| Bonus | Time off in lieu (TOIL) |
| Promotion | Training |
| Profit sharing | Job satisfaction |
| Performance related pay | Employee of the month |
| Vouchers | Away days |
| | Work life balance |
| | Job security |

Once the learners have decided which go into which category, they could explain why they think this is the case. Learners could try to think of examples that may have happened to them personally or someone that they know.



This activity offers an opportunity for English skills development.

LESSON Elements

The building blocks you need to construct informative and engaging lessons

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