



Do you employ staff?

Do you have difficulty understanding your legal and contractual responsibilities as an employer?

Do employment problems keep you awake at night?

Hassle Free HR - Taking the hassle out of your HR and H&S Management

■ [Visit our website](#)

Non-Financial Rewards – How to Motivate and Engage Employees

What are Non-Financial Rewards?

Non-financial rewards are the rewards or benefits an employer provides for employees which do not directly involve payment to the employee. Opportunities for personal development, flexible working, performance management, autonomy, recognition, and employee involvement are all good examples of non-financial rewards. Non-financial rewards can also be free eye tests or sponsored gym memberships, and although these will require payment by the company, the fact that the employee pays nothing makes them non-financial rewards. Cycle to work or Healthy Living schemes are also a common example. As you can see, these tend to be the rewards that come out of the work itself and are often considered intrinsic to the job role. Financial rewards such as Christmas bonuses are more separate.

What are the benefits?

It is a common misconception that all employees want is money; many employers have the view that employees value their wages with the highest importance, but this may not always be the case. Earning a respectable wage is not the be all and end all of employee happiness, with many employees actually rating their “experiences as an employee” above their pay when it comes to levels of importance. It can be seen through a number of surveys and reports conducted over recent years that the happiest and most engaged employees are the ones which receive the most non-financial rewards.

By providing your employees with non-financial rewards they are more likely to feel engaged, committed and motivated towards their job roles and you, their employer. This can benefit you as this may result in higher levels of performance, productivity and customer service. A company with hard working and dedicated employees is more likely to become a successful one when compared with a company with unmotivated or uncommitted employees. In addition, a company with hard working and dedicated employees may find it easier to attract new and retain existing employees, thereby reducing recruitment costs,

In these tough economic times it may not be possible to offer increases in pay, however employees are still looking for the best possible experience in their working life. By providing as many non-financial rewards as possible, you are demonstrating your commitment to treating your employees as well as you can. This can help you to retain your best performers and thereby retain a competitive advantage.

If you have any queries relating to any of the subjects raised within this newsletter then please don't hesitate to contact us at hradvice@hasslefreehr.co.uk

For clarification of any of the above updates or for advice and guidance on any HR and/or Health and Safety Concerns contact us by emailing hradvice@hasslefreehr.co.uk or by calling 02476 664092.

Hassle Free HR Limited Registration Number: 5844301