

Motivation

The screenshot shows a web browser window displaying a case study from 'THE TIMES 100'. The page title is 'Motivation at RBS - Total Reward'. The article discusses Maslow's theory of motivation and details the 'Total Reward' package offered by RBS, which includes flexible pension funding, health and medical benefits, paid holidays, and a confidential advice service. It also mentions 'Results Based Payments' and 'Non Financial Rewards'. A sidebar on the right contains a 'Newsletter Subscribe' form with fields for email, forename, surname, school, and postcode, along with a 'submit' button. The browser's address bar shows 'http://times100.co.uk/'.

This article shows the different types of things that can motivate a person because not everyone is motivated by the same things. This shows that workers don't just need the thought of money to motivate them. This business doesn't just offer money it offers things that interest employees e.g. Flexible pension funding, health benefits, generous holiday allowance. The Royal Bank of Scotland offers lots of different packages that can help pay off student loans, personal choice in working hours. These types of offers can motivate a person to work harder so they can achieve things that they want or need to if it's paying off debt or if it's getting discounted shopping vouchers. If the employee has a goal to work towards this will motivate them to work harder and if they achieve more their self-esteem will be higher and they can become more happier about coming to work every day.

The screenshot shows a web browser window with the following content:

- Page Title:** Recruitment
- Address Bar:** http://times100.co.uk/
- Main Content:**
 - HR Operations, Compensation & Benefits, Pensions, HR Administration.
 - It aims to ensure that:
 - the Tarmac values are shared across the company
 - employee satisfaction is increased which in turn can drive customer satisfaction and business performance.
 - Recruitment:** One area in which HR is involved is recruitment. When a company recruits someone, selection will be done by HR and the employing department working together. Induction and training are the next steps. These are also managed by HR and the employing department.
 - HR ensures that, once recruited, staff remain. Moreover, as people need to develop and maintain skills, HR is usually responsible for staff development.
 - It also monitors incentives and bonuses. A company recruits the best and it must reward staff properly in order to retain them.
 - Tarmac has its own website for graduate trainees. This is designed to show that Tarmac is the place to work.
 - Corporate values:** Tarmac's HR strategy ensures that its corporate values are shared and maintained across the company. Staff are expected to follow its four key corporate values.
 - Tarmac sees these values as essential for:
 - '...helping us to carry out our work day in, day out; they guide us in our dealings with each other and with our customers; ultimately, they are the bedrock of the culture of the company.'
- Next Steps:**
 - Download a PDF of this case study
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 - Give us feedback
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 - Bookmark with Digg
 - Bookmark with Facebook
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- Right Sidebar:**
- Registration form (Email, Forename, Surname, School, Postcode, I am [Select], submit)
- Print, Download document, Download MP3
- More Studies:**
 - Beiersdorf: How market research supports the new product development process
 - mpower: Managing risk through effective team-based decision making
 - Royal Bank of Scotland: Motivating through Total Reward
 - Network Rail 1: Critical Path Analysis at Network Rail
 - BSI: Creating world class quality standards

This company shows that even after recruitment the employee still needs be shown new skills and that the need to monitored so they can reward them for the work they have done. Tarmac shows that their recruits are selected by human resources and the employing department. This shows that Tarmac take their recruitment very seriously and they carefully select someone by getting two separate departments working together in order to make sure they have chosen the right person for the job . The human resources department make sure that once the person is recruited that they remain within the company. In order to have the best running company Tarmac employs the best people for the job.