

**HR Share**

# **Effective Staff Motivation**

**By: YIM Meng Chhorn**



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# About MC

- Head of HR Services and GM – The CENTER HR
- HR Manager – ANZ Royal Bank
- Compensation & Benefits Manager – Hello & Smart Axiata
- HR Consultant – HR Inc

# Agenda

Time	Activity	By
5:50 - 6:30pm	Opening & Topic Sharing	Mr. Yim Meng Chhorn, Head of HR Services & GM, The CENTER HR
6:30 - 7:00pm	Topic Sharing	Mr. Sok Naty, HR & Adm Manager, Attwood
7:00 - 7:30pm	Questions & Answers Sharing	Guest Speakers & All

# Staff Motivation

- Staff motivation – The act of inspiring others to move toward goal-directed action.



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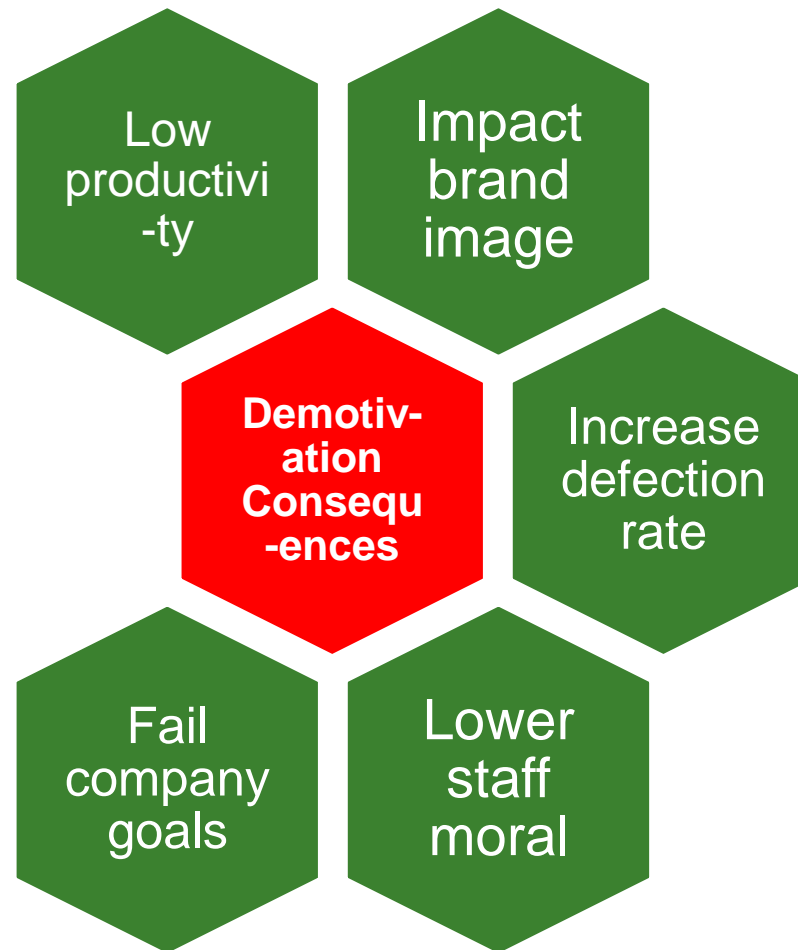
# Staff Motivation

- What motivate your staff?
- What demotivate your staff?

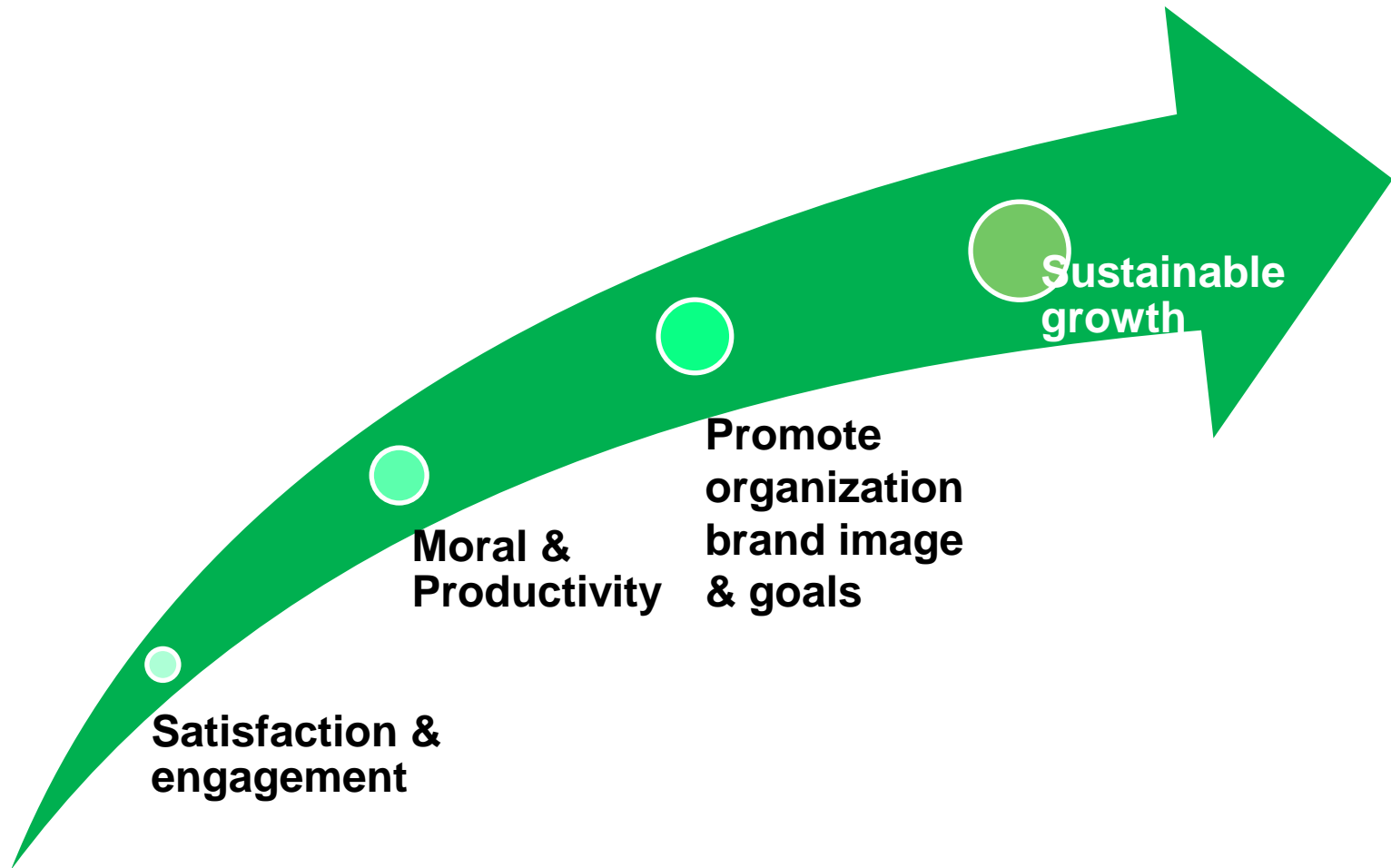
# What Demotivate Staff



# Staff Demotivation Consequences

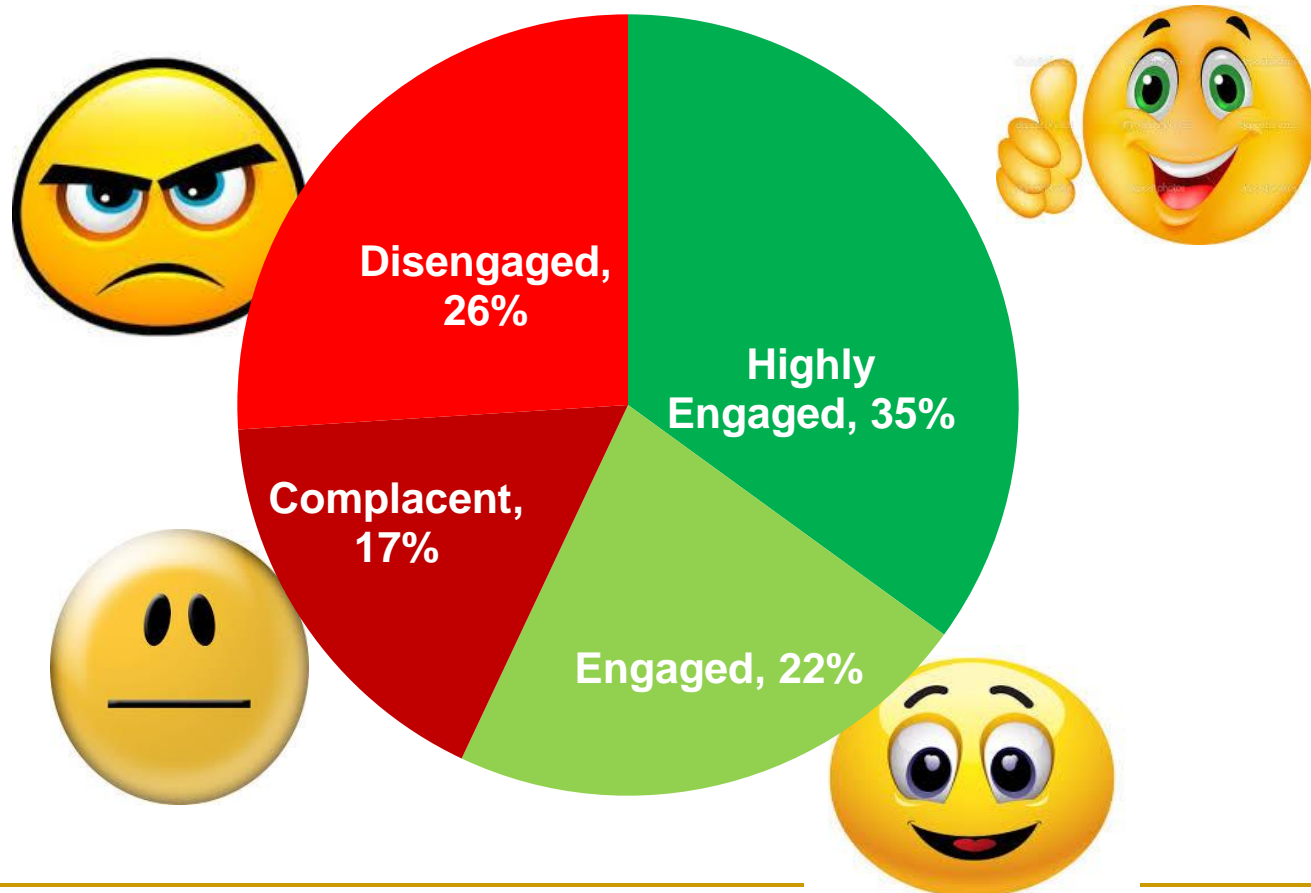


# Why Staff Motivation





# Global Engagement Survey



# Employee Engagement

- I love working here
- What can I do for others?
- I inspire others to do their best

- I know I'm part of something bigger
- I feel important at work
- I'm very busy with my work
- I'll leave if something much better come along

- I use more sick leave than I should
- I don't like my manager or working in my team
- I don't like my job much but I get on with it
- I read jobs ads some times

- I'm here for the money only
- I'm leaving when I can
- I'm a clock watcher
- I'm not satisfied with the job I do

Highly Engaged



Engaged



Complacent



Disengaged



# Motivation Tools

## Financial

- Salary
- 13<sup>th</sup> month check
- Bonus, incentive, insurance, medical, pension fund, allowances...

## Non-financial

- Recognition, empowerment, engagement
- And many more...

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# Non-financial Motivation

- Non-financial and low cost motivation - **Video**



# Non-financial Motivation

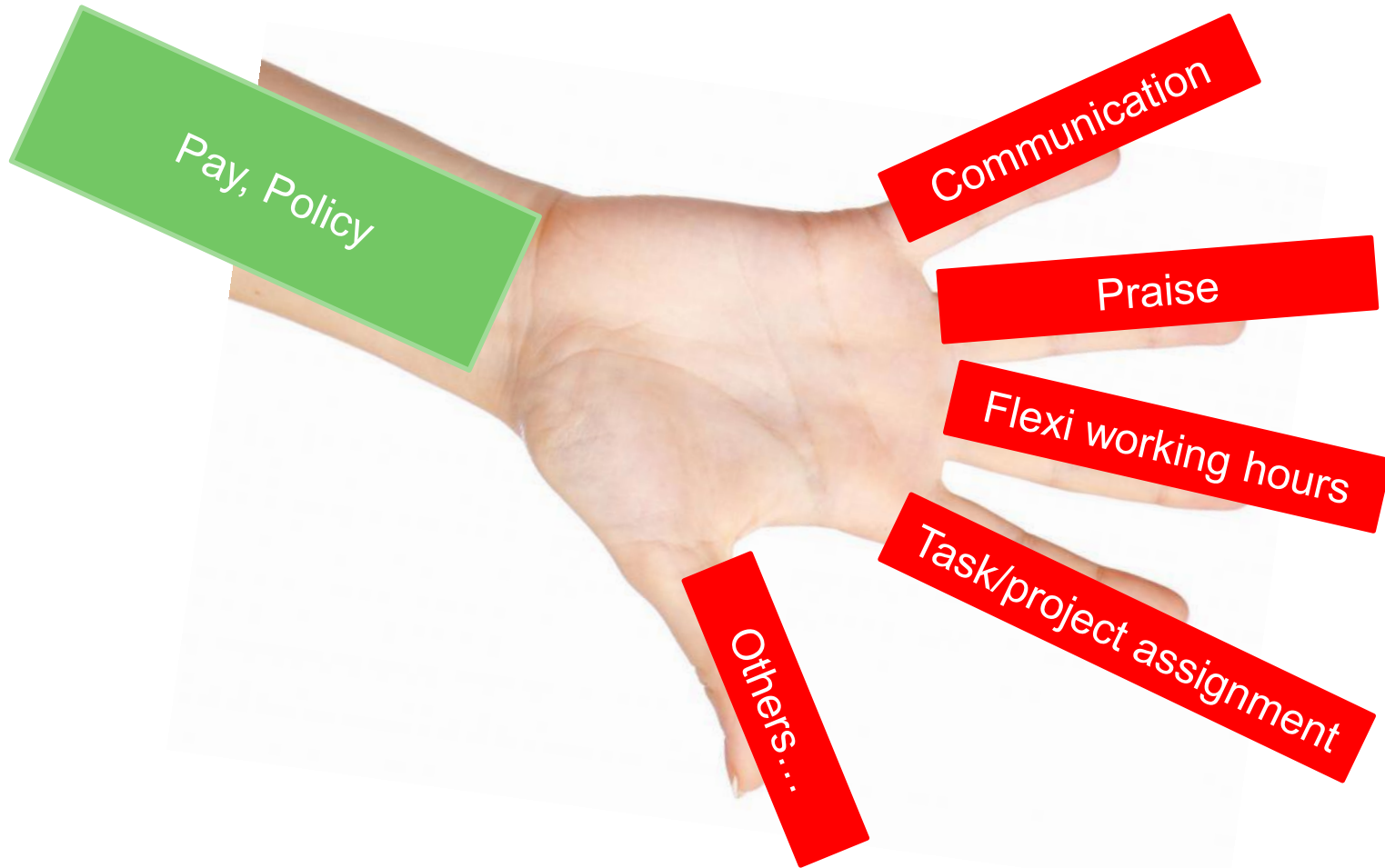
- Simple Recognition: *'Praise' and 'Thank', but be genuine, specific and timely*
- Instant/on-spot recognitions
- Clear instruction/communication
- Get your people to know the task objective and keep people updated
- Fair treatment
- Empowerment
- Skill development
- Working conditions & environment

# Individual Difference

- Individual staff are different, so a manager needs to be flexible in applying different approaches toward staff motivation.



# Individual Difference



# Thank You



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