# U2.23 - Print & Cut Flashcards

Cut along the card edges. Each card shows the question on top and the answer underneath.

## CARD 1

**What are financial incentives?**

Money-based rewards used to encourage employees to improve performance, reach targets or stay with the business.

## CARD 2

**What are sales bonuses?**

Extra financial payments given when employees meet or exceed sales targets.

## CARD 3

**What are four types of sales bonus?**

Individual bonus, team bonus, commission-style bonus and tiered bonus.

## CARD 4

**How can sales bonuses motivate employees?**

They create a clear financial link between stronger sales performance and extra income.

## CARD 5

**What theory links closely to sales bonuses?**

Vroom's Expectancy Theory because effort, performance and reward must be clearly connected.

## CARD 6

**What is a limitation of sales bonuses?**

Employees may overfocus on sales, pressure customers, reduce teamwork or lose motivation if targets seem unrealistic.

## CARD 7

**What are share schemes?**

Programs allowing employees to receive, buy or earn shares in the business they work for.

## CARD 8

**What are common types of share scheme?**

Employee share plans, matched shares, share options and restricted stock.

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## CARD 9

**How can share schemes motivate employees?**

They connect employees financially to long-term business success and may encourage an ownership mindset.

## CARD 10

**How can share schemes help a business?**

They can improve loyalty and help attract and retain skilled employees.

## CARD 11

**What is a limitation of share schemes?**

Share values can fall and schemes may be complex, delayed or less useful to employees needing immediate income.

## CARD 12

**What is the key difference between sales bonuses and share schemes?**

Sales bonuses reward shorter-term performance; share schemes mainly support long-term ownership, loyalty and retention.