U2.24 - Print & Cut Flashcards

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

CARD 1

What are non-financial incentives?

Motivation strategies that encourage employees without directly giving them extra money.

CARD 2

What is skill improvement training?

Training that improves employees' knowledge, skills, confidence and ability to perform their job.

CARD 3

What are common types of skill improvement training?

On-the-job, off-the-job, formal, leadership and technology training.

CARD 4

How can training motivate employees?

It can increase confidence, growth, capability and the feeling that the business is investing in them.

CARD 5

Which motivation theories link to training?

Maslow's higher-level needs and Herzberg's motivators.

CARD 6

What is a limitation of training?

It can be costly, time-consuming, irrelevant to some employees or employees may leave after gaining skills.

CARD 7

What is recognition and reward?

Non-financial acknowledgement of strong effort, achievement, reliability or positive behaviour.

CARD 8

What are examples of recognition and reward?

Praise, awards, extra responsibility, leadership opportunities, autonomy and mentoring others.

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CARD 9

How can recognition motivate employees?

It can make employees feel respected, valued and appreciated, encouraging positive behaviour.

CARD 10

Which motivation theories link to recognition?

Maslow's esteem needs and Herzberg's motivators.

CARD 11

What is a limitation of recognition?

It can seem fake, unfair or favouritist, and some employees may dislike public praise.

CARD 12

How do training and recognition differ?

Training develops employee capability; recognition acknowledges strong effort, achievement or behaviour.