Human Power

Easy Access English

Workforce.	
Man Woman Human being	Men Women Human being

ACTIVITY ONE : Answer the discussion questions.

1. What gives human beings power as a workforce in your opinion ?

2. How do you make the most of your human resources ? Place these concepts in order of importance in your opinion :

   - Good pay.
   - Recognition and encouragement.
   - Fear
   - Teamwork.
   - Good leadership.



3. How should a good manager motivate the workforce ?

4. How can a manager encourage teamwork ?

5. How important is it that a manager is percieved to be fair in your opinion ?

ACTIVITY TWO: Read the text paying attention to your intonation and pronunciation.

The Power of Positive Employee Recognitio How to Provide Effective Employee Recognition By Susan M. Heathfield,

Provide employee recognition to say "thank you" and to encourage more of the actions and thinking you believe will make your organization successful. People with positive self-esteem are potentially your best employees. These beliefs about employee recognition are common among employers even if not commonly carried out.

Employers start out with all of the best intentions when they seek to recognize employee performance. They often find their efforts turn into an opportunity for employee complaining. With these experiences, many employers are hesitant to provide employee recognition.

In my experience, employee recognition is scarce because of a combination of several factors. People don't know how to provide it effectively, so they have bad experiences when they do. They assume "one size fits all" when they provide employee recognition. Finally, employers think too narrowly about what people will find rewarding and recognizing

Guidelines for Effective Employee Recognition

Decide what you want to achieve through your employee recognition efforts and create goals and action plans that recognize

the actionsthat you want to reward in your organization.

Fairness, clarity, and consistency are important. People need to see that each person who makes the same or a similar contribution has an equal likelihood of receiving recognition for her efforts.

As an example, if people are recognized for exceeding a production or sales expectation, anyone who goes over the goal gets the glory. Recognizing only the highest performer will defeat or dissatisfy all of your other contributors, especially if the criteria are unclear or based on opinion.

For day-to-day employee recognition, you'll want to set guidelines so leaders acknowledge equivalent and similar contributions. Each employee who stays after work to contribute ideas in a departmental improvement brainstorming session gets to have lunch with the department head.

This guideline is why an "employee of the month-type program" is most often unsuccessful. The criteria for results and the fairness of these criteria are not clear to people. So, people complain about "brown-nosing points" and the boss's "pet." These programs cause discontent and dissention when the organization's intentions were positive.

As an additional example, it is important to recognize all people who contributed to a success equally. A CEO I know perpetually announced employee recognition for major projects at the company holiday celebration. Without fail, he missed the names of several people who contributed to the success of the project. With the opportunity for public recognition past, people invariably felt slighted by the post-banquet thanks.

Comprehension questions :

- Why does the author say that employee recognition is a good idea.,
- Why does she think that employers neglect employee recognition ?
- What advice does the author give ?



ACTIVITY THREE : Human Power at IKEA : discussion questions.

1. How powerful is the individual at IKEA ?
2. How valued is the individual at IKEA ?
3. How creative can an individual be at IKEA ?
4. How does IKEA motivate its workforce ?
5. Give an example of the following values being put into practice in your department :

- TOGETHERNESS
- COST-CONSCIOUSNESS
- RESPECT
- SIMPLICITY

Last activity – Listening comprehension - **You tube : Ikea Brings 600 Jobs to Red Hook - New York Post**

1. How many people ware working there now ?
2. How many will be working ?
3. What do the local residents think about IKEA coming to their area ?

4. What is being done in preparation for the openining.