

Business Report with a Visual

Employee Motivation 5

Doug Ames, manager of operations for OAISYS, noted that some of these issues keep the company from outperforming expectations: “Communication is not timely or uniform, expectations are not clear and consistent, and some employees do not contribute significantly yet nothing is done” (personal communication, February 28, 2006).

Recommendations

It appears that a combination of steps can be used to unlock greater performance for OAISYS. Most important, steps can be taken to strengthen the corporate culture in key areas such as communication, accountability, and appreciation. Employee feedback indicates that these are areas of weakness or motivators that can be improved. This feedback is summarized in Figure 1.

A plan to use communication effectively to set expectations, share results in a timely fashion, and publicly offer appreciation to specific contributors will likely go a long way toward aligning individual motivation with corporate goals. Additionally, holding

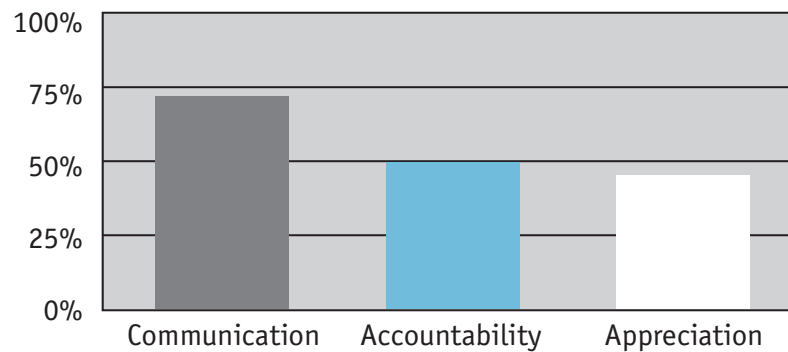


Figure 1. Areas of greatest need for improvements in motivation.

Report formatted in typical business style, with citations in APA style.

Visual referred to in body of report.

Figure, a bar graph, appears at bottom of page on which it is mentioned. Figure number and caption placed below figure.