On Demand Solutions to Improve Employee Performance and Engagement

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On demand solutions are indispensible components of an effective and comprehensive motivation strategy. Made up of an array of software that makes it easier to conduct training within a comprehensive reward and recognition program, on demand solutions, much like the companyâ€™s motivation strategy, can be good motivational tools.

Strategy in Place

But first, on demand solutions have to be aligned with the motivation strategy. So make sure you have an effective strategy in place. â€œIncentives, Motivation and Workplace Performance: Research & Best Practices,â€• a study authored by Harold D. Stolovitch, Richard E. Clark, and Steven J. Condly mentioned some of the steps towards implementing an effective motivation strategy.

The first step, according to the study, which was conducted by researchers for the International Society of Performance Improvement and funded with a grant by the SITE Foundation, is all about carefully assessing the areas that need improvement. Based on these areas for improvement, you can create a program or programs that will address and change the behavior that is causing the shortfall.

Once you have determined the programs that can help change the behavior, you can get down to the details. â€œIncentives, Motivation and Workplace Performanceâ€• recommends a quota-based program as opposed to the tournament type program. A quota-based program sets a target or benchmark to surpass and gives every employee a shot at the recognition and getting the reward.

Choose specific rewards that are distinct from the usual salary â€“ this sends the message that the goals are special and worth the time and effort. It also makes the work goals more valuable, encourages employee engagement and helps them become emotionally engaged as they work on hitting the benchmarks.

Training Support

The company, on the other hand, should provide training, support and rewards to achieve the work goals. Thatâ€™s aside from providing the reward programâ€™s meaning, communication which all help foster a sense of work importance and utility.

The focus during training â€“ using tools like on demand solutions, among other things â€“ should be in gaining more knowledge, empowering the employees and improving skills towards achieving the goals and getting the reward.

Choose on demand solutions that are easy to customize to align with the objectives of the recognition and reward program. These on demand solutions should also have a great selection of training modules and quiz and online training programs that are easy to load, modify and completely user-friendly. Find out if the company behind the on-demand solutions offers frequent updates to the software at no add-on costs.

To make the entire process of the recognition and reward program easier to monitor, choose on-demand solutions that offer a central platform thatâ€™s capable of handing training, recognition and rewards.

The on demand solutions should also adhere to global standards and should be SCORM-compliant. SCORM refers to Shareable Content Object Reference Model, the industry standard for e-learning interoperability.

The software should also be able to provide a real-time, online report that helps you arrive at an analysis of the training programâ€™s effectiveness.

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Allysa Wilson is a HR with an experience of being a good provider of a full suite a on demand solutions for an employee recognition, reward and training program.

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