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EMPLOYEE MOTIVATION AND REWARDS

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The procurement and logistics department in the hospital facility is crucial because it ensures that medical staff has the stipulated quantity of goods and equipment so that they can give services to the patients in the health organization. When the professional procurers are incorporated in the planning process of the firm this helps them to understand health issues that affect the patients this helps in searching for marketplaces where they buy goods and services that are important to the hospital. Procurement officers are important in delivering health care and ensuring beneficiaries are well catered for adequately. Procurement ensures the organization has delivered health programs by maintaining high-quality supplies. The department is a task with the responsibility of identifying the ideal products and services after ensuring they have adequate knowledge at local and international markets places, the team is obliged to ensure they add value by understanding and coordinating the delivery team to ensure the healthcare organization is effective (Hewagama, 2019).

The main goal of motivating this department is to help the healthcare system to adapt to more effective strategies that control cost by reducing the total amount of cash used in the public sector. The procurement department can ensure the firm has greater efficiency in utilizing the scarce resources that have been accompanied by increased pressure firm needs and preferences of the patients and the public dominion. for efficiency to be realized in the hospital supplies system improvement should be conducted in the purchasing department which can only be achievable by establishing strategic decisions on how the purchases will be conducted ensuring there are effective cost control measures. Cost control will be achievable in the organization by ensuring procurement plans are linked to resource allocation. Integrating consumer expectations into the procurement decisions will promote efficiency in the hospitals. Reducing administrative rigidities will ensure the firm has effective cost control strategies.

The ideal theory that will increase motivation for the employees in the procurement department is through management by objectives which involve setting goals of an organization and then they are communicated to the management and this information is passed to members of the organization which intends to motivate them to work harder to achieve better results in the hospital facility. Management by objectives is important in monitoring and evaluating the performance and the progress that employees are making and they are compared to the set objectives. When the firm allows the employees to set their goals this becomes easier for them to fulfill their obligations.

Management by objectives involves several steps that involve defining organization goals that will involve managers of the firm in setting the organizational goals, the goals involve projections by the top management on the goals to achieve in a stipulated period. Employee objectives should be defined that will involve general objectives and plans where the managers are obliged to help the subordinate staff in establishing their personal goals. The managers will hold a face-to-face discussion with the employees and they will identify targets and which goals they aim to achieve in a specified period and the necessary resources for goal attainment, they share thoughts on feasible organization goals.

Continuous monitoring of performance and progress should be adopted by the firm this is necessary because it increases effectiveness in the manager's oversight duties and helps the employees in remaining active to ensure they have higher scores that align with the set firm goals. Performance evaluation is necessary because it will help in identifying the ideal needs in the workforce that are made possible by ensuring the managers are using the equity in assessing the performance of employees. Feedback is provided after a critical assessment has been done that will be based on the set objectives of the firm. Employees can track their progress and

ensure they make corrections on their faulty areas. The strategy is affected by evaluation meetings where superiors and subordinates make discussions on their progress.

Management by objectives will be necessary for employee motivation because the management will be efficient because of the increased output that is directly related to employee productivity that is based on the set goals. Departments that have established management by objectives have higher productivity and (Islami, et al 2018). increased efficiency that will motivate them to work harder to achieve organizational goals . Management by objective enhances effective planning because the employees are clear on the organizational objectives and the set strategies that will be adopted to ensure the department is successful. Transparency is promoted in this strategy because there is increased communication between the management and the employees where every individual in the firm knows about the roles that they should undertake. Subordinate staff can report to the top management this increases the share of ideas and transparency in the hospital facility.

Commitment is reinforced where the members of the department are allowed to make plans and help the company in achieving its goals, this is made possible because the employees are given specific target goals that shall be critical in creating more sense of commitment of the employees. with the goal-setting strategy used of goal setting is important because it gives the team members on the path that is appropriate to achieve higher, employees are easily motivated because they are aware of the process required and they can share their ideas, this also helps employees in understanding their roles and task effectively. MBO gives responsibility to everybody in the room by making a design that characterizes objectives and lifts execution. The board is a precarious issue, and one should be responsible to finish the work. Indeed, even awesome groups regularly can't arrive at their maximum capacity because of the administration's

escape clauses or powerlessness to appoint undertakings and screen viably. With this administration strategy, the colleagues ought to consider participatory conduct that supports the usefulness of the association.

Performance-based incentives are important in motivating employees, you can boost employee motivation by defining their duties and tying rewards to specific levels of achievement. Annual bonus compensation is one of the most frequent types of performance-based incentive systems. Many companies have a bonus scheme for their employees, especially for mid-level management (Landry, et al 2017). Employees get a percentage of their annual salary as a bonus. You can use commissions, spot bonuses, output bonuses, or suggestion incentive programs for personnel who operate in the hospitals.

Ownership and profit-sharing are enhanced commonly because chiefs and upper-level administration are liable for the association's principal undertakings, motivator plans at this level include a higher feeling of objective congruency between these workers and the association. In this way, you can embrace benefit sharing and investment opportunities, utilizing the component of proprietorship to rouse and upgrade the representative's exhibition (Freeman, et al 2017). Workers who accept they are part proprietors of the organization might turn out to be more effective and useful because they accept the organization's triumphs are their own. Employee and recognition awards you additionally can utilize nonmonetary prizes to propel workers. For instance, worker acknowledgment satisfies the mental necessities and wants of representatives. Plans, for example, deal individual of the month or worker of the year endorsements assist with supporting resolve as you perceived the representative for his extraordinary endeavors. Grateful input from chiefs and administrators likewise fill in as representative acknowledgment and assist with supporting resolve. Holding courses, displays, and studios and empowering workers to

partake and afterward granting the representative for support in these occasions likewise infers inspiration and acknowledgment for representatives included. An effective communication tool that will be utilized is the use of emails where important information will be disbursed to the employees and are expected to give feedback of their view of the performance appraisal.

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FINAL GRADE

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GENERAL COMMENTS

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