Project Activities and Sequencing Scenario

 CPMGT/301

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 Daryn Hale, PMP, PSM 1

**Employee Incentive Program**

An employee incentive program is a way of increasing employee motivation and getting them to produce maximum profit and returns for the company or organization in which they work. The employee incentive program is strategic and systematically planned to increase both employee motivation and profit returns. In the given case scenario, employees lack motivation due to the lack of traditional bonuses there were there before. Working in a university setting, the only thing the employees could benefit from is the higher education for themselves and their children. More important the higher education for their children at subsidized rates or even free of charge.

The employees need motivation and morale to work as soon as possible. The best way to do so is by introducing a target based work program, and they can compete for the benefits of the results of the program. The benefits could include a free scholarship for higher education for a child each year. The need of the employee is to have subsidized rates, but this makes it even better since there will be no charges at all.

The necessary tools and techniques are communication, setting targets and setting deadlines for the goals. The activities will include, introducing challenges to execute at the work level for each employee and use a standardized format in the awarding of marks. The problems will be sequential and the total score cumulative. Then take away will be you can only win twice at most in two years. That way the wins will be distributed and offer enough time to save for the next year if one does not have won. The challenges and targets can change with time to accommodate everyone’s ability. We list the work breakdown structure and sequence of activities in the charts below.

**WORK BREAKDOWN STRUCTURE (WBS)**

**SEQUENCE OF ACTIVITIES**